



— POSITION AVAILABLE —

CORPORATION COUNSEL (a.k.a. CITY ATTORNEY)
Apply by July 12, 2024

Located on the banks of the Mississippi River, Davenport is characterized by rolling hills and breathtaking riverfront views. In fact, in 2021, WorldAtlas named it as one of ten “Prettiest River Towns in America.” More importantly, the City is known for its friendly neighbors, strong midwestern values and work ethic, proud heritage, and excellent quality of life. In other words, Davenport is a great place to call home, and it has been recognized as such - Livability named the City as one of the top 100 best places to live in the United States in 2023.

Beginning as a river-based trade center, Davenport remains a thriving commercial hub. It is the largest of the municipalities composing the Quad Cities—an area that hosts several successful Fortune 500 companies including Kraft Heinz, Sterilite Corporation, Nestle Purina, Sears Manufacturing, and John Deere and is the third largest City in the state of Iowa. Interstate 80, rail service, and an abundant supply of water makes it a highly desirable place for many businesses to locate.

For those who love the outdoors, the City offers much in the way of outdoor activities. Ready access to the Mississippi River and open space make it a perfect place to explore and enjoy outdoor



hobbies. Boating and fishing (walleye and bass, in particular) are popular. Biking, hiking, and hunting opportunities are abundant.

Unlike many cities, Davenport has preserved access to the Mississippi with nine miles of riverfront land with much of it designated as park space. The area contains numerous athletic fields and other venues such as the out and back 14.2 mile Riverfront Trail and the city-owned Modern Woodmen Stadium where the River Bandits, a KC Royals High A, team plays. Another popular park is the 134 acre Sunderbruch Park with trails for hiking, mountain biking, and horse riding. The Vander Veer Botanical Park offers rotating displays within the glass Conservatory and scenic Grand Allée walkway. The 450 acres Credit Island Park provides a boating ramp, nature trails, playgrounds, basketball and tennis courts, various sports fields, and several historic sites to explore. Golfers will also enjoy the city's three golf courses including two 18-hole courses (Duck Creek & Emeis) or an educational-focused 9-hole course (Red Hawk), as well as numerous courses in the surrounding area. Ice skating is available year round at The River's Edge along with ice hockey opportunities. In all, the City operates nearly 60 parks and related facilities. The City also owns the Davenport Municipal Airport, which offers flying lessons, sight-seeing tours, and an annual airshow. It is also a great place to simply watch aircraft take off and land.

For the culturally inclined, Davenport offers a surprisingly large art community as well as being home to several highly regarded museums. These include the Putnam (one of the first museums west of the Mississippi and which focuses on the sciences) and the Figge Art Museum (which houses over 4,000 works of art). Two blocks from City Hall, Adler Theatre presents a diverse line-up of live, theatrical productions featuring celebrity headliners, first-rate Broadway shows, comedians, and the Quad City Symphony Orchestra. The adjacent River Center Convention Center also hosts the annual, and widely popular, Festival of Trees. Taking place during the week of Thanksgiving, it brings holiday magic to the Quad Cities with over 150 designer displays, fun-filled attractions, special events, and the largest helium balloon parade in the Midwest.

Being part of the Quad Cities means other venues are nearby. For example, the Vibrant Arena at The Mark in Moline is a 12,000 multi-purpose venue hosting concerts and sporting

events (such as the Quad Cities Steamwheelers arena football team). At the Village of East Davenport, visitors stroll past Civil War era buildings while also exploring the area's boutiques, bars, and eateries.

The City pays homage to Bix Beiderbecke, an internationally celebrated jazz legend and one of Davenport's most illustrious natives. It starts in July with the Quad City Times Bix 7 where runners cover a seven-mile course through Davenport. The following weekend is the annual Bix Jazz Festival, a three-day music festival held at the Rhythm City Casino Event Center. The City is also a part of the TBK Bank Quad Cities Marathon, a USATF Certified and Boston Qualifier course, which features some of the finest and most beautiful river views in the country.

The pedestrian Davenport Skybridge is another "can't miss" attraction. Spanning River Drive and connecting the downtown to the riverfront park, it offers spectacular views of the Mississippi River and downtown Davenport. Another popular activity is the April to October outdoor Freight House Farmers' Market along the riverfront.

As noted previously, Davenport is widely recognized as a wonderful place to live. In addition to its amenities, the area offers excellent health facilities and a low cost of living. Of 299 cities in America, Niche ranked Davenport as 24th for "Cities with the Lowest Cost of Living" and 44th for "Best Cities to Buy a House." With the City covering a total of 66 square miles (an area 40% larger than San Francisco), housing options are plentiful and range from townhouses, farms, and multi- and single-family homes.

The downtown has undergone a renaissance whereby many of its older buildings have been converted to apartments or other commercial attractions. The result is approximately 1,700 units in the City's center. Another 120 unit building is under construction within sight of City Hall. Crime tends to be concentrated in specific areas, and rarely impacts most residents.

Davenport boasts diverse school options, including public, private and parochial schools. Those seeking advanced education can visit St. Ambrose University and Eastern Iowa Community College locally, as well as Palmer College of Chiropractic (established here in 1897 as the first chiropractic school in the

world). Other notable campuses are well within driving distance and include the University of Iowa in Iowa City (60 miles), University of Northern Iowa in Cedar Falls (140 miles), and Iowa State University in Ames (190 miles). Less than 200 miles to the east, in Illinois, are the highly regarded Northwestern University, University of Chicago, and University of Illinois.

Davenport’s accessibility to transportation networks is one of its greatest assets. Major roadways (including Interstates 74 and 80) pass through or near the City. Air travel is available at Quad City International Airport (10 miles south in Moline) and Eastern Iowa Airport (80 miles northwest in Cedar Rapids) both of which house Allegiant with direct flights to various parts of the country. 180 miles to the east is Chicago O’Hare International (ninth busiest airport in the world) and Chicago Midway (30th busiest in the United States). General Wayne A. Downing Peoria International Airport is approximately 100 miles southwest and another option with many direct flights. Finally, Davenport/Quad Cities is also a popular docking spot for Mississippi River cruises through Viking River Cruises and American Cruise Lines.

All in all, Davenport is a thriving center of history, economics, and recreation. It is simply a great place to live, raise a family, or grow professionally. So, if you are an outstanding attorney with experience in the municipal arena, there is something here for you!

HISTORY

Prior to the French claiming the area now known as Davenport in the 1700s, it was inhabited by Indigenous Americans including the Sauk, Meskwaki, and Ho-Chunk tribes. In 1803 it was sold to the United States as part of the Louisiana Purchase. Settlers of European descent began to arrive in 1808, and the City was incorporated in 1836 making it one of the oldest cities in the upper Midwest.

Serious development began at the end of the Black Hawk War in 1833 when the lands were opened for settlement. Access to the Mississippi meant shipping was easy and over time Davenport became a major grain hub as the Midwest became the greatest agricultural center of the world. Commercial development became prominent as early as 1850.

Table 1: Davenport Demographics

Distribution by Race		Distribution by Age	
White	74.1%	0 to 15	17.7%
Black	12.0%	15 to 25	12.5%
Asian	2.2%	25 to 45	30.4%
Native American	0.4%	45 to 65	22.5%
Other	11.3%	65 to 85	15.0%
Total	100.0%	Over 85	1.9%
Hispanic Ethnicity (all races)	8.8%		
2022 Estimated Population: 100,491			

Educational Achievements (25 & Over) and Other Statistics	
High School or Higher	91.0%
Bachelor’s Degree or Higher	32.3%
Median Age—Davenport	37.1
Median Age—U.S.	38.9
Median Household Income—Davenport	\$54,630
Median Household Income—U.S.	\$74,580
Poverty Rate	15.2%

Source: U.S. Census Bureau

Over the past 175 years, Davenport has experienced many successes and hardships. During the mid-1800s, the City further grew as a center of commerce due to the Rock Island Railroad Company and the lines it built through the area. In the early 1900s, the City was prospered as it grew and developed. Though growth slowed during the Great Depression, the City rebounded due to federal relief programs and the post-World War II industrial boom.

Davenport’s population peaked at 103,264 in the 1980 Census but soon began to decline due to the fallout of railroad industry’s restructuring of the 1970s and the farming crisis in the 1980s. By the 1990 Census, it had declined to 95,333. A slow resurgence followed and by the 2020 Census it had rebounded to 101,724.

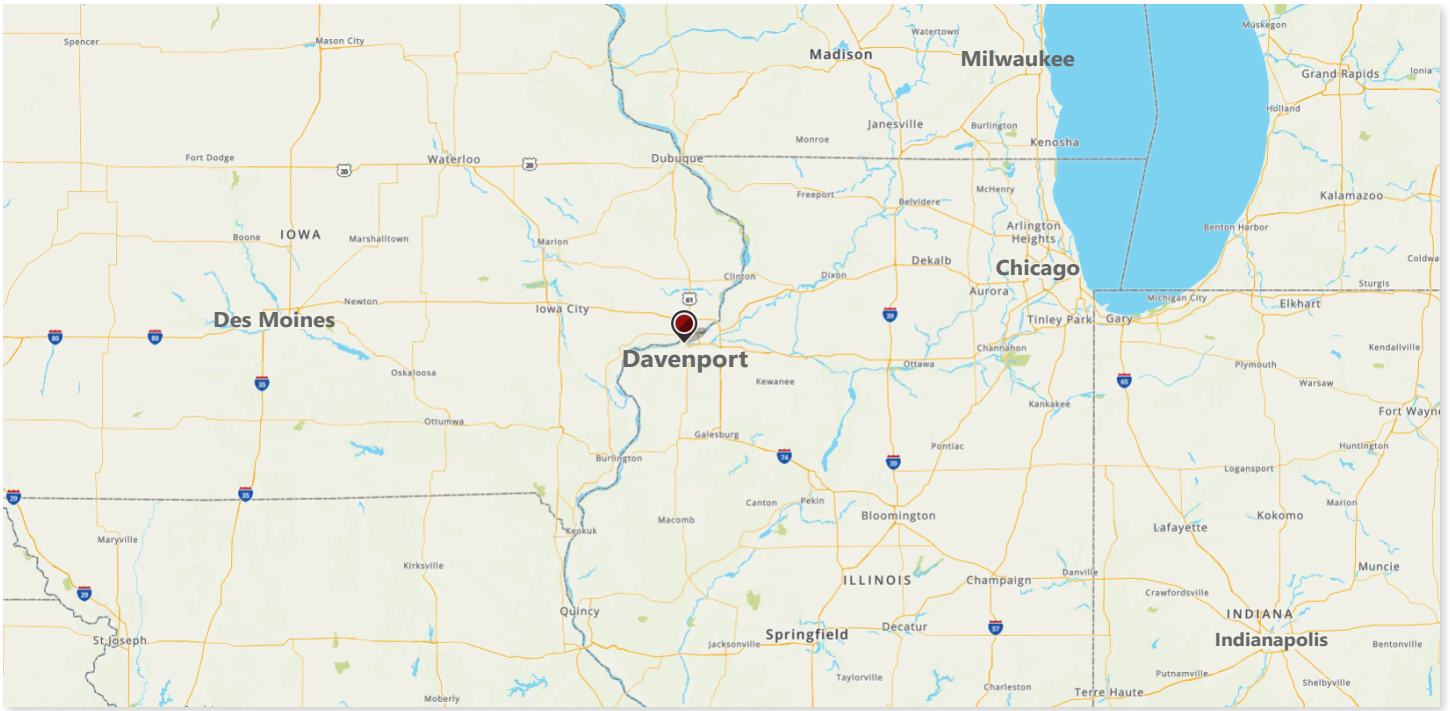


Figure 1: Location of Davenport, IA

With its location, infrastructure and midwestern work ethic and values, Davenport’s future is indeed bright as it attracts and retains commercial and residential growth.

DEMOGRAPHICS

Since 1970, per the U.S. Census, Davenport’s population has hovered around 100,000. In terms of population, the City currently ranks approximately 330 nationally. Its most recent demographic data is found in Table I on page 4.

CLIMATE

Davenport has a humid continental climate characterized by hot, humid summers and windy, cold winters. During the summer, average high temperatures are in the low to mid-80’s, with average lows in the low 60’s. In the winter, the average high temperature ranges between the low 30’s with average lows well below freezing. Spring brings frequent rain and some last-minute snowstorms. Fall is generally mild and comfortable.

Annually, Davenport on average receives 37 inches of precipitation. As with much of the Midwest, tornadoes may occur, though Davenport has not had a devastating tornado in its

recorded history. Due to proximity to the Mississippi River, annual precipitation upriver from the City and no permanent floodwalls or levees, major flooding is a concern within the downtown area, and the City regularly deploys its flood plan plan which is managed by the Public Works Director.

GEOGRAPHY

As the Scott County seat, Davenport is located along the center of Iowa’s eastern edge, bordering the Mississippi River between Iowa and Illinois. The City is part of the Greater Quad Cities of Iowa-Illinois (also known as the Davenport-Moline, Iowa-Illinois Combined Statistical Area), and is approximately halfway between Chicago and Des Moines.

The City covers 65.92 square miles (63.80 square miles being land and 2.12 square miles being water). The average elevation in the City is 580 feet above sea level.

COMMERCE

Davenport is the economic engine of the Quad Cities region, and its most prominent sectors are manufacturing, retail trade,

Table 2: Principal Employers, Davenport, IA

Employer	Industry	Employees
Genesis Medical Centers	Healthcare	4,700
Davenport Community Schools	Education	2,500
Arconic/ALCOA	Manufacturing	2,400
Amazon	Retail	1,800
John Deere Davenport Works	Manufacturing	2,000
Tri-City Electric Co.	Utilities	1,200
City of Davenport	Government	1,070
Eaton/Cobham Mission Systems	Aerospace	950
Kraft Heinz/Oscar Mayer	Food and Beverage	790
Eastern Iowa Community College	Education	675
United Parcel Service	Courier	640

Source: Davenport, IA 2023 AFRC & the Quad City Times

educational services, and health care/social assistance. The City’s largest employers are listed in Table II above.

THE GOVERNMENT

Davenport follows the Mayor-Council form of government. The elected body is comprised of a Mayor (elected at large) and 10 Council members (eight represent geographic wards and two are elected at large). Elections are held in November of odd-numbered years, with two year terms beginning the following January. Most notably, all 11 seats come up for election at the same time. Presently, four Council members and the Mayor have served three or more terms, one member is serving his second term, and five other members are serving their first full term. Historically, members have served more than one term.

The Mayor appoints the City Administrator subject to a two-thirds confirmation by the City Council. The Mayor or any two members of City Council may initiate a resolution to dismiss the City Administrator, although a two-thirds vote of the entire City Council is required to pass the resolution.

The City Administrator is accountable to the Mayor and Council as an elected body, delivers and implements the City Council’s

goals and policy drivers through an annual workplan development process, and is responsible for the day-to-day operations of the City. Of 14 departments, the City Administrator or designee directly appoints ten of the department directors. The Director of the Davenport Public Library is appointed by the Board of Library Trustees, the Civil Rights Director is appointed by the Davenport Civil Rights Commission.

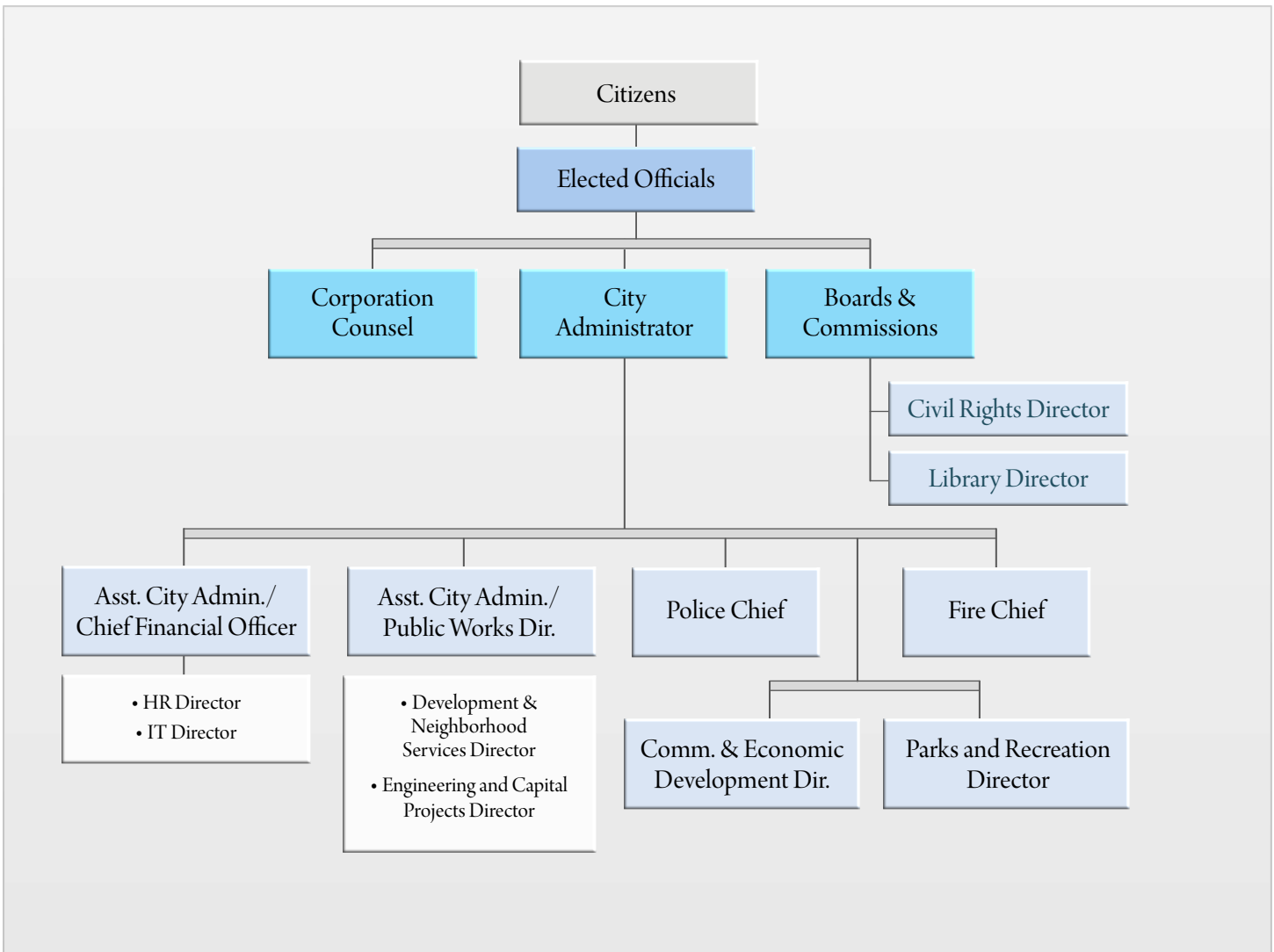
The City Administrator recommends the appointment of the Corporation Counsel, the Mayor appoints, and the City Council confirms the appointment by a two-thirds majority vote. Similar to the City Administrator, the Mayor, City Administrator, or any two members of the City Council may initiate a resolution to

dismiss the Corporation Counsel, but it still requires a two-thirds vote of entire City Council to pass.

Each year following an election cycle, the incoming City Council establishes policy level goals and drivers that are then implemented through the adoption of the City Administrator’s annual workplan. The 2024 workplan can be found at: [Strategic Goals & Administrator’s Workplan–City of Davenport \(davenportiowa.com\)](https://www.davenportiowa.com/strategic-goals-administrator-workplan).

While the water utility is owned by a private company (Iowa American Water), Public Works manages wastewater collection and treatment, as well as the municipal airport, public transportation, and solid waste collection and disposal. Additionally, notable facilities include a city-owned minor league ballpark (leased to an operator), two public swimming pools, and three golf courses. While most operations are centralized in-house, public safety dispatching is consolidated for the county under the Scott Emergency Communications Center. The City has fourteen departments and 956 full-time equivalent positions. That said, the City presently has 1,149 active full-time, part-time, and seasonal employees. Most are in public safety (police – 189 and fire – 137) and public works (270). Parks and Recreation (currently 330) sees a boost during summer months for seasonal

FIGURE 2: CITY OF DAVENPORT, IOWA ORGANIZATIONAL CHART



operations. See Figure 3 for additional information concerning the City’s organizational structure.

The City is focused on continuous improvement and maintaining highly qualified and competent professionals within its core competency areas. The result is six of its departments having achieved accreditation or recognition in their respective areas, including Public Works/Engineering & Capital Projects, Police, Fire, Development and Neighborhood Services, Library, and Parks & Recreation.

Davenport’s total budget for fiscal year 2024 (July-June) is \$242,534,492, with a general fund budget of \$58,113,120. The City has six collective bargaining (union) groups, including Police (all sworn, non-management police officers) and Fire (all

sworn, non-management firefighters). The other four bargaining groups include Teamsters, Transit, AFSCME, and AFSCME-Library which will all begin their respective collective bargaining negotiations this fall for contract implementation dates of July 1st, 2025. The Assistant City Administrator/Chief Financial Officer (currently the Interim City Administrator) and Human Resources Director serve as the principal negotiators on behalf of the City with some outside legal support from a well-recognized law firm.

THE LEGAL DEPARTMENT

The Legal Department is responsible for Davenport’s legal matters. Routinely, it takes its direction from both the City Council (strategically) and the City Administrator



(operationally). Its primary areas of focus are: (1) Directing the City’s prosecution and defense matters in court cases pursued by or against the City, (2) Providing legal counsel and advice to elected officials, board members, commissioners, and city staff (including employment related matters), (3) Drafting, analyzing, reviewing, and updating policies, ordinances, and other legal instruments (including contracts, real-estate transactions, and proposed local and state legislation), and (4) Reviewing the City’s response to Freedom of Information Act requests. The Legal Department is also instrumental in the implementation of the City Administrator’s workplan and has strategic involvement in numerous cross-departmental initiatives.

The Department has an upcoming budget of \$917,321 in FY 2025 and is staffed with 3.95 FTEs with the Corporation Counsel serving as the department head. The department also includes budget authority for an Assistant Corporation Counsel which is currently vacant following a retirement. Other current staff include an Administrative Assistant and Senior Attorney.

Given the existing vacancies, the City Council recently approved a resolution awarding a temporary legal services contract to a local law firm. The firm is collaborating closely with the City Council, City Administrator, and existing staff to carry out the responsibilities of the Legal Department on an interim basis. Upon the hiring of a Corporation Counsel, the expectation will be for the successful candidate to rebuild the Legal Department and hire any vacancies that exist at that time.

THE CHALLENGES AND OPPORTUNITIES

As noted, the City of Davenport's government has been recognized for its excellence. That does not mean, however, that the new Corporation Counsel will be without challenges.

First and foremost, he/she will need to reconstruct the Legal Department as recently mentioned above. Both the Corporation Counsel and Assistant Corporation Counsel recently retired. Consequently, the new Corporation Counsel will need to fill the vacant positions and has a unique opportunity to recruit and establish a team to carry out the strategic mission of the department.

Secondly, the City has faced a number of recent legal challenges including a partial building collapse, settlement agreements with three former staff members for alleged harassment, and a recent 2019 flood-related lawsuit. Although large-scale legal matters such as these are outsourced to specialized law firms with expertise in related defense areas, the Corporation Counsel will still need to coordinate closely in the defense strategies while also working to increase transparency and trust within the community.

There are numerous opportunities ahead for the new Corporation Counsel and opportunities to contribute to the community and the organization. Some of these opportunities include initiatives highlighted in the City Administrator's annual workplan such as the implementation of the NorthPark Mall market study and analysis, economic development opportunities, and more!

THE IDEAL CANDIDATE

The Mayor, City Council, and City Administrator are seeking an individual who will be a partner, supporter, and trusted advisor to them, the city's staff, and the City's Boards and Commissions. A key to the next Corporation Counsel's success will be understanding that presentation of what is legally correct can be just as important, and sometimes more important, than the advice itself. Transparency has been an ongoing discussion among City Council members, and the Corporation Counsel will play a key role in helping to develop, and promote strategies

to achieve this objective. To do so, the individual will need to envision the public's perception of actions that the City might take and recommend a course that is both legally sound as well as one that will inspire the public's confidence.

The Corporation Counsel will be an outstanding leader and manager who understands politics and political realities, but must refrain from being involved in them. He/she will be responsive and knowledgeable and know how to quickly seek out answers to questions that he or she may not already know the answer to. The Corporation Counsel is expected to provide all of the elected officials with the same information on legal matters at the same time and keep them all equally informed.

The best candidate will exhibit the highest level of professionalism and integrity while also being transparent to the highest degree possible. He/she will be a problem solver who thinks strategically and review issues with an open mind. The individual will actively seek ways to accomplish the City's goals and is expected to be a pathfinder. In other words, the ideal candidate will facilitate the City in accomplishing what it wants and needs to do legally, rather than simply stating something cannot be accomplished.

The ideal candidate will be just as comfortable in the Corporation Counsel role overseeing day-to-day operations as he/she is practicing law. The individual will understand and have experience with budgets, staff management, and setting priorities. He/she will ensure staff have the necessary resources to effectively perform their job duties. The individual will be a mentor, focusing on developing staff, and integrating any new team members into the organization. He/she will recognize the importance of building a strong, proactive and dynamic team, and do so.

Being open and approachable will be important as will having exceptional communication and interpersonal skills as the Corporation Counsel will interact with a wide variety of people on an array of issues. Listening skills and letting people know that they are being heard will be a key to his/her success. Being culturally sensitive, not just to broad categories, but to the groups within those categories will be important. Having the ability to build consensus and having outstanding negotiation skills are essential. The Corporation Counsel will regularly serve as a

mediator and facilitate voluntary resolution of the disputes and claims, requiring him/her to understand and define the problem, identify underlying issues, reduce misunderstandings, explain creative solutions, and develop the option mutually acceptable to involved parties. Finally, the selected candidate will need to quickly become familiar with Iowa law and statutes and local ordinances.

Admission to the Bar of the State of Iowa, and ten (10) years of experience in the practice of corporate law related to municipal government are required. The best candidate will be experienced in civil, criminal, constitutional, contract, employment, and administrative law and procedures as well as the management of personnel. An equivalent combination of training and experience which provides the knowledge, skills, and abilities necessary to perform the required work in this position can be substituted.

THE PRIOR CORPORATION COUNSEL

The most recent Corporation Counsel retired after 29 years with the City and 17 years of service as Corporation Counsel.

COMPENSATION

The salary range is \$160,000 to \$220,000. The actual salary will depend on qualifications and experience. Benefits are excellent, and the Corporation Counsel will participate in the Iowa Public Employees Retirement System.

RESIDENCY

The Corporation Counsel is required to live within the boundaries of the City of Davenport.

HOW TO APPLY

E-mail your cover letter and resume to Recruit28@cb-asso.com by July 12th. Please note that we intend to screen resumes as they arrive, and will be passing well-qualified candidates along to the City for consideration. If you are interested, please apply sooner rather than later. Questions should be directed to Steve Sorrell at (513) 317-0678, Scott Krim at (801) 628-8364, or Colin Baenziger at (561) 707-3537.

CONFIDENTIALITY

All applications will be kept strictly confidential, and none will be released without the candidate's prior permission. Under Iowa law, the finalists' names will be made public, but only after we notify the candidate and he/she agrees to remain in the search.

THE PROCESS

The City hopes to hire its next Corporation Counsel quickly. Accordingly, candidate submissions will be screened as they arrive. Those of the best candidates will be forwarded to the City after preliminary screening. While extensive background checks are being conducted, the City will review the candidates' materials and possibly conduct interviews. Ideally, the City will make a selection by or near mid-August.

OTHER IMPORTANT INFORMATION

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

ADDITIONAL INFORMATION

For additional information about the City, visit:

www.davenportiowa.com

www.downtowndavenport.com/explore

quadcitieschamber.com

visitquadcities.com