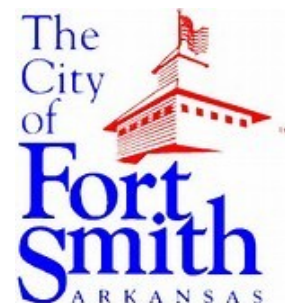


OUTSTANDING OPPORTUNITY TO SERVE THE CITIZENS OF
Fort Smith, Arkansas as
Director of Streets and Traffic
Control
(Public Works Director)



About Fort Smith

History

Major William Bradford and the U.S. Rifle Regiment established a small stockade on the bluff overlooking the Arkansas River in 1817. They named the post Fort Smith in honor of the region's military commander, General Thomas A. Smith. This post only lasted 7 years before the Army departed leaving behind a rough settlement of people who sold supplies to the soldiers.

In 1838, the Army returned to find the settlement had grown steadily over the years into a profitable and well-located establishment for trade along the Arkansas River. The Army built a better fort to protect this settlement. Fort Smith was at the crossroads for the movement westward. It also witnessed the Tragedy of the Trail of Tears as American Indians marched west through Fort Smith.



In 1846, General Zachary Taylor and his men marched from the Fort to fight the Mexican War. With the soldiers away, the area served as a stopping place for prospectors on their way to the Gold Rush. The City once again prospered as eager gold seekers bound for California bought livestock and supplies for their long journey west.

During the Civil War, the Fort was first occupied by the Confederate Army and then by Union Troops. In 1865 a Grand Council of Indians and U.S. government representatives laid down new rules that formed the basis of the Indian Treaties of 1866. By 1871 the Indian frontier had moved so far beyond the Arkansas state boundary that Fort Smith could no longer serve efficiently as a supply depot. In 1871 the U.S. Court for the Western District of Arkansas moved to Fort Smith with the U.S. Marshals. Judge Isaac C. Parker brought lasting fame to Fort Smith. Between 1875 and 1889, Judge Parker heard more than 13,000 cases there. Three hundred and forty-four of them involved the capital offenses of rape and/or murder. Judge Parker sentenced 160 convicts to death. Seventy-nine were hung at the gallows located next to the Fort Smith Court and Jail.

By 1890 to the early 1900's, Fort Smith became a prosperous City complete with hotels, banks, department stores, a street car system, a professional fire department and an opera house. The City continued to be a major trading post on the Arkansas River which included manufacturing and wholesale trading with the nearby Indian Territory. A healthy boost to the economy resulted from the successful drilling of natural gas fields south of Fort Smith and the building of the free bridge into Oklahoma around 1922.

In 1941 the U.S. Army returned to the area and established Fort Chaffee. Many of the men stationed at Fort Chaffee settled in Fort Smith. After the closure of Fort Chaffee in 1960, new manufacturing plants brought new residents and new wealth. Fort Smith retains its position as the manufacturing capital of the state.

Fort Smith Today

The City of Fort Smith was incorporated in 1842. With a population of approximately 89,000, it is the second largest city in Arkansas second only to Little Rock. Fort Smith is a full service municipality which provides full-time police & fire services; sanitation which includes solid waste and recycling; public works which included street, sidewalk, drainage construction and maintenance and Traffic Control Systems; utilities which includes water and wastewater collection and treatment within the City as well as to some nearby areas and parks and recreation which manages twenty-three parks, a community pool, athletic fields, an amphitheater, walking trails, a community center; and a Convention and Visitor Bureau which hosts many community events as well as private conferences and events.

Education: Fort Smith boasts an excellent independent public school system augmented by 10 private schools. The City is home to three universities: University of Arkansas at Fort Smith (UAFS); John Brown University and Webster University.



Utilities: The City provides both Water and Sewer Services . Electricity and gas are provided by private companies.

Transportation: Public Transportation includes a transit system that operates Monday – Saturday with monthly passes and discounted fares, plus a dial-a-ride or para transit service. Fort Smith has their own regional airport with commercial flights and private services. The Fort Smith Bus Terminal supports both Greyhound and Coach USA.

Library: Fort Smith has one of the largest and best public library systems with a 67,000 square foot main library with three branch libraries.

Senior Activities: In addition to many services provided by the Parks & Recreation Department and a Dial-a-Ride program, there are three Senior Activity Centers.

Health Care: The main hospital is the Mercy Medical Center with a campus of buildings and services plus there is the Sparks Regional Medical Center and Health South Rehabilitation Hospital.

Arts & Entertainment:

- Fort Smith Regional Art Museum
- Fort Smith Little Theatre
- Fort Smith Symphony
- Western Arkansas Ballet in Fort Smith
- Numerous concerts and events at the Arkansas River Park
- Fort Smith National Historic Site
- Miss Laura’s Visitor’s Center
- Fort Smith Museum of History
- Fort Smith Trolley Museum -Trolley Rides
- Chaffee Barbershop Museum
- Janet Huckabee Arkansas River Valley Nature Center
- The Clayton House Historic Museum
- The General William O. Darby House
- Enchanted Doll Museum
- Creekmore Express Mini-Train
- Wild Things Farm
- 40-Acre Fort Smith Dog Park

Governance

Fort Smith adopted the City Administrator form of government in 1967. The City’s governing body is the Board of Directors which consists of seven (7) Directors and the Mayor. The Mayor is elected at-large. Four Directors are elected by ward and the other three directors are elected at-large. All serve four (4) year terms. The Mayor leads the Board meetings but does not have a vote. The Mayor does have veto power. Vetoes can only be overridden by a super majority of the Directors. The Board appoints the City Administrator who has full management authority over municipal operations including the authority to hire and terminate all employees. In Fort Smith, the City Administrator has similar authority to a strong City Manager.

About the Streets and Traffic Control Department and the Director of Streets and Traffic Control Position

About the Position

The Streets and Traffic Control Department is organized into four main divisions: Street Construction, Street Drainage, Street Maintenance and Traffic Control. Each is headed by a qualified supervisor who reports to the Director. The Department has approximately 65 employees (depending upon the season). All employees are non-union. The current Departmental budget is \$7,970,716.

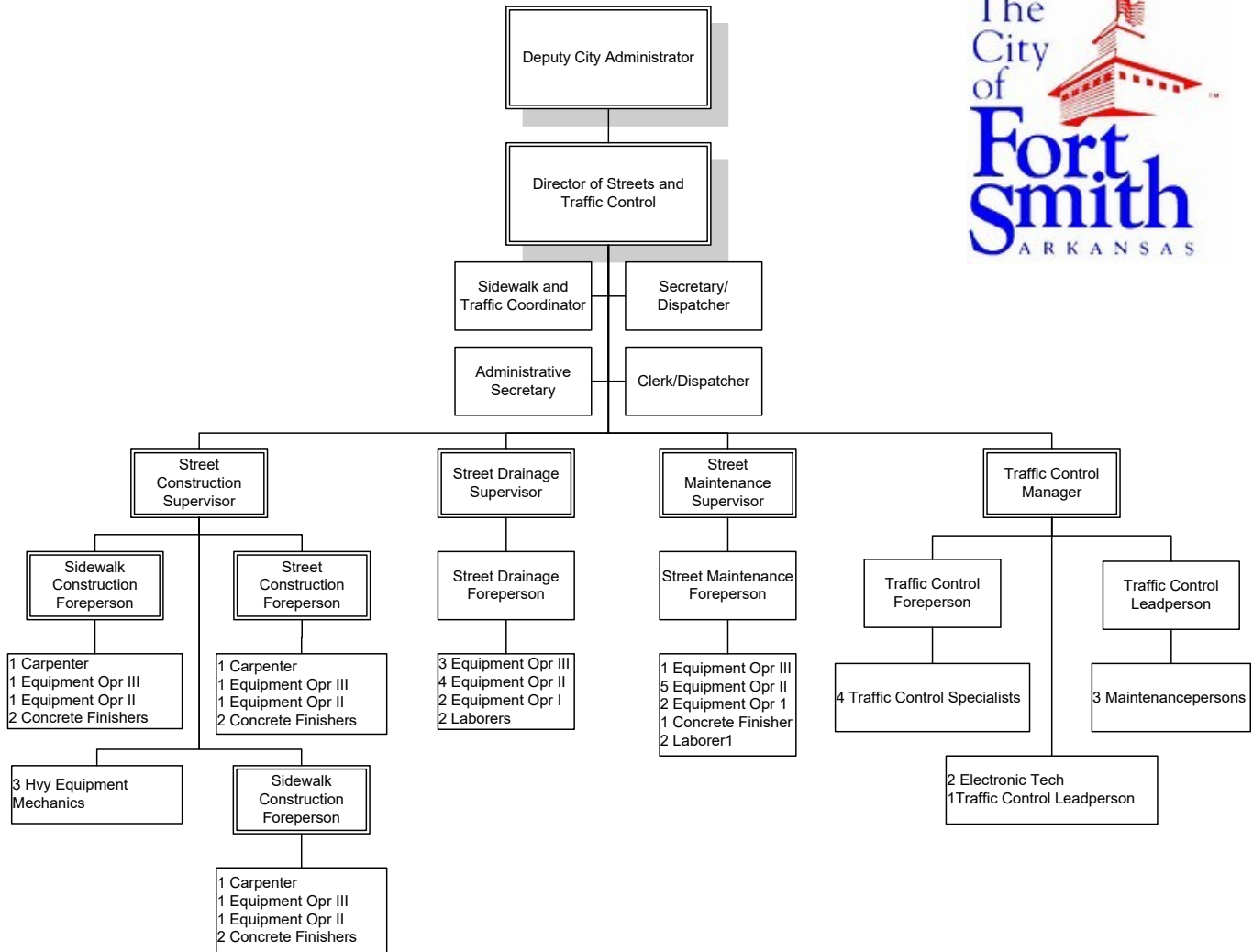
The Director reports to the Deputy City Administrator and has full management responsibility and authority over all aspects of the Department.

Specific responsibilities assigned to the Director include but are not limited to:

- Continuous assessment of service delivery systems, methods, processes and community satisfaction,
- Determining opportunities for positive change and implementation of improvements and corrective actions,
- Management and coordination of easements and right-of-way acquisitions,
- Collaboration with other City departments and citizens to ensure effective responses to requests for service,
- Directing teams to respond to major events such as storms, tornados and ice and snow events,
- Coordination with the Engineering Department particularly related to new development and the management of major capital street construction projects



City of Fort Smith Streets and Traffic Control Department (Public Works Department)



Challenges & Opportunities

- Development of a new data management system for improved monitoring of work orders, projects and materials;
- Implementation of the City’s new ERP – Enterprise Resource Planning System;
- Promote best practices – review of projects, organization, resources and staff to determine how to ensure that the efficient and effective services are provided given available resources;
- Funding source for Streets and Traffic Control is funded from Gas Tax and not General Fund revenues;
- Coordinate with the Engineering Department on capital infrastructure projects many of which are funded through a one penny City Sales Tax;
- Aggressively manage storm recovery efforts;
- Employee development and mentoring with a focus on middle management;
- Storm drainage is a significant challenge for throughout the City of Fort Smith;

- The Streets and Traffic Control Department has earned and enjoys a good reputation for responding quickly to needs for service;
- Need to create a more cohesive Department including breaking down existing silos and building teammanship both within the Department and within the City.

Requirements

Requirements include a Bachelor's degree in civil engineering, public or business administration or related degree with a minimum of 10 years of work experience in civil engineering, public works or related functions. A Registered Professional Engineer is strongly preferred but not required. Requires superior communication, interpersonal, and human relations skills; must be able to analyze and recommend solutions to complex problems; must delegate effectively allowing staff to carry out their responsibilities independently while remaining knowledgeable and accountable; must work closely with other Fort Smith City departments, other governmental agencies and Department employees in an effective, harmonious manner; and must be visible, accessible and approachable to his or her employees.

Characteristics of the Ideal Candidate

- Proven ability to effectively manage Public Works, Streets, Sidewalk, Drainage and Traffic Control operations—develop efficiencies, best practices and system improvements;
- A visionary and inspirational leader;
- Promotes customer service and pride in public service —responsive to the citizens;
- Is an excellent manager with specific strengths in project management, budget management and process improvement;
- Sets clear standards for operations and holds staff accountable;
- Committed to employee development at all levels; values and promotes training;
- Capable of and willing to serve as spokesperson for the Streets and Traffic Control Department;
- Promotes teamwork among divisions and programs;
- Has excellent human resources management skills and written and verbal communications skills;
- Is well organized with the ability to prioritize the work of the Department;
- Ability to work with and collaborate with other City departments and City Administrator's Management Team.



Salary and Benefits

Salary Range: \$66,580-\$104,811— Beginning salary negotiable DOQs

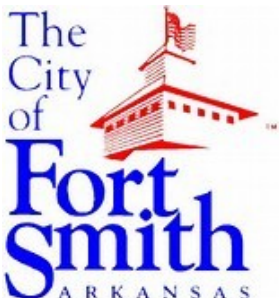
Benefits include:

- Pension – ICMA RC 401A – City contributes 5%
- Deferred Comp – ICMA RC 457 – City contributes \$1,200 – employees may contribute more
- Health Benefits – Various options with city paying 70% of premium
- Vehicle or vehicle allowance
- Moving expenses negotiable

To Apply:

The position will be open until filled. The first review of resumes is scheduled for January 4, 2018. Please email your cover letter and resume with current salary without delay to:

Robert E. Slavin or Randi Frank



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The City of Fort Smith is an Equal Opportunity Employer

