

City Manager Chamblee, GA

(Population 11,500 today - 17,000 after January 1, 2011)

Located approximately 10 miles northeast of downtown Atlanta and a little northeast of Buckhead (the ninth wealthiest zip code in the United States per Forbes Magazine), Chamblee is a diamond in the rough. Incorporated in 1908, the City has become a multi-cultural center and is poised to become the gateway to Atlanta. Dekalb Peachtree Airport, the second busiest airport in Georgia, is located largely within the City limits and caters to general aviation traffic. Its schools are excellent. In fact, Chamblee Charter High School has the highest SAT scores and graduation rate in the state. The community offers a variety of housing and its single family homes generally have large lots. It is a livable, walk-able community with a small town's cohesiveness while being part of one of the country's premier metropolitan areas. MARTA (the Atlanta area's commuter rail system) has a stop in Chamblee and it is a short 40 minute ride to Atlanta's Hartsfield-Jackson International Airport - the world's busiest airport. City services are top-notch and well regarded. As a result several established neighborhoods voted to be annexed into the City effective January 1, 2011. The results were 58% in favor versus 42% opposed. Chamblee is also a friendly, progressive community and its residents value their governmental services. In fact, the City has raised taxes the last two years to protect these services. Chamblee is ethnically diverse and cherishes its multicultural character. Approximately 12 Asian/Pacific countries and 18 Latin countries are represented within the City with almost 30 varied languages and dialects spoken as a first language. It is not uncommon to find a Hispanic grocery store next door to an Asian restaurant. The City is also well known for its Antique Row with over 500,000 square feet of antiques and collectibles. And if that is not enough, Atlanta is within a stone's throw (admittedly a long throw) with its many attractions. If you are the outdoors type and want to get away, the Chattahoochee National Forest, the foot of the Appalachian Trail and the North Georgia Mountains are less than two hours away.

HISTORY AND COMMERCE

Chamblee began in 1881 when the railroad was completed from Roswell through Dunwoody to Roswell Junction (which was to become Chamblee). At the location, the Roswell Railroad met what is now the Norfolk Southern Railroad. While the community was little more than a train depot, as often happened, its presence led to the emergence of a city. The origin of the City's name is somewhat of a mystery but it seems clear that it came from a local resident. One story has the name coming from the 1885 petition for the U.S. Postal Service to establish a post office. The Postal Service, concerned that the proposed name of Roswell Junction was too close to the nearby city of Roswell, supposedly randomly selected the name "Chamblee" from the list of petitioners for the new post office. The Chamblee whose name was selected was an African-American railroad

worker. Another story has the Chamlee family starting the town and then later altering the name to fit the current spelling.

Chamblee's history is intertwined with three entities - dairies, railroads and the military. In its early years, Chamblee was known for its rolling hills and numerous dairies. The only thing that crisscrossed the pastures during the late 19th and early 20th century was the railroad. Passengers traveling north from Atlanta and the Roswell Railroad transported textiles and workers back and forth from the Roswell Manufacturing Company.

In 1917, Chamblee's dairy land was transformed into Camp Gordon. The new military installation was two square miles, with 1,200 buildings and home to 40,000 military personnel. The influx of "doughboys" caused a building boom in the small town. Almost overnight, forty new stores, three theaters, two hotels and a bowling alley were built to cater to this new population.

After World War I, Camp Gordon was closed, but then reopened in 1941 as a Navy Flight Training Center. Lawson Veterans Hospital was built on the site and specialized in training amputees to use prosthetic limbs.

After World War II, the city experienced a growth in its industrial areas, largely based on the opening of the General Motors plant in neighboring Doraville. Other large corporations such as Frito-Lay, Kodak and General Electric built plants along the newly constructed Peachtree Industrial Boulevard. These corporations provided a strong tax base and a source of employment for the next thirty years.

In the 1980s, Chamblee began to see its fabric change dramatically. The large manufacturing sites downsized or closed. The City was faced with a dwindling tax base and the loss of population as young workers followed jobs to the fast-growing northern suburbs. At the same time, refugees and immigrants, drawn to the employment potentials of metro Atlanta and the affordable housing found in Chamblee, began repopulating many neighborhoods along Buford Highway.

The 1990 Census dramatically outlined the change in demographics for Chamblee. Seeing this shift in population as a positive, the City Council developed new zoning that would address the special needs of a diverse community. The International Village overlay was the first zoning in metro Atlanta that allowed for mixed-use development and championed livable, pedestrian-friendly neighborhoods. The City was rewarded for its efforts by multi-million dollar redevelopment efforts along Buford Highway and throughout the designated International Village area. At the same time, the City moved to protect its historic town center by designating a Central Business District. Home to the nationally-recognized "Antique Row", this area works to preserve the history of the city while providing for modern redevelopment opportunities.

As Chamblee moves into the 21st century, its history is being written in a multitude of languages. From its foundation as a southern rail town, its people have built a progressive urban city that is eagerly awaiting its next transformation.

GEOGRAPHY, CLIMATE AND DEMOGRAPHICS

Located just northeast of Atlanta- inside the I-285 perimeter road and very close to I-85, Chamblee covers over three and a half square miles and is situated on gentle, rolling hills.

The climate is classified as subtropical with hot, humid summers and mild winters. January temperatures average in the low 40s Fahrenheit while the high temperatures in July average 89 Fahrenheit. The area receives abundant rainfall which is relatively evenly distributed throughout the year. Snowfall is rare - ice storms tend to be more common and troublesome.

Based on the 2000 Census, the population was relatively young with a median age of 28. 39% of the population was under 25, 56% were between 25 and 65 and 5% were 65 or over. Caucasians made up 45% of the population, Asians composed 14%, African Americans constituted 4%, two or more races made up 4%, American Indians were 1% and the remaining 32% was classified as some other race. [CB&A Note: 32% is what the Census reported. Frankly it looks like an error.]

The Hispanic population (all races) composed 56% of the total population. Per capita, more languages are spoken in Chamblee than anywhere else in the country. Not surprisingly, Chamblee is proud of and cherishes its diversity. Median household incomes were almost \$46,000. In 1990, the incomes of 10% of the households exceeded \$100,000.

The annexation, which will be effective on January 1st, will increase the population by an estimated 5,500 residents but not expected to change the demographics significantly.

THE GOVERNMENT

The City of Chamblee was incorporated by the Georgia legislature in 1908 and is one of eight cities in DeKalb County.

The City has an elected city council composed of a Mayor and five Council Members. The Mayor is elected at large and does not have a vote except in the case of a tie (which only occurs if someone is absent or recuses him/herself). Three Council Members live in and represent districts. The other two can live anywhere in the City. All are elected by the City's entire population. They serve staggered four year terms with elections in November of odd numbered years. The elected body is fiscally conservative but progressive. Chamblee was, for example, the first city in the Southeast to pass an ordinance requiring buildings of over 20,000 square feet to be LEED certified. The members of the Council are friendly, collegial, civil and respectful of one another. They really do get along well, do not let their egos get in the way and, as a body, are relatively young. They will engage in active debate but are always focused on finding the best approach to advance the City. It is never personal. The elected officials also like, respect and support city staff.

The City provides the following services: code enforcement, development, municipal court, parks and recreation, police (including dispatch), public works (including sanitation) and animal control. Fire, emergency medical services and utilities are provided through the County. The City has 106 positions (including part time workers). Of those, 70 are in police and court services, 21 in public works, 7 in parks and recreation, 2 in development and the remaining 6 are in finance and administration. The City is very lean in terms of staff but those who are on board tend to be very good. They are dedicated and serious about their work. Providing high quality customer service is important to all of them. As noted previously, the services are very good and are the primary reason annexation passed. In fact, the Council has, with the community's support, raised taxes over the past three years in order to protect the level and quality of services.

The City's total 2010 budget is approximately \$10.6 million. Almost half of the total budget goes to police and courts. The City does have one unusual revenue source. It provides Georgia criminal background checks to public and private sector clients.

The City's elected officials listen to their City Manager and over the years, have been very supportive. In fact, the City has only had two since 1994, shortly after the form of government changed. The last manager left because of a family situation and a desire to relocate to central Florida.

THE ISSUES

First and foremost, Chamblee wants to continue to move forward. The economic downturn has virtually eliminated new development and redevelopment. The challenge is to find ways to advance the City in this economic climate. Second is furthering the Chamblee brand. Although the City is over 100 years old, it is not well known. Its visibility needs to be raised. People and businesses need to be made aware of the City and why it would be a good location for them to live and work. Third is finance. The City is financially sound and has weathered the current economic downturn well. Like virtually every other local government in the country, however, more resources would be helpful. Finding new revenue sources is important. The fourth issue will be integrating an estimated 5,500 newly annexed residents and over 250 new businesses into the community. While 58% voted in favor, 42% did not and it will be important to prove to those 42% that they are better off as part of Chamblee. Further, as a result of the annexation, the City will be redoing its Comprehensive Plan and that will take some effort. Fifth, the City has a strong sense of what it wants to be in the future and it has developed codes to ensure that happens. With the economic downturn, pressure has been, and will continue to be, placed on the City to relax those codes either as a whole or for individual projects. Finally, Chamblee is divided by Peachtree Boulevard and some competition for services exists from the two communities on either side of the road. The new manager will need to work at making the residents feel they are being treated equally,

THE IDEAL CANDIDATE

The City Council is looking for a true professional with a high degree of integrity. The future City Manager will work with the Council as a partner, a supporter and a trusted advisor. He/she will be intelligent, upbeat, friendly, outgoing, organized, positive and progressive - someone with a "can do" attitude and is visionary yet practical. The individual will realize that rules and process are important while not being a bureaucrat. The next manager will have excellent communications skills and use them. Customer service will not be just a catchy phrase but a core principle. She/he will be a problem solver, approachable, creative and active in the community. The staff is small in Chamblee so the next manager should expect to roll up his/her sleeves and pitch in. She/he will delegate and hold employees accountable. Good judgment and common sense are essential.

In terms of specific skills, the ideal candidate will have a demonstrated track record of achievement in management, finance, economic development and redevelopment. He/she will know how to get along and encourage regional cooperation. Given the diversity of the community, experience working with other races and ethnicities is also important. The selected candidate will be expected to make a commitment to Chamblee. This position should not be viewed as a stepping stone but as a gem in its own right. The City hopes the next manager have a lengthy tenure.

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

COMPENSATION

The starting salary will be between \$100,000 and \$130,000. Benefits are very good.

RESIDENCY

Residency is not required. The community has a variety of housing opportunities, however, and ideally the selected candidate will reside in the City.

CONFIDENTIALITY

Applications will be treated as confidential if requested. It is anticipated that once the finalists are selected, the names will be available and we expect an open process involving some degree of public participation. It should be noted that in comparison with Atlanta, Chamblee is a relatively small community and we do not anticipate significant press coverage of this recruitment.

HOW TO APPLY

E-mail your resume to ***RecruitTwo@cb-asso.com*** by December 18, 2010. Faxed and mailed resumes will not be considered. Questions should be directed to Colin Baenziger of Colin Baenziger & Associates at (561) 707-3537.

THE PROCESS

Applicants will be screened between December 18th and January 18th. Finalists will be selected in late January and interviews held on February 4th and 5th with a selection shortly thereafter.

OTHER IMPORTANT INFORMATION

Chamblee is an Equal Opportunity Employer and encourages minorities to apply. It is a community committed to serving its residents and businesses. It values public service and recognizes the importance of diversity.