



*Deadline Extended – Looking For a Few More Great Candidates*

— POSITION AVAILABLE —

## CITY MANAGER Apply ASAP

Welcome to the City of Sunnyside, Washington. Nestled between the Tri-Cities on the east and the City of Yakima on the west, Sunnyside is ideally located equidistant from Spokane, Seattle, and Portland. This charming City is also just a 10-minute drive, in any direction, from world-renowned vineyards. Sunnyside is a perfectly placed community of comfort and culture. Many enjoy the relief of its small town feel without sacrificing accessibility to nearby city amenities. Here, you can find ample room to raise a family, grow professionally, or simply find a quiet corner to enjoy the beauty of the American Northwest.

Sunnyside has much to offer outdoor aficionados. Exercise enthusiasts particularly appreciate the walking, jogging, and biking trails. A popular route is the Lower Yakima Valley Pathway, which moves southeast 15 miles to Prosser. The Yakima River (45 miles to the east) is a water destination where people enjoy tubing, floating, fishing, and other water activities. Additionally, snow skiing, hiking, and hunting are available in the mountains to the west. Hunters are also welcome at Sunnyside, as elk, deer, water fowl, forest grouse, doves, pheasants, quail, partridges, and turkeys are all found in the surrounding area.



Sitting in the heart of the flourishing wine industry of the state, Sunnyside is part of the second largest grape growing area in the nation. The region has much to visit and taste, as the Yakima Valley American Viticultural Area produces 40% of the wine made in Washington. From craft breweries to wine tasting tours to the Summer Ale Fest, Sunnyside has something for everyone's palate.

With fairly mild year-round temperatures, fertile soil, and 300 days of sun, Sunnyside boasts an impressive agricultural legacy. Surrounded by a large and diverse agricultural valley, the area produces fresh fruit, vegetables, mint, grapes, asparagus, and hops. The dairy industry also has a large presence here. The community is very proud of its agricultural history and its current position in the local economy. Every December, the City hosts the Lighted Farm Implement Parade where dozens of tractors, combines, and antique farm equipment covered in lights move through downtown Sunnyside. This major event is the oldest implement farm parade in the country and was once named as one of the top 10 lighted parades in the U.S. by the A&E Network.

The City is culturally diverse and very accepting of newcomers. Neighborhoods are cozy, and everyone is friendly and helpful. People quickly get to know their next-door neighbors. An enclave of Dutch, who were initially involved in agriculture, make up part of the social and political fabric of Sunnyside. More recently, the City has become multicultural, reflected by a large Hispanic population. As such, many people in the community are bilingual, speaking Spanish/English. Sunnyside's annual Cinco de Mayo celebration is one of the largest in Washington, bringing in visitors from all over the state. Additionally, the City has an abundance of Mexican restaurants, offering some of the most delicious and authentic food you've ever tasted!

As many love calling Sunnyside home, the cost of living here is relatively low. Crime rates are average, and the lifestyle is characterized as attractive and rural. Housing prices are quite reasonable. According to Realtor.com, median home listing price may be \$455,000, with a median home sale price of \$275,000. A beautiful three-bedroom, two-bath home can be purchased for between \$360,000 and \$489,000.

Healthcare is excellent, with the local Sunnyside Community Hospital, and other medical centers less than 40 miles northeast, providing a variety of medical services. Education is also important to Sunnyside residents. The Sunnyside School District services the area, and school facilities are well-maintained and plentiful. One elementary school is devoted entirely to kindergarteners! Higher educational opportunities are available within a 200-mile radius, such as Columbia Basin College in Pasco, Yakima Valley College in Yakima, University of Washington in Seattle, Central Washington University in Ellensburg, and Washington State University in Pullman.

Sunnyside also provides entertainment for sports enthusiasts, such as supporting athletics through the local Sunnyside High School Grizzlies. Though the City does not have its own professional teams, residents still have many choices including the Seattle Mariners (MLB), Seattle Seahawks (NFL), Seattle Storm (WNBA), Seattle Sounders FC (MLS), Seattle Kraken (NHL), and Tacoma Rainiers (PCL).

Travelers have several options heading out of Sunnyside. Interstate 82 runs through the lower half of the City, while other roads like State Route 22, State Route 24, and U.S. Route 97 are quite accessible. Air travelers have numerous choices, such as the local Sunnyside Municipal Airport, Portland International 180 miles southwest, Seattle-Tacoma International 180 northwest, and the Tri-Cities Airport 50 miles to the west. For those who enjoy cruises, head 180 miles northeast toward Port of Seattle, with a plethora of cruise lines to choose from (Norwegian Cruise Line, Princess Cruises, Carnival Cruise Line, and Royal Caribbean, to name a few).

If you are looking for an exciting city manager position in a beautiful valley in south central Washington, this opportunity is for you! Leave the fast-paced lifestyle, traffic, and congestion of major urban settings to enjoy the easy-going tempo of Sunnyside.

## HISTORY

The area presently known as Sunnyside was originally inhabited by the Taptat-hlama. Upon signing a treaty between Washington Territory Governor Isaac Stevens and Yakama tribe



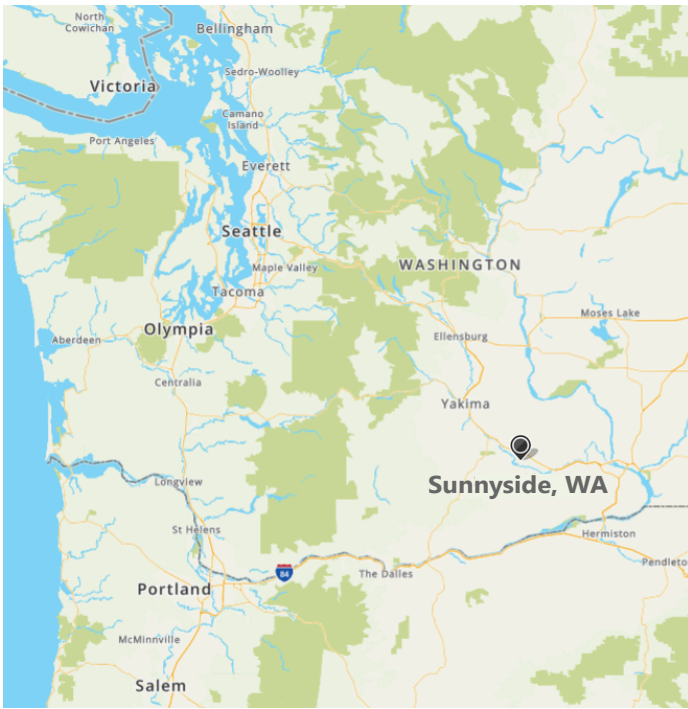


Figure 1: Location of Sunnyside, WA

representatives in 1855, many native tribes were moved to the newly created Yakama Indian Reservation.

The settlement was originally founded in 1893 by Walter Granger. His idea was to bring water from the Yakima River via the Sunnyside Canal to irrigate local farmland. The financial panic of 1893 slowed progress, and all but seven families remained in the area. However, by the end of 1901, the population had doubled to over 300, the legal minimum to incorporate. On September 16, 1902, residents voted 42 to one to incorporate as the town of Sunnyside.

Sunnyside's population increase was stimulated by the immigration of the Dunkards—members of the German Baptist Progressive Brethren, so named for their practice of baptizing their members in irrigation canals and ditches. They formed a Christian Cooperative Colony in Sunnyside and purchased the entire town site. They were the developers of its first bank and a telephone system. Notably, they enforced clauses prohibiting alcohol, dancing, and gambling as a condition on every parcel of land sold.

In 1917, Sunnyside initiated a project to pave its dirt streets. This project was necessary because years of irrigation had raised the

Table 1: Sunnyside Demographics

Distribution by Race		Distribution by Age	
White	24.6%	0 to 15	34.8%
Black	0.2%	15 to 25	12.3%
Asian	0.6%	25 to 45	25.7%
Native American	3.1%	45 to 65	16.5%
Other	71.5%	65 to 85	7.5%
Total	100.0%	Over 85	3.2%
Hispanic Ethnicity (all races)	86.7%		
2022 Estimated Population: 16,296			

Educational Achievements (25 & Over) and Other Statistics	
High School or Higher	53.4%
Bachelor's Degree or Higher	8.2%
Median Age—Sunnyside	27.1
Median Age—U.S.	38.9
Median Household Income—Sunnyside	\$49,134
Median Household Income—U.S.	\$74,580
Poverty Rate	13.6%

Source: U.S. Census Bureau

water table to the point that the streets had become unbearably muddy. The cost of the entire project was approximately \$63,000. In the 1930s, refugees from the Dust Bowl moved to Sunnyside because of abundant water and opportunities. In 1948, Sunnyside became the first city in Washington to adopt the council-manager form of government.

### DEMOGRAPHICS

Over time, the City has gained a noteworthy increase in its Hispanic/Latino population. A significant portion of the Sunnyside community speak Spanish. See Table I for Sunnyside Demographics.

CLIMATE

Sunnyside has four distinct seasons. Its climate is characterized as semi-arid by some and cold desert by others. During the summers, average high temperatures are in the high 80s to low 90s, whereas average lows are in the high 40s to low 50s. Winters can be quite cold, with average temperatures ranging between the 20s and 40s. Precipitation is minimal and has continued to decrease over the years. Presently, average yearly rainfall in Sunnyside is 8 inches, and average annual snowfall is 9.5 inches. In comparison, the average U.S. annual precipitation is 38.1 inches of rainfall and 27.8 inches of snowfall.

GEOGRAPHY

Sunnyside lies in south central Washington within Yakima County. Approximately 40 miles north of the Washington-Oregon border, Sunnyside is 180 miles southeast of Seattle, 180 miles southwest of Spokane, and 180 miles northeast of Portland, OR. Interstate 82 runs east-west through the lower half of Sunnyside, while the Yakima Valley Highway passes through the City’s upper half.

The City covers 6.63 square miles (all of which is land) and lies an average of 745 feet above sea level. To the west are the Pacific

Ocean and Cascade Range, approximately 260 and 140 miles away, respectively. Mount Adams is the most notable peak of the Cascade Range within Yakima County, being the second tallest peak within the state. Directly between Mount Adams and Sunnyside lies the Yakama Indian Reservation.

COMMERCE

The entire Yakima Valley region has a population of over 256,000 and can be described as rural. Agriculture is an economic mainstay (over \$1 billion sold locally, nationally, and internationally each year) and local businesses largely support and/or compliment that industry. Other significant industries in the region include healthcare, warehouse/distribution, manufacturing, alternative energy and tourism. See Table 2 for the top ten taxpayers in Sunnyside.

THE GOVERNMENT

The Revised Code of Washington classifies Sunnyside as an "optional code city" with a council-manager form of government. As such, the City is overseen by seven elected Councilmembers. One member is selected from the body to be mayor and another to be the deputy mayor. Both serve two-year terms in those offices. All are elected at large and serve staggered four-year terms. Four Councilmembers represent geographic districts, and three serve at large. The City does not have term limits. Elections are held in November of odd numbered years, with the next one being in 2025 when four seats are up for reelection.

Historically, the composition of the City Council has been relatively stable. It is quite common for Councilmembers to serve multiple terms. Presently, two members have already served at least two terms, and five are serving their first. As a body, the Council is collegial, and has a great deal of respect for City staff, and is supportive. The City Council has two regular meetings and a scheduled workshop each month.

Table 2: Principal Employers, Sunnyside, WA

Employer	Industry	Assessed Valuation
Darigold Inc.	Manufacturing	\$62,904,642
Yakima Chief-Hopunion LLC	Agriculture	\$22,148,421
Pacificorp	Utilities	\$20,167,162
Ostrom Mushroom Farms LLC	Manufacturing	\$15,883,400
Yakima Valley Commercial LLC	Real Estate	\$15,883,400
Sunsteel LLC	Manufacturing	\$14,599,538
Sunnyside Dairy LLC	Agriculture	\$13,675,268
Milne Fruit Produce	Manufacturing	\$13,548,100
Cow Palace	Agriculture	\$12,616,474
Carrington Company	Real Estate	\$12,022,900

Source: Port of Sunnyside, WA 2022 ACFR

Sunnyside provides a full range of traditional city services to its residents. Appointed by City Council is the City Manager, who may be removed by the Council's majority vote. The City Manager serves as both the Chief Executive Officer and the Chief Operations Officer of Sunnyside. He/she is responsible for overseeing the city's day-to-day operations and supervises the following city departments: Police (including the city jail), Fire and Emergency Medical Services, Public Works (which includes the airport, community development, parks, sewer, streets and water), City Clerk, and Finance and Administration. Electricity is provided in Sunnyside by Pacific Power and natural gas by Cascade Natural Gas. The City Manager is also solely responsible for all hiring decisions regarding city staff employment.

The City's 2024 adopted total budget is \$61,403,207 and its general fund budget is \$23,848,434. The General Fund's largest sources of revenue are taxes from utilities, property, and sales tax. The City currently has 122 employees, though the authorized and funded positions equals 142. Additionally, the City has six labor groups with bargaining rights that represent the following employees: Public Works, Office/Clerical, Police Department Support, Police Guild (All Patrol Officers), International Association of Firefighters, and Division Supervisors.

## THE CHALLENGES AND OPPORTUNITIES

First and foremost, the City Manager will need to work with the Council to ensure the City has a vision everyone understands. To implement this vision, a strategic and comprehensive plan need to be created. These plans will bring together all the necessary elements to ensure the long-term health and well-being of the community.

Second, although it has made some notable progress, Sunnyside is ripe for and needs more development. It is the key to the City's future. The good news is the City Council actively supports the right kind of development. The challenges are (1) to be ready for the coming development—amending the comp plan and addressing infrastructure (particularly transportation and sewer capacity), (2) to be selective (getting the right kind of development—in addition to more offices and businesses, more

owner-occupied housing), and then (3) to facilitate it quickly and efficiently.

A related challenge is, while the City welcomes development, it is committed to protecting the businesses that are here and make the city what it is. No one wants to lose the vitality its ethnic restaurants and small businesses bring. They, along with the local agriculture, are a regional draw, and almost everyone in Sunnyside wants them to stay.

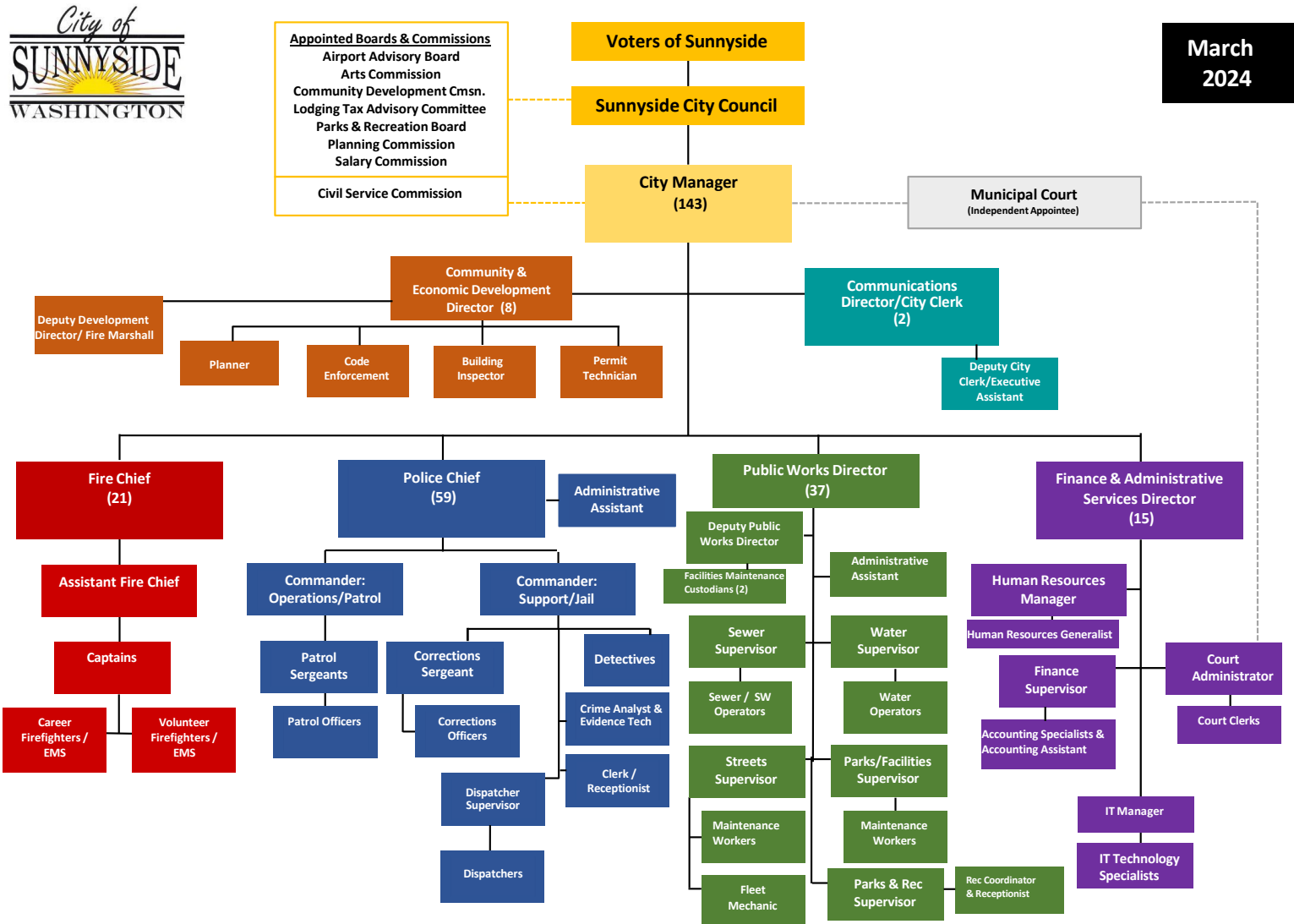
The third challenge is housing. The city simply does not have a great deal of housing available at any one time that would attract middle income people and professionals. Land is available, and developers need to be given a reason to build here. Currently, there are three housing developments that are in the early phases of planning. Arrangements will need to be made to ensure the development of these housing projects.

Fourth, as previously stated, the City has a significant Hispanic population, meaning that a large proportion of the City's residents identify as Hispanic or Latino. The area has a vibrant cultural diversity; however, there is a disconnect between the Spanish-speaking residents and the English-speaking local government. The next City Manager will work with the City Council to develop a plan for new community outreach efforts to bridge this gap.

Finally, Sunnyside is experiencing a gang presence that has increased crime rates and local concern. The police department is working to reduce gang related issues, but like many police departments, recruitment and training for these positions takes time. Emphasis will need to be made to ensure that the police department is fully staffed to dispel gang related issues.

Its efforts to continue to improve its residents' quality of life will require Sunnyside to work with other local cities and Yakima County. Hence, intergovernmental relations and working together to resolve regional issues that impact Sunnyside will be important.

FIGURE 2: SUNNYSIDE—ORGANIZATIONAL CHART



## THE IDEAL CANDIDATE

Sunnyside is seeking an experienced manager who has demonstrated he/she is also an outstanding leader, and who is ready for a new challenge! The City Council wants someone to work with it as a partner, a supporter and a trusted advisor. The individual will be a practical visionary who realizes his/her job is to implement the Council's policies and direction. The manager will be a consensus builder yet not afraid to speak up when he/she feels a course correction is needed. The Council is not looking for a "yes" person, but someone they can count on to always provide their best professional opinion, diplomatically and in the appropriate setting. He/she will work to ensure every Councilmember's views are being heard and considered. Communication will be frank, free-flowing, and without

surprises. The individual will be very open, approachable, and believe strongly in transparency.

The City expects the next City Manager to be a true professional with outstanding communication skills (verbal, written, and listening). The individual will be involved in the community and equally comfortable conversing with citizens and stakeholders from all walks of life. He/she will believe strongly in transparency and accountability.

The ideal candidate will set goals and rely on his/her subordinates to do their jobs. The individual will not be a micro-manager but someone who expects to be informed and will hold the staff accountable. He/she will encourage creativity while realizing 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 an important part of the process, and that the diversity of opinion will only make the projects and programs better. Building and maintaining a high level of staff morale will be important to the Manager.

Personally, the City is looking for someone who is energetic, positive, approachable, receptive, open, and honest. The ideal candidate will have nerves of steel and will always be calm with a sense of humor whether it be in a council meeting, a storm, or a local event. The individual will be confident in his/her abilities and decisive.

The Manager will be a critical thinker. While respectful of past and current processes, he/she will always ask if there is a better way to conduct business and to solve problems. Analytical skills and knowledge of how to utilize information technology to optimize processes and better communicate with the public, are paramount. The Manager will likely need 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 be visionary yet down to earth and practical—someone who is receptive to criticism with a focus on solving problems and moving on to the next issue. The best candidate will be someone who understands politics but does not get involved. He/she will also realize giving credit to others is often the best way to get things done.

The individual will have demonstrated skills in management, finance, and development. The position requires a bachelor's degree in business administration, public administration, public

policy or related field and five to ten years of increasingly responsible experience as a senior level government or private sector executive. A master's degree is preferred but not required. Bilingual in English/Spanish is a plus.

#### COMPENSATION

The salary range is \$155,000 to \$185,000, plus benefits. The actual salary will depend on qualifications and experience. The City Manager will have an employment agreement and be part of the Washington State Department of Retirement Systems.

#### THE MOST RECENT CITY MANAGER

The most recent City Manager was the former Finance Director. She was asked to leave after serving for two years.

#### RESIDENCY

Residency within the city limits is required.

#### INTERNAL CANDIDATES

While we do not anticipate any internal candidates, the City Council is committed to finding an outstanding City Manager and will select the best person available.

#### CONFIDENTIALITY

No candidates' names will be released without the candidates' permission. It is, however, expected that the names will be released to the public when the City Council selects finalists. It is also likely the public will be able to meet the candidates at a reception.

#### HOW TO APPLY

Email your cover letter and resume to [Recruit39@cb-asso.com](mailto:Recruit39@cb-asso.com) as soon as possible, but by May 31<sup>st</sup> at the latest. Resumes will be screened as they arrive. Please direct your questions to Scott Krim at (801) 628-8364 or Lynelle Klein at (970) 433-7189.

#### THE PROCESS

Applications will be screened as they arrive, with much of the screening occurring between May 18th and June 24th. A reception and interviews will be held on July 8th and 9th. A selection will be made shortly thereafter.

#### OTHER IMPORTANT INFORMATION

The City of Sunnyside is an Equal Opportunity Employer. It encourages minorities, women, and veterans to apply.

#### ADDITIONAL INFORMATION

For more information concerning Sunnyside and the region, visit:

[www.ci.sunnyside.wa.us](http://www.ci.sunnyside.wa.us)

[cometotheshun.com](http://cometotheshun.com)

[www.yakima.org/index.html](http://www.yakima.org/index.html)