



— POSITION AVAILABLE —

CITY MANAGER

Apply by July 12, 2024

Welcome to Pascagoula, Mississippi, a community of friendly and diverse people. Located along the Gulf of Mexico, Pascagoula offers recreational activities for everyone. From birdwatching to water sports and fishing, there truly is something for everyone. As one of the oldest communities in the United States, the City is steeped in unique history and has won many awards. Two of the most recent include the Nasdaq 2021 Top 5 City for Families in the Southeast and the Mississippi World War II Heritage City award. As a family-focused community, Pascagoula has some of the best schools in the state. In 2022, the district was awarded an A by the Mississippi Department of Education, the highest grade possible. Ideal for families, adventure-seekers, and those who enjoy beautiful natural settings, Pascagoula is a city where residents put down roots and enjoy all that it has to offer.

Those who love nature will find abundant settings in which to connect with the outdoors. For athletic individuals or those who are looking to be more active, the City offers many sports programs including, among others, baseball, softball, and soccer. Games take place in one of the City's many parks and outdoor spaces. Located along the beach, Point Park is a particular



attraction which is home to two fishing piers, four boat launches, an amphitheater, and a coastal birding trail site. Other parks in Pascagoula boast sports fields, pools, gyms, playgrounds, trails, boating, fishing, and more. For those who want to lie on the beach and soak up the sun or wish to play volleyball in the sand, the area's mild weather, beaches, and barrier islands are ideal. Another highlight is Pascagoula's Historic Bike Trail. It winds through the older part of Pascagoula, teaching its cyclists about the area while providing an enjoyable and easy way to exercise.

The Grand Bay National Wildlife Refuge is located 13 miles to the east. Established in 1992, the Refuge covers over 10,000 acres, and its goal is to protect one of the largest remaining areas of wet pine savanna, an endangered habitat. Here, freshwater systems make their way through pine savannas and then the bayous of the Escatawpa River basin. They then flow into the Mississippi Sound and eventually the Gulf of Mexico. This combination of diverse habitats is home to hundreds of species of animals, fish, birds, and plants. The Refuge hosts the Grand Bay Coastal Resources Center and is an educational center for children and adults alike. Visitors learn about the various habitats and which animals to keep an eye out for. Hunting and fishing are offered here through state issued permits. Rangers will guide explorers through miles of trails. Bird watchers can be privy to ducks, wading birds, songbirds, and hunting hawks. Motorized and non-motorized boating is offered.

Pascagoula boasts several commercial corridors, including Highway 90, Market Street, Ingalls Avenue, and a growing downtown, known as the Flagship District. After work, try community favorites such as Jack's by the Tracks and Bozo's. During the day, visit the Menagerie on Market where local artists and crafters offer their creations at affordable prices. Popular events include, among others, Mardi Gras, Fourth of July fireworks display, Christmas parade, Cruisin' the Coast, and BBQ competitions. Another event unique to Pascagoula is the Free Flowin' Fest, which celebrates the Pascagoula River as the longest free-flowing river in the United States.

Several historical sites call Pascagoula home. The Round Island Lighthouse, built in 1859, played a vital role in the area's history, boasting stories of pirates, military battles, and a maritime legacy. Destroyed by Hurricane George in 1998, efforts to rebuild it at its original location were thwarted by Hurricane Katrina in 2005.

As a result, the lighthouse was reconstructed in a safer spot using original materials wherever possible. It stands today as a reminder of resilience and historical appreciation. Another important historical location is the La Pointe-Krebs House and Museum, the oldest structure in Mississippi. Built in 1757 during the French Colonial period, as visitors tour, they are transported to a time before the United States was even an idea.

The people of Pascagoula are what make the City a special place. They are friendly, easy-going, fun-loving and, in some respects, more progressive than other Mississippians. The City's Police Department is very capable, and being reasonably careful means you are unlikely to be impacted by crime. Commercially, Pascagoula stands out from the rest of Mississippi. It is industrialized and centered around the maritime industry. Gaming is a major industry in neighboring Harrison County.

With a relatively low cost of living and affordable home prices, Pascagoula is a draw. The average home sells for about \$150,000, which is approximately \$130,000 lower than the national average. With many housing options available, and prices that are rarely seen in this real estate climate, Pascagoula is an ideal place to invest in a house and make it your home. Recent developments in the Flagship District offer additional residential options in a mixed-use setting.

Education for children and adults alike is a priority of the Pascagoula Gautier School District. The District has 11 K-3 elementary schools, two academies for 5-6 graders, two 7-8 grade middle schools, two 9-12 high schools, a K-12 opportunity school, the Jackson County Exceptional School, the College and Career Technical Institute, and the Pascagoula Adult Learning Center. In 2022, the Mississippi Department of Education recognized their excellence by awarding them its highest possible grade.

For those who seek higher education, The Mississippi Gulf Coast Community College is six miles to the west of Pascagoula's city center and offers a variety of programs. It is a great place to gain higher education as well as a jumping off point for those who want to pursue education even further.

If hot dogs and bleacher seats sound fun, check out the Biloxi Shuckers, a Double A affiliate of the Milwaukee Brewers. Located 21 miles west in Biloxi, MS, the team is part of the Southern League.

Forty miles west lies Gulfport, the second biggest city in Mississippi. It hosts the Mississippi Aquarium, where visitors typically spend half a day viewing 12 fresh and saltwater habitats with other 200 species. Included in its roster are bottlenose dolphins, river otters, sharks, and stingrays. Another Gulfport attraction is the Mississippi Aviation Heritage Museum. It features interactive exhibits and flight simulators, guaranteed to engage children and adults alike.

Another eighty miles to the west is New Orleans, with its fabled French Quarter, professional sports teams (notably the NFL's Saints and the NBA's Pelicans), the World War II Museum, and the New Orleans Museum of Art to name just a few of its attractions.

When the itch to travel strikes, it is fairly easy from Pascagoula. If traveling by plane, the Mobile Regional Airport is a 45 minute drive to the northeast, and the Gulfport-Biloxi International Airport is 45 minutes to the west. Hurricane Katrina destroyed the railroad infrastructure in southern Mississippi, but there are plans to revive it with Pascagoula being a stop for the orange line that will go between Mobile, Alabama and New Orleans.

All in all, Pascagoula is a city rich in history and friendly people. It is a diverse city that welcomes newcomers. We are seeking an energetic individual who will embrace the City and its challenges—someone who is interested in hard work while living in a piece of paradise that is characterized by southern hospitality, and wonderful weather. If you are a strong, achievement oriented City Manager, Pascagoula is the place for you.

HISTORY

Pascagoula was named after a tribe of Native Americans, the Pasca Okla (“bread people”) that lived along the Pascagoula River. The original European settlement developed around the Old Spanish Fort which was built in 1718 by a group of French explorers. After changing hands several times, the area became

Table 1: Pascagoula Demographics

Distribution by Race		Distribution by Age	
White	47.0%	0 to 15	16.0%
Black	35.5%	15 to 25	13.0%
Asian	1.89%	25 to 45	30.0%
Native American	0.2%	45 to 65	21.0%
Other	2.2%	65 to 85	17.0%
Total	100.0%	Over 85	3.0%
Hispanic Ethnicity (all races)	13.2%		
2024 Estimated Population: 21,330			

Educational Achievements (25 & Over) and Other Statistics	
High School or Higher	82.0%
Bachelor's Degree or Higher	18.0%
Median Age—Pascagoula	34.8
Median Age—U.S.	38.9
Median Household Income—Pascagoula	\$41,679
Median Household Income—U.S.	\$74,580
Poverty Rate	28.5%

Source: U.S. Census Bureau

part of the United States in 1812 when it was officially added to the Mississippi Territory. During the 1800s, Pascagoula thrived as a lumber-shipping port. Over time, it has added ship building and associated industries as well as an oil refinery.

In 2005, when Hurricane Katrina struck, Pascagoula was devastated. About 92% of the City was flooded. While rebuilding efforts have been successful, the aftermath of the hurricane is still seen in the City and felt by its residents.

DEMOGRAPHICS

See Table I (above) for Pascagoula Demographics.

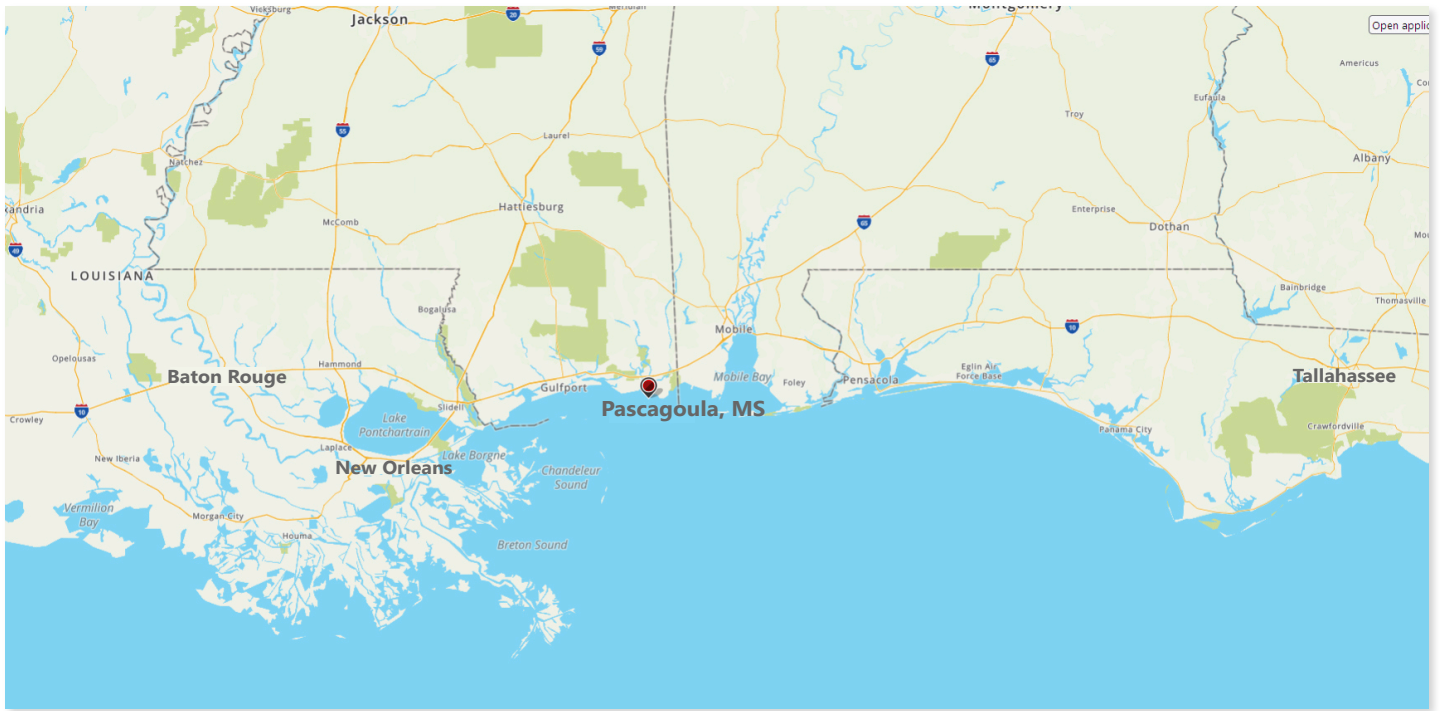


Figure 1: Location of Pascagoula, MS

GEOGRAPHY

Pascagoula is located on the Gulf of Mexico and covers 24.5 square miles, of which 15.4 are land and the other 9.1 are water. It is the county seat of Jackson County and is part of the Mississippi Coast metro area. The City is located approximately five miles south of Interstate 10, while US Highway 90 separates the northern quarter of the City from the southern three quarters. New Orleans is approximately 110 miles to the west and Mobile, AL, is 40 miles to the northeast. See Figure 1 for more information. The City is an average of 10 feet above sea level.

CLIMATE

Pascagoula has a humid subtropical climate. Summer temperatures trend in the 80-90 degree Fahrenheit range. In the winter, temperatures hover around 60 degrees. The hottest temperature ever recorded was 106 degrees on August 26, 2023, and coldest was 16 degrees on Jan 30, 2014. Lying on the Gulf Coast, the City is subject to tropical storms between June 1st and November 30th, generally peaking in August and September. The last major storm to strike Pascagoula was Hurricane Katrina in 2005.

COMMERCE

Pascagoula is home to Ingalls Shipbuilding, which is Mississippi's largest employer, and which has billions of dollars in contracts from the U.S. Navy. Chevron has its largest North American refinery here, and Singing River Health System is dominant in the health care field. These are joined by Bollinger Shipyards, Rolls Royce, and a host of other contractors and suppliers.

THE GOVERNMENT

Pascagoula follows a Council-Manager form of government. The elected body is composed of a directly elected Mayor, one council member elected at large, and five council members who represent geographic wards. They serve four year terms, and all are elected at the same time. The next election is in May 2025. One councilmember has served seven years, one five years, and the Mayor and three others have served three years. All the elected officials are passionate about their community and work diligently to promote the best interests of the City's residents and businesses. They are cooperative, respectful of each other, and work well together. They like and respect city staff.

The Council appoints a City Manager to oversee the City's day-to-day operations and a City Attorney to manage its legal affairs. The City Manager also serves as the Executive Director of the Pascagoula Redevelopment Authority (which can incentivize development in ways the City cannot). Other Council appointees are representatives to the Pascagoula-Gautier School District Board of Trustees, the Jackson County Utility Authority Board of Directors, the Pascagoula Redevelopment Authority, and several other organizations. The City Council can also appoint the City Clerk, although, once appointed, he/she is supervised by the City Manager.

Pascagoula is a full service city with the following departments: Community Development (responsible for the implementation of federal and state-funded programs for infrastructure, recreation, public service, and housing improvements in the city), Community Relations, Engineering, Finance (budget and purchasing), Human Resources, Parks and Recreation, Police, Planning and Building, Public Works and Utilities (water and wastewater collection). Engineering, Legal, Comptroller, and Public Works (including utility infrastructure) are provided via third party contactors.

The City's general fund budget is approximately \$25,000,000 with a total budget of \$44,000,000. The City has approximately 300 employees. Its fire fighters are the only group represented by a union.

THE CHALLENGES AND OPPORTUNITIES

The City is strong financially and has a robust industrial base, but the City Manager will have some challenges to tackle.

First, the City Manager will need to work with the City Council to establish goals and prepare a vision the citizens understand and support. To be successful, the Manager will need to work with the staff, City Council and the citizenry initially to develop a strategic plan to ensure the well-being of the community.

The City has made considerable progress redeveloping certain areas and replacing infrastructure subsequent to Hurricane Katrina, but a great deal of work remains to be done. The City

Council strongly supports mixed use development in the downtown and has approved a three-part stormwater plan for it, extending from Market Street to the Pascagoula River. Only phase one is underway, so a challenge will be to obtain additional federal and state funding to finish the project. The City Council normally tries to complete water and wastewater infrastructure improvements during the stormwater improvements. Neighborhood disruptions and complaints are usually the result, which will need to be managed by the city staff during the construction. Another prioritized project is the redevelopment of the 14th Street corridor, which the City desires to pursue as funding becomes available.

Hurricane Katrina damaged or destroyed much of the housing near the waterfront and it is being replaced incrementally. Managing the effort is a constant challenge because of the FEMA regulations governing reconstruction methods. Stronger building and wind mitigation standards, elevated housing, much higher insurance premiums and the cost of living increases are making the effort challenging to say the least. The ability to implement planning and building and code enforcement standards that meet federal and state standards creates another challenge. The City's delegation in Washington, D.C. recently approved legislation that will change FEMA regulations negatively impacting the City, but those regulations have not yet been implemented.

Pascagoula is essentially landlocked and hence, there is limited room for development within the community. A challenge will be to redevelop targeted areas and find additional development space. Pascagoula has considerable strength in its ports, piers, roadways and rail appurtenances. The State of Mississippi Department of Marine Resources has been very helpful in their drainage, pier, boat launches and other marine projects.

The City has a very strong industrial base which needs to be nourished and encouraged to help with development. Among the largest employers in the region are Ingalls Shipbuilding, Chevron and Singing River Health System. They create strong workplace opportunities for local residents and the region. Communication and cooperation with them are critical.

While Pascagoula has not had a catastrophic weather event to speak of since Hurricane Katrina, the City needs to be prepared. Further, the replacement of the damaged housing is a continuing challenge. A concerted effort is underway to construct new single family homes to serve the residents and potential new residents (both skilled and unskilled) who are needed to staff the major industrial sites. In a related area, the next City Manager will face challenges managing the planning and building and code enforcement regulations in the effort to revitalize the community and redevelop the downtown.

Finally, the City has numerous projects underway that the City Manager will need to oversee. East Pascagoula needs revitalization, and the process is beginning with the construction of a police substation. The effort will both assist in addressing crime and by providing beautification to a key intersection. The City has also utilized slum clearance procedures to improve conditions. Another municipal construction project underway is the development of a new City Hall. Design is substantially complete, and the construction bidding process will begin this fall. The City is also engaged in numerous capital improvement projects. These include water, sewer, and storm drain infrastructure improvements. Funding comes from many sources, including ARPA, legislative allocations, the Gulf of Mexico Energy Security Act (GOMESA), State Tidelands funds, and bond funds.

THE IDEAL CANDIDATE

The City of Pascagoula is looking for a strong, tenured professional manager with exceptional communication skills. The individual will work closely with the City Council to guide and improve the community. The elected officials understand their role and want to support the City Manager in making Pascagoula a better place to live and work. The City Council is very supportive of the City Manager and staff as they work with the residents, industry, state and federal officials, to make Pascagoula an even better place.

The next City Manager will be comfortable managing the operations and daily activities of the municipality while working with the Council on major policy and funding issues. The best candidate will be a strong leader who keeps them informed and

will tell the council members what they need to hear, not what they want to hear. He/she will have a keen understanding of politics but not become involved in them. The ability to anticipate and resolve issues before they become problems is critical. Good judgement and common sense are essential to success.

The next manager must have excellent verbal and written communication skills and excel at listening to what others have to say. Being respectful, clear and concise will be very important. Transparency and being very open and approachable are essential. The City is not looking for an individual who sits behind a desk. The ideal candidate will be expected to spend time in the field and communicating with the residents, staff, the City Council and members of local industry. Customer service will be a core principle and a way of life. Leading by example and working to resolve issues will be a daily activity. When it is not possible to find an acceptable solution, the Manager will provide a well-reasoned explanation why.

The ideal candidate will be a team-builder who delegates in a manner that promotes creativity. The individual will be required to hire exceptional staff members and mentor them based upon broad performance standards without micromanaging their daily activities. At the same time, it will be necessary to hold the staff accountable with an eye for detail and make decisions without undue hesitation.

Critical thinking is very important, and the next manager will need to bring a fresh set of eyes to the organization. The individual will frequently ask why, and expect well-reasoned answers, not that “we have always done it that way.” The current process may be the best approach, but that will need to be demonstrated, and everyone will need to understand why.

Personally, the manager will be intelligent, friendly, outgoing, organized, positive and responsive with a “can do” attitude. The best candidate will be practical, flexible, consistent, cheerful, and values driven. It is essential for the candidate to be honest and possess the utmost integrity. A sense of humor is a plus, especially when it is important to diffuse tense situations. Remaining calm, making good decisions and maintaining composure are all very important.



The ideal candidate should possess a bachelor's degree from an accredited university in public or business administration or a related field. A master's degree in public administration, business administration or a related discipline is desirable. The individual should have three years or more experience as a City Manager, Assistant City Manager or in a directly related field. The best candidates will have demonstrated track records of achievement in management, finance, and community development. While major storms are infrequent, experience working with state and federal funding agencies would be a plus.

The City hopes and expects the next manager will make and honor a commitment to stay for five years or longer.

COMPENSATION

The salary range is \$130,000 to \$170,000 and the actual salary will depend on qualifications and experience. The last City Manager had a salary of \$154,000 at the time he left. Benefits are excellent. The City Manager will be part of the Mississippi Public Employees Retirement System.

THE MOST RECENT CITY MANAGER

The most recent City Manager was well regarded and left after four and a half years as manager for a position in his home state of North Carolina.

RESIDENCY

The City's Ordinances specifically require the City Manager to be a resident of the City. The Ordinances also require department heads to be residents of the City, although the City Manager can waive that requirement.

HOW TO APPLY

If Pascagoula sounds like an ideal community full of history and even more potential, e-mail your cover letter and resume to Recruit42@cb-asso.com by July 12, 2024. Faxed and mailed resumes will not be considered. Questions should be directed to Steve Sorrell at (513) 317-0678 or Scott Krim at (801) 628-8364.

INTERNAL CANDIDATES

It is possible that one or more internal candidates will apply for the position. That said, the City Council is committed to treating each candidate fairly and the best candidate, whether internal or external, will be selected as the City's next City Manager.

CONFIDENTIALITY

Once an application is submitted, it is not a public record under Mississippi law until it is delivered to the City. As a matter of practicality, our searches generally do not receive any media coverage until the semi-finalists are named and often not until they are discussed in a public meeting by the local polity. Virtually all the City Council's discussions regarding personnel are held in executive session.

THE PROCESS

Applications will be screened between July 13th and August 23rd. Finalists will be selected on August 26th. A reception and interviews will be held on September 3rd and 4th. A selection will be made then or shortly thereafter.

OTHER IMPORTANT INFORMATION

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

ADDITIONAL INFORMATION

For additional information about the city, visit:

www.cityofpascagoula.com

<https://jcchamber.com/faqs>

