



— POSITION AVAILABLE —

## CITY ADMINISTRATOR

Apply ASAP but no later than May 1, 2026

Crestwood is a well-established community just 14 miles southwest of downtown St. Louis. This dynamic suburb blends classic homes, local shops, and the calm of true neighborhood living. Ranked #1 Best Place to Buy a House in Missouri, along with top 25 rankings for Best Places to Live, Retire, and Raise a Family (Niche, 2025), Crestwood offers an exceptional environment to raise a family and build a career.

Crestwood's parks system is a core part of the community's quality of life, providing accessible spaces for recreation, gathering, and everyday use. The City maintains approximately 120 acres of parkland across seven parks, with amenities that include playgrounds, athletic fields, tennis and pickleball courts, walking paths, and open green space. These parks are distributed throughout the community, allowing most residents to easily access a nearby park.

Whitecliff Park serves as the centerpiece of the system. Spanning approximately 85 acres, it is home to the Crestwood Community Center, Aquatic Center, sand volleyball courts, tennis and basketball courts, and an extensive network of walking and biking trails. The park also includes the quarry area



with a boardwalk and pavilion that has become a destination for walking, fishing, and family gatherings.

Crestwood's Parks and Recreation Department complements these facilities with a wide range of programming for all ages, from youth sports and camps to fitness classes and community events. These programs help activate the parks and create opportunities for residents to connect with one another.

The City is making significant investments in its parks system through Proposition A, a \$33.4 million voter-approved bond program. Projects include construction of a new community center, improvements to park amenities, development of the Whitecliff Loop Trail to enhance internal connectivity, and upgrades to outdoor spaces at the existing community center site, including a family-oriented games complex and expanded gathering areas. Implementation is underway, with phased project completion over the next several years.

Crestwood is also directly connected to the regional greenway system through Grant's Trail, part of the Great Rivers Greenway network. This approximately 11.5-mile paved, multi-use trail runs through Crestwood and serves as a key corridor within a broader network of interconnected greenways linking parks, neighborhoods, and regional destinations across St. Louis County. The trail is widely used for walking, running, and cycling and provides an important off-street option for both recreation and active transportation.

Crestwood truly shines as a place to call home. The community includes a number of churches and civic organizations that contribute to its connected character. With a cost of living below the national average and crime rates lower than both state and national benchmarks, Crestwood offers peace of mind alongside everyday comfort. Its tightknit neighborhoods are known for residents who look out for one another, and the pedestrian and bicycle friendly layout makes getting around both easy and enjoyable.

Housing is also refreshingly attainable. As of February 2026, the average home valuation in Crestwood is \$331,088 (Zillow). A typical three-bedroom, two-bathroom home around 2,000 square feet often lists near \$340,000, while newly built homes

range from just under \$400,000 to about \$900,000, depending on size and features. Crestwood offers options that fit a wide range of needs and budgets.

Crestwood also benefits from strong public and parochial school options. Most of the City is served by the highly regarded Lindbergh School District, widely recognized in the St. Louis region for its consistent academic performance, strong community support, and comprehensive programs that serve students across all grade levels. A smaller portion of residents fall within the Affton School District, a well-established district known for its commitment to student achievement, accessible programs, and a close-knit school community.

The City is also well positioned within one of the Midwest's stronger higher education markets. Within a short drive, residents have access to a range of respected institutions, including Washington University in St. Louis, ranked among the top national universities; Saint Louis University, recognized for its strength in health sciences, business, and law; University of Missouri–St. Louis, a key regional institution supporting workforce development and research; Webster University, known for its global programs; and St. Louis Community College, which provides broad access to career and technical education across the region. Together, these institutions contribute to a strong pipeline of talent and professional opportunity in the St. Louis area.

Sports fans have plenty to cheer for in the St. Louis region. Local pride runs deep with beloved professional teams like the St. Louis Blues (NHL), the St. Louis Cardinals (MLB), St. Louis City SC (MLS), and the St. Louis Battlehawks (UFL). Golf enthusiasts will appreciate that the PGA brings major championships and playoff events to the St. Louis region, while racing fans enjoy top-tier action at World Wide Technology Raceway.

Residents live by the "20-Minute Advantage." As Crestwood is ideally located, locals are only 20 minutes from most everything, including downtown St. Louis, and the St. Louis International Airport. Interstates 44 and 270 will get you most anywhere, including other regional airports.

Within a short drive, residents can access many of the region’s most recognized destinations, including Forest Park, home to the St. Louis Zoo, Science Center, the Saint Louis Art Museum, and the Muny (the nation’s oldest and largest outdoor theater). The Missouri Botanical Garden, the Gateway Arch, Powell Hall (home to the St. Louis Symphony), the Fox Theater, and The Magic House, are among the many other exciting attractions to explore. These destinations, along with a wide range of dining, retail, and cultural amenities, are part of everyday life in the St. Louis metropolitan area.

With outstanding amenities, welcoming neighborhoods, and a truly family-friendly atmosphere, Crestwood stands out as an exceptional place to live and work. The City is poised for its next chapter, and experienced professionals, who are ready to take the helm as Crestwood’s next City Administrator, are encouraged to apply!

## HISTORY

The area eventually known as Crestwood was originally home to several Native American prairie tribes, such as the Dakotas, Osage, Shawnee, and Missouri. The land became part of French territory in 1682, though the region passed between European powers a couple more times. In 1803, the United States gained control over the land due to the Louisiana Purchase.

One of the most influential families to arrive was the Sappington clan. John Sappington, who had served in the Revolutionary war, settled into the St. Louis region in 1806 with his wife and 17 children. They built the Sappington House in 1808, a building which the City of Crestwood currently maintains, and is the oldest brick home in St. Louis County. In 1816, Sappington’s 681-acre parcel was confirmed by an Act of Congress. Missouri later applied for statehood in 1818.

In the early 20th century, Crestwood was primarily a community of truck farmers, with businesses emerging after the construction of Highway 66 (now Watson Road). By the 1940s, motels and taverns began to appear along the highway corridor. The Village of Crestwood was incorporated in 1947, so named for a subdivision with an iconic white oak sitting on the crest of a hill. In 1949, the municipality became a fourth-class City and later a Charter (home rule) City in 1995.

Over time, the City experienced immense commercial growth due to Route 66 landmarks in the region. The development of Crestwood Plaza Mall – one of the first shopping centers in St. Louis County – also aided in the City’s growth. In fact, the population increased from 1,645 in 1950 to 11,106 in 1960 and even to 15,123 in 1970.

The eventual loss of Crestwood Plaza in the 2000s led to a decline in employment and revenue; however, new redevelopment plans came forward in 2016, and the mixed-use development Crestwood Crossing has been completed on the site of the former Crestwood Plaza, leading to the reinvigoration of Crestwood’s commercial corridor and population growth. Crestwood grew from 11,912 in 2010 to 12,404 in 2020, and continues to see strong population growth, both at Crestwood Crossing, and throughout existing Crestwood neighborhoods. Construction is also in the early stages at The Wayne, a large luxury apartment complex being built on Crestwood’s eastern border. Crestwood has seen greater improvement and stability, emphasizing Crestwood’s deserved recognition as #1 in “Best Suburbs to Buy a House in Missouri” and in the top 6% of “Best Places to Raise a Family in Missouri” (Niche, 2025).

## DEMOGRAPHICS

See Table 1 on page 4 for the City’s demographic profile.

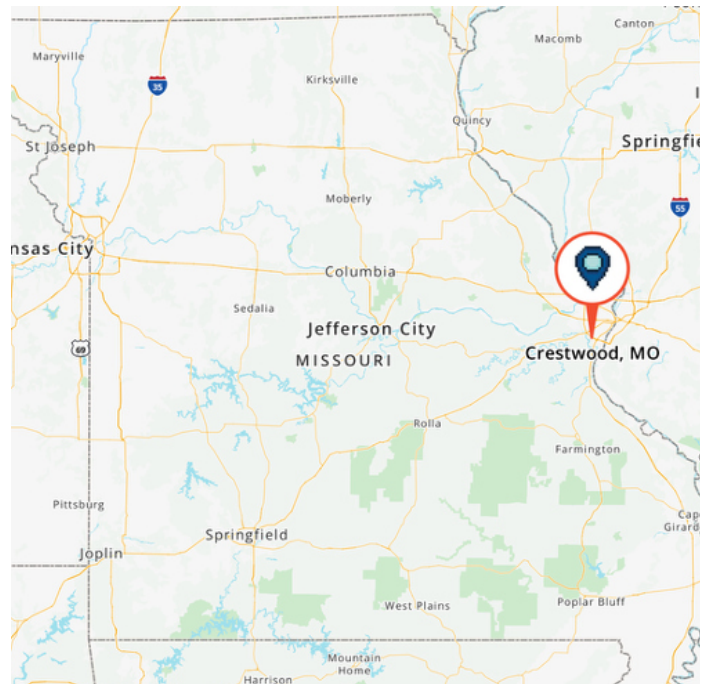


Figure 1: Location of Crestwood, MO

Table 1: Crestwood Demographics

Distribution by Race		Distribution by Age	
White	89.2%	0 to 15	17.9%
Black	1.7%	15 to 25	7.9%
Asian	2.2%	25 to 45	28.0%
Native American	0.1%	45 to 65	25.7%
Other	6.8%	65 to 85	18.8%
Total	100.0%	Over 85	1.7%
Hispanic Ethnicity (all races)	2.6%		
<b>2023 Estimated Population: 12,295</b>			

Educational Achievements (25 & Over) and Other Statistics	
High School or Higher	97.8%
Bachelor’s Degree or Higher	56.8%
Median Age—Crestwood	42.4
Median Age—U.S.	39.1
Median Household Income—Crestwood	\$107,169
Median Household Income—U.S.	\$83,730
Poverty Rate	5.5%

Source: U.S. Census Bureau

Table 2: Principal Employers, Crestwood, MO

Employer	Industry
Woodard Cleaning & Restoration	Restoration, Cleaning, and Construction
Streib Electric	Construction and Skilled Traders
Dema Engineering Company	Fluid Control and Chemical Dispensing Systems
Weir Pump and Valve Solutions, Inc.	Industrial Equipment Manufacturing
Schnucks Market	Retail
Sam’s Club	Retail
Dierbergs Crestwood Crossing	Retail
Kohl’s #671	Retail
Culver’s	Restaurant
Savers Thrift Superstore	Retail

Source: Crestwood, MO 2023 ACFR

## CLIMATE

Crestwood experiences a humid subtropical climate with all four seasons. Summer months are hot and humid, lasting late-May through mid-September. The average high temperature in July is 88.8° F. Winter months are cold and wet, between late-November and late-February. The coldest nighttime temperature is an average of 23° F in January. Spring and fall are milder and more comfortable in comparison, though still on the cool side.

Average annual rainfall is 44 inches, most of which falls during late spring and into the summer. Annual snowfall is an average of 16 inches. Although flooding, spring tornadoes, and winter weather are seasonal concerns, the community is quite accustomed to preparing for these weather situations.

## GEOGRAPHY

The City of Crestwood is a municipality within the Gravois Township in St. Louis County and is part of the Greater St. Louis Metropolitan Statistical Area. Situated 14 miles southwest of St. Louis, Crestwood is close to quite a few major roadways. Interstate 44 runs east-west and crosses through the City’s northwestern corner. Running parallel is Missouri Route 366, which cuts through the City’s center. Running north-south are U.S. Route 61 just west of the City and Interstate 270 a mile further west.

Crestwood is 3.59 square miles, all of which is land. It has an elevation of 614 feet above sea level. The City is nine miles west of the Mississippi River which marks the state lines between Missouri and Illinois. Approximately 17 miles northwest is the Missouri River. See Figure 1 on page 3.

## COMMERCE

Crestwood maintains a stable, community-oriented commercial base anchored by local businesses, regional retailers, and established service providers. The City’s primary commercial corridor

along Watson Road (Route 366) serves as the economic backbone of the community, providing convenient access to retail, dining, and everyday services for residents and visitors.

In recent years, Crestwood has made measurable progress in repositioning key commercial areas and supporting new investment. The most notable example is the redevelopment of the former Crestwood Plaza site, now known as Crestwood Crossing. This long-vacant property has been transformed into a mixed-use development anchored by Dierbergs, with additional retail, restaurant, and residential components continuing to move forward. The project represents a significant step in restoring economic activity and long-term viability to one of the City's most prominent sites.

Additional commercial investment is occurring along the Watson Road corridor, including new retail and restaurant spaces associated with recent and planned developments. These projects reflect steady market interest in Crestwood and reinforce the corridor's role as a destination for both local and regional customers.

Public infrastructure investment is being aligned to support this private development. Ongoing improvements along Watson Road, led by MoDOT and regional partners, include bridge replacements, sidewalk upgrades, and traffic signal enhancements. These improvements will strengthen access, safety, and visibility for businesses along the corridor and position Crestwood for continued reinvestment.

As a largely built-out community, Crestwood's economic development strategy is focused on targeted redevelopment, reinvestment in existing commercial areas, and thoughtful land use decisions that support long-term sustainability. The City works closely with property owners, developers, and regional partners to encourage high-quality projects that align with community expectations and enhance the overall economic environment.

Crestwood's commercial base reflects a mix of long-standing local businesses and established regional employers that provide stability and serve the day-to-day needs of the community. See Table 2 on page 4 for a representative list of major businesses operating in Crestwood.

## THE GOVERNMENT

As a Charter City, Crestwood is governed by a Mayor and an eight-member Board of Aldermen. The City is divided into four wards. Each ward is represented by two Aldermen, who are chosen by their respective ward's residents.

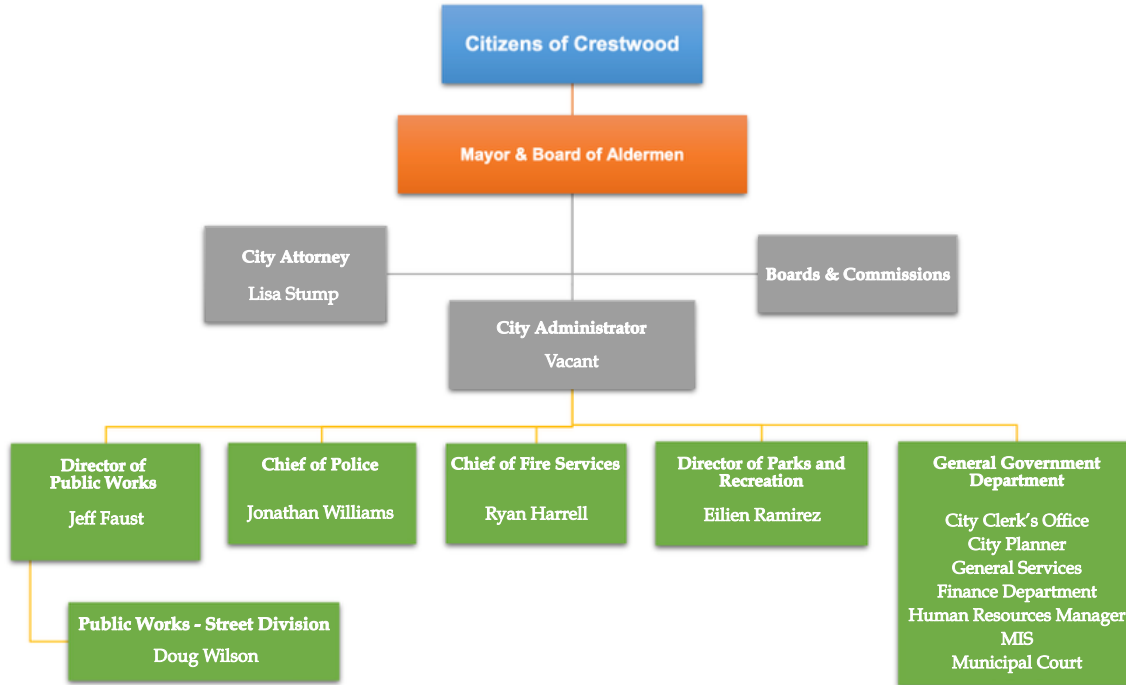
Crestwood maintains a stable and transparent leadership structure through a staggered three-year election cycle. In the first year, one Aldermanic seat from each ward is elected; in the second year, the remaining seats are chosen. The Mayor is elected at-large in the third year, ensuring continuity and balanced representation across the community. Both the Mayor and members of the Board of Aldermen may serve up to three consecutive full terms, with the opportunity to return after a three-year pause. Following each general election, the Board selects one of its members to serve as President of the Board of Aldermen, providing additional leadership support and helping guide the City's legislative agenda.

Presently, two Aldermen are currently serving their first term, four are serving their second term, and two have served multiple terms. The current Mayor has also served as an Alderman and was reelected for a second term in April 2026. Each Alderperson is deeply committed to the City's wellbeing, approaching their role with genuine care and a shared desire to serve residents. They work together with mutual respect, collaborate effectively, and take pride in fostering a positive, service oriented environment.

With approval from the Board, the Mayor nominates the City Attorney and the City Administrator. The City Administrator is responsible to the Mayor and the Board of Aldermen for the administration of all city affairs placed in the City Administrator's charge or under the City Charter. He or she may be removed by a vote from the Mayor with consent by a Board majority or by a three-fourths vote of the authorized membership of the Board of Aldermen on its own initiative. The City Administrator appoints the City Clerk and department heads.

The City of Crestwood has several departments overseeing the needs of its residents, including Parks and Recreation, Public Works, Police Department, Fire Department, Administration, City Clerk, City Planning and Economic Development, Finance,

FIGURE 3: CITY OF CRESTWOOD, MISSOURI ORGANIZATIONAL CHART



Human Resources, and Municipal Court. See Figure 3 for the City’s organizational chart.

Crestwood offers various services through these departments, such as police patrol, EMS, and fire response; infrastructure maintenance, snow removal, and other public works functions; licensing and permitting; city clerk and public records retention; code enforcement; and planning, zoning, and economic development. Other services are provided through third-party contractors. Municipal trash, recycling, and yard waste are contracted out to Waste Connections. St. Louis County maintains Sappington, Big Bend, Eddie and Park roads. Ameren Electric provides streetlight services, MoDOT maintains Watson Road, and a private service provider delivers Management Information Systems.

For fiscal year 2025, the City had a budget of \$23,296,959, with a general fund budget of \$15,145,856. During the same year, the City employed 90 full-time equivalent personnel. The Police and Fire Departments have unionized employees.

## THE CHALLENGES AND OPPORTUNITIES

Crestwood has made meaningful, visible progress in the last ten years by strengthening its economy, stabilizing its finances, and enhancing the everyday quality of life for residents. This success reflects the steady commitment of Board Members, city staff, and previous administrators who worked together to raise the bar for what the community can achieve. With that strong foundation in place, the City’s first challenge is clear, continue the momentum and keep Crestwood moving forward with the same focus, energy, and distinction that brought it to this point. The City takes great pride in its triple-A bond rating, revitalized parks, a new Community Center, and commercial developments that continue to shape Crestwood’s future.

To guide this next phase, the City has adopted a 2026 Strategic Plan that establishes clear priorities and areas of focus for the organization. The plan emphasizes continued investment in parks and amenities, strengthening connectivity and infrastructure, supporting economic reinvestment, and



maintaining high-quality municipal services. The next City Administrator will play a central role in implementing this plan, aligning staff efforts with Board direction, and translating long-term priorities into measurable results.

The second challenge is ensuring strong coordination among the members of the Board of Aldermen. While the Board enjoys a positive and respectful working relationship, bringing together eight distinct voices requires skill, patience, and experience. Every Member is deeply committed to Crestwood's success, even when their ideas for moving the City forward differ. To support effective governance, Crestwood needs an Administrator who can balance Board priorities, guide staff with confidence, and work constructively with residents.



Third, Crestwood is nearly built out, which means the next Administrator will need to think creatively about how to support growth and generate new revenue. With limited land available, the City's future success will depend on strategic redevelopment and thoughtful land-use decisions. Opportunities such as well-designed multi-family housing, along with additional family-friendly restaurants and retail options, will play an important role in keeping Crestwood vibrant, welcoming, and economically strong.

Finally, like many municipalities, Crestwood is managing the realities of an aging infrastructure. Maintaining and improving roads, buildings, parks, and stormwater systems is a daily challenge, and the need often outpaces available resources. Meeting these demands will require thoughtful planning and the ability to turn long-term strategies into action. For the next City Administrator, working closely with City staff, as well as regional partners, state

agencies, and private-sector experts, to identify new solutions for complex infrastructure issues will be both a significant responsibility and a meaningful opportunity.

Other key issues requiring attention include enhancing intergovernmental and union relationships, evaluating opportunities to share services with other communities, staff retention, and advancing operational efficiency and effectiveness across all City functions.

## THE IDEAL CANDIDATE

The Board of Aldermen and the Mayor are seeking an achievement-oriented leader and skilled manager – someone who will work with them as a partner and trusted advisor, while fully recognizing that the City Administrator serves at the direction of the elected body. They are looking for an individual who is candid, principled, and willing to provide honest guidance, even when the message is not the easiest to deliver. The next City Administrator must be able to look beyond day-to-day politics, stay grounded in the Mayor and Board’s collective vision, and consistently move the organization forward in alignment with that direction. This leader will also play a key role in supporting the elected officials through a strategic planning process, helping to develop and implement long-term goals that reflect Crestwood’s priorities and aspirations for the future.

The ideal candidate will be confident, composed, and highly professional, someone who naturally inspires trust and credibility. The next City Administrator must be skilled at balancing differing viewpoints, identifying shared interests, and guiding discussions toward consensus. This leader will ensure that all elected officials stay well-informed and will remain focused on meeting the needs and expectations of the Mayor and Board. In practice, that means everyone stays fully informed about City operations, community developments, and emerging issues and ensuring there are no surprises.

The preferred applicant will be approachable, open-minded, honest, and transparent, while being both grounded and forward-thinking. This individual will be ethical, organized, intelligent, friendly, dynamic, and proactive, bringing high energy, a positive outlook, and a “can-do” attitude to the role. The

next City Administrator should be visionary yet practical, able to think strategically and anticipate challenges before they become problems. This leader will not be content to remain behind a desk. Instead, they will be visible in the community by attending events, talking with residents, listening, and learning. A sense of humor and a calm, steady demeanor will be essential, helping the Administrator build trust, navigate difficult moments, and maintain strong relationships throughout the organization and the community.

Ideally, the selected individual will foster a culture of positivity, set clear goals, and empower staff to perform their work with confidence and competence. While Crestwood’s staff is highly capable, the Administrator will expect to be kept informed and will hold team members accountable for results. This leader will serve as a mentor, encouraging professional growth and supporting staff development at every level. The next City Administrator will also recognize that diverse perspectives and spirited, respectful discussions lead to stronger decisions and better outcomes. Building teams, promoting collaboration, and creating an environment where ideas can be shared openly will be essential. Sound judgment in hiring will be critical as well, as Crestwood values a hands-on approach – everyone, including the Administrator, is expected to roll up their sleeves and contribute to getting the job done.

Service to residents and businesses, along with strong communication, integrity, and transparency will be core values for the Administrator. Crestwood expects the Administrator to be someone who leads by example and encourages the staff to find ways to get to “yes.” While every request may not result in the desired outcome, residents and businesses should expect timely responses, fair treatment, and a sincere effort to address concerns. When a solution is not possible, respectful explanations should be provided.

The City is seeking a critical thinker who is always asking if there is a better way to conduct business and address problems. The next Administrator will have strong skills in budgeting and finance, communication, and economic development. A track record of success in intergovernmental relations will be important as the City frequently interacts with other nearby local governments as well as state agencies.

The position requires a minimum of a bachelor's degree in public administration, business administration, or other public related fields from an accredited college or university. The ideal candidate must have a minimum of 5-10 years of progressive senior management experience as a City Administrator, Assistant City Administrator, or Department Head. A master's degree in business, public administration, or related field is preferred. Finally, Crestwood wants an Administrator that is committed to remaining in this position for 5-10 years.

## COMPENSATION

The salary range is \$160,000 to \$200,000. The salary will depend on qualifications and experience. Benefits are excellent. The City Administrator will be part of the LAGERS Pension Plan and receive a 457 Deferred Compensation Plan unless he/she chooses to opt out.

## THE MOST RECENT ADMINISTRATOR

The previous City Administrator accepted a position with another municipality. He served as City Administrator for ten years.

## RESIDENCY

There is no residency requirement for the City Administrator, but once you experience Crestwood's welcoming community and exceptional quality of life, you'll find there's no better place to call home.

## HOW TO APPLY

E-mail your cover letter and resume to [apply@cb-asso.com](mailto:apply@cb-asso.com) by May 1st. Please apply ASAP as resumes will be screened as they arrive. Questions should be first directed to Scott Krim at (801) 628-8364, then to Colin Baenziger at (561) 707-3537.

## INTERNAL CANDIDATES

There is always the possibility of internal candidates, but the Board is firmly dedicated to a fair, competitive process that results in selecting the best candidate for the position.

## CONFIDENTIALITY

Under the Missouri Sunshine law, Materials submitted as part of this application may be considered public record. The City will fully protect sensitive personal information permitted by law, including Social Security numbers, background-check results, and other data specifically exempt from disclosure.

## THE PROCESS

Applications will be screened between May 1st and June 15<sup>th</sup>. Finalists will be selected on June 16<sup>th</sup>. A tour and interviews will be held on June 25<sup>th</sup> and 26<sup>th</sup>. A selection will be made shortly thereafter.

## OTHER IMPORTANT INFORMATION

The City of Crestwood is an Equal Opportunity Employer. It strongly encourages women, minorities, veterans, and individuals with disabilities to apply.

## ADDITIONAL INFORMATION

For additional information about the City, visit:

[www.cityofcrestwood.org/](http://www.cityofcrestwood.org/)

[www.ourchamber.com/](http://www.ourchamber.com/)

[www.the-route-66.com/crestwood.html](http://www.the-route-66.com/crestwood.html)

City Budget (2025)

[www.cityofcrestwood.org/ArchiveCenter/ViewFile/Item/376](http://www.cityofcrestwood.org/ArchiveCenter/ViewFile/Item/376)

[www.cityofcrestwood.org/ArchiveCenter/ViewFile/Item/405](http://www.cityofcrestwood.org/ArchiveCenter/ViewFile/Item/405)  
(2026)

City Financial Statements (2024)

[www.cityofcrestwood.org/Archive/ViewFile/Item/392](http://www.cityofcrestwood.org/Archive/ViewFile/Item/392)

Comprehensive Plan (2017)

[www.cityofcrestwood.org/DocumentCenter/View/109/2017-Comprehensive-Plan-PDF](http://www.cityofcrestwood.org/DocumentCenter/View/109/2017-Comprehensive-Plan-PDF)

Strategic Plan (2026)

[www.cityofcrestwood.org/goals](http://www.cityofcrestwood.org/goals)

[www.cityofcrestwood.org/DocumentCenter/View/5572/2026-Strategic-Plan](http://www.cityofcrestwood.org/DocumentCenter/View/5572/2026-Strategic-Plan)

Parks Master Plan:

[www.cityofcrestwood.org/384/Parks-Master-Plan](http://www.cityofcrestwood.org/384/Parks-Master-Plan)

