



# GALESBURG, ILLINOIS CITY MANAGER



## EXECUTIVE RECRUITMENT

# GALESBURG, ILLINOIS

GovHR USA, LLC is pleased to announce the recruitment and selection process for City Manager for Galesburg, Illinois. This brochure provides background information on the community of Galesburg, as well as the required qualifications for the position and the desirable leadership traits and professional skills that the City Council is looking for in the next City Manager.

Galesburg (pop. 30,052) is the county seat of Knox County and is located in western Illinois roughly 30 miles from the Quad Cities and 30 miles from Peoria. The community serves as a regional center for commerce, education, culture, transportation, and healthcare. Its many beautiful tree-lined neighborhoods, its historic and vibrant downtown, its wonderful parks and open spaces contribute to the outstanding quality of life that the residents of this quintessential midwestern community enjoy.

Despite Galesburg's charm, small-town friendliness, abundance of urban amenities, and its robust local economy, the community is surprisingly a very affordable place to live. In fact, this past June, Galesburg was designated by Realtor.com as one of the "Top 10 Most Affordable Small Towns Where You'd Actually Like to Live." Due in part to Galesburg's low cost of housing, it was ranked 5th in this nationwide livability index.

The Council-Manager form of government was adopted by public referendum in Galesburg back in 1956. The Mayor and Council are seeking a resourceful, visionary, personable, and collaborative leader to become its next City Manager.

## GALESBURG BY THE NUMBERS...

Population (2020)	<b>30,052</b>
Square miles	<b>17.99</b>
Median household income	<b>\$39,115</b>
Per capita income	<b>\$23,021</b>
Median home value	<b>\$77,700</b>
Number of households	<b>12,558</b>
Persons per household	<b>2.1</b>
Median age	<b>41.2</b>
<u>Educational attainment:</u>	
High school diploma or higher	<b>85.8%</b>
Bachelor's degree or higher	<b>18.6%</b>
<u>Gender distribution:</u>	
Male	<b>51%</b>
Female	<b>49%</b>
<u>Racial distribution:</u>	
White	<b>73%</b>
Black	<b>14%</b>
Hispanic	<b>9%</b>
Asian	<b>1%</b>
All other	<b>3%</b>





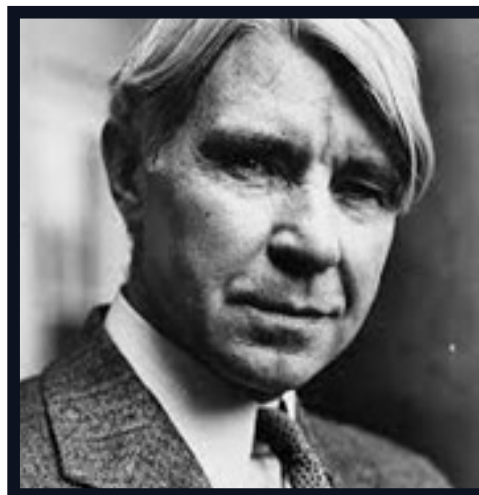


## THE COMMUNITY

**History:** Galesburg residents and community leaders take great pride in the glorious and rich heritage of the community. The Reverend George Washington Gale, a Presbyterian minister from New York state, along with a group of anti-slavery advocates simultaneously founded Galesburg and Knox College in 1837. Knox College is a private liberal arts school whose history is inextricably linked to that of its community... Galesburg.

Galesburg, originally populated by abolitionists, was home to one of the first anti-slavery societies in Illinois and was a stop on the Underground Railroad. The city was the site of the fifth Lincoln-Douglas debate which was held at Knox College on October 7, 1858. Two years after that great debate, Knox awarded its first honorary doctorate degree to then presidential-candidate Abraham Lincoln. Galesburg also was the home of Mary Ann "Mother" Bickerdyke who provided hospital care for Union soldiers during the Civil War.

In later years, Galesburg became the birthplace of poet Carl Sandburg, artist Dorothea Tanning, and former Major League Baseball star Jim Sundberg. Sandburg's boyhood home is maintained by the Illinois Historic Preservation Agency as the Carl Sandburg State Historic Site. It includes the cottage he was born in, a modern museum, the rock under which he and his wife Lilian are buried, and a performance venue.

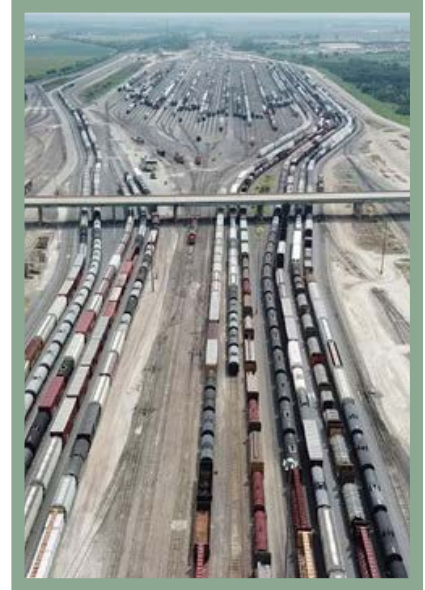




# THE COMMUNITY

**RAILROAD & TRANSPORTATION:** The bedrock of Galesburg's local economy can be found in its outstanding surface transportation systems and linkages. The railroad industry has had a profound impact on Galesburg's history and economic well-being. Local businessmen were major backers of the first railroad to connect Illinois's then two biggest cities, Chicago and Quincy, as well as a third leg initially terminating across the Mississippi River from Burlington, Iowa, eventually connecting to it via bridge and thence onward to the Western frontier. The Chicago, Burlington, and Quincy Railroad (CB&Q) sited major rail sorting yards in Galesburg. The CB&Q also built a major depot on South Seminary Street that was controversially torn down and replaced by a much smaller station in 1983. The yard is still used by the BNSF Railway.

In the late 19th century, when the Atchison, Topeka, and Santa Fe Railway connected its service through to Chicago, it also laid track through Galesburg and built its own railroad depot. The depot remained in operation until the construction of the Cameron Connector southwest of town which enabled Amtrak to reroute the Southwest Chief and join the California Zephyr and the Illinois Zephyr at the Burlington Northern depot in Galesburg. Amtrak continues to provide passenger rail service in Galesburg. Also, BNSF is the largest private employer in Galesburg today.



The glorious history of the railroad industry in the community is on display at the Galesburg Railroad Museum which opened in 1970. At the museum, you can find some amazing and unique railroad including one of the oldest surviving steam locomotive engines.

Another way that the community celebrates its rich railroad history is by hosting the annual Galesburg Railroad Days Train & Toy Show. This annual two-day event held in June of each year, attracts over 3,000 people. Railroad Days features carnival, exhibits, a street fair, railyard tours, hobby train show, flea market, and numerous other activities.

In addition to its outstanding rail transportation services, Galesburg also has excellent highway transportation connections via Interstate 74 and U.S. Highway 34. Both major highway systems link Galesburg to major population centers and, coupled with the community's outstanding freight rail service, make Galesburg an outstanding center for transportation logistics.

The final piece of Galesburg's transportation trifecta is the Galesburg Municipal Airport. This municipally owned and operated public use airport is located 3 miles from Downtown Galesburg. In addition to providing general aviation services to residents and businesses of Galesburg and Knox County, the Galesburg Airport hosts the National Stearman Fly-in every year in September. This five (5) day annual festival regularly features more than 100 World War II-era Boeing Stearman bi-plane aircraft from around the world. Galesburg has hosted the Fly-in since 1972. This must-attend event of the year for Stearman and aviation enthusiasts offers a generous mix of flying events & demonstrations, technical seminars, entertainment, and food.



**EDUCATION:** As was mentioned above, the City of Galesburg and Knox College were founded simultaneously by the same group of abolitionists lead by Reverend George Washington Gale. Founded in 1837, today Knox has an enrollment of 1,200 students and offers more than 60 courses of study including 42 majors, 57 minors, and pre-professional and cooperative programs.

Knox is widely considered to be among the finest liberal arts colleges in the country and it is committed to providing its students with an education that prepares them to be engaged, innovative, and productive global citizens, ready to lead lives of purpose and to work in fields that don't even exist yet.



Galesburg also is home to Carl Sandburg College, a public community college with its main campus in Galesburg. Named after one of the community's favorite sons, the college serves west-central Illinois region and has a branch campus in Carthage and an off-campus site in downtown Galesburg. The college was established in 1966 and is accredited by the Higher Learning Commission. Carl Sandburg College has an annual student enrollment of 2,000.

Finally, the University of Illinois has sited an Extension Office in Galesburg which serves Knox County as well as adjacent Henderson, McDonough, and Warren Counties.

In addition to the institutions of higher learning located in Galesburg, there are several fine colleges and universities each accessible in less than an hour drive from Galesburg including Augustana College (Rock Island), Bradley University (Peoria), Western Illinois University (Macomb), and St. Ambrose College (Davenport, IA).

**QUALITY OF LIFE:** Today Galesburg is a bustling, vibrant, and dynamic community. It cherishes and celebrates its glorious heritage while leaning into the future with excitement and optimism. The residents of this charming midwestern community enjoy a quality of life that is hard to replicate.

Among the features that drive this outstanding quality of life is Downtown Galesburg. Unlike many central business districts in America, Galesburg's downtown remains alive and active. The Seminary Street Historic District is lined with restored historic buildings housing a variety of unique and independently owned shops and restaurants. You can discover all sorts of wonderful surprises along this charming and walkable urban shopping and entertainment district in Downtown Galesburg including clothing stores, coffee shops, outdoor dining, bakeries, and much more..

Discovery Depot Children's Museum is a must-see attraction for kids of all ages. Inspired by Galesburg's glorious railroad history, this interactive and educational children's museum is perfect for kids up to 12 years who love to enjoy hands-on fun through experimenting and getting creative. There is around 6,000 square feet of fun exhibits in The Discovery Depot, each of which offer unique learning opportunities.

Galesburg residents and visitors can find fun and sport in the 23 city parks including a public beach, water park, biking, and walking trails, and much more. Lake Storey Beach offers the best for both the lazy beach bums looking to absorb some sun as well as for the adventurous types who prefer more active water recreational activities. You can rent a kayak, paddleboat, canoe, or john boat right at the beach!

If golf is your passion, Galesburg has got you covered. The municipally owned and operated Bunker Links Golf Course provides an outstanding golfing venue that the novice golfers can enjoy and it will also challenge the more advanced linksters. The private Soangetaha Country Club also offers avid golfers an outstanding golfing venue.

In addition to the previously mentioned Galesburg Railroad Days and National Stearman Fly-in, Galesburg hosts a number of other summertime festivals and celebrations which bring visitors to the community. Other annual festivals include Monarch Migration Festival held at Lakeside Nature Center, during early summer; Galesburg's Heritage Days featuring one of the best Civil War Reenactment shows in the area.





## MUNICIPAL GOVERNMENT

The City of Galesburg is governed by an eight-member City Council consisting of seven Council Members elected by wards to four-year overlapping terms, and the Mayor who is elected at-large to a four-year term. The Mayor only votes in the event of a tie. The City has an annual budget of \$71.2 million with 249 full-time employees. The City has an A1 bond rating from Moody's Investor Services in 2021. Reflective of its careful and thoughtful fiscal policies and practices, the City is in a strong financial position.

The City of Galesburg is a full-service municipality consisting of the following eight (8) operating departments:

- Administration
- Clerk
- Community Development
- Finance
- Parks & Recreation
- Fire
- Police
- Public Works

The City does operate and maintain the public water system under the Public Works Department. However, sanitary sewer treatment and collection services are provided by a separate district. The City also owns and operates the Galesburg Municipal Airport.

## THE CITY MANAGER POSITION

The City of Galesburg has operated under the Council-Manager form of government for the past 66 years. The City has had a total of seven (7) City Managers since 1990. Except for the most recent City Manager, who left the position after only seven months, the previous three City Managers had an average tenure with the City of Galesburg of 8 ½ years. All of them resigned their positions voluntarily to accept new professional opportunities. The City Manager position in Galesburg is considered a pure city manager position given that the position was created by public referendum and aligns with the enumerated duties and responsibilities of a city manager in accordance with Illinois state statute. The City Manager serves as the Chief Administrator Officer for the City.

The City Manager appoints and oversees all department heads except for the City Clerk which is an elected position. The Administration Department consists of Human Resources, Legal, and the City Manager's office. The City Manager reports to the Mayor and City Council and works under the terms of an employment agreement.

As is typical, the City Manager provides professional recommendations to the City Council on all policy matters and is responsible for the successful implementation of all Council policy decisions. The City Manager also presents a recommended annual budget to the City Council and is responsible for administering the approved budget along with the oversight and management of all of the municipality's financial affairs.





## DESIRED QUALIFICATIONS

Applicants for this position should have a bachelor's degree in public administration, business administration, urban planning, community development, or some other related field of study. An advanced degree in public administration or some other related field is highly desirable but not required. Applicants should also have, at a minimum, seven (7) years of progressively responsible managerial experience in local government, preferably as a City Manager / Administrator or an Assistant City Manager / Administrator. It is important that the selected candidate profess a strong commitment to the ICMA Code of Ethics.

In addition to the minimum qualifications outlined above, the Mayor and City Council are hoping to attract candidates with the following leadership traits and professional skills:

- Exceptional leader with integrity, empathy, passion, maturity, and humility.
- Empowering manager who inspires all staff to excel
- Visible and approachable in the community
- Relationship builder
- Experience in development and redevelopment initiatives, both residential and commercial, including the application of various municipal development tools such as TIF, enterprise zone, tax rebates, job training, monetary grants, etc.
- Analytical and creative thinker
- Outstanding communicator
- Visionary
- Committed to the principles of diversity, equity, and inclusion in the workplace and in the community
- Strong technical/professional skills in the following areas:
  - Community relations and engagement
  - Fiscal management & budgeting
  - Economic development
  - Growth management
  - Environmental sustainability
  - Strategic planning





## COMPENSATION & HOW TO APPLY

The starting salary range for this position is \$165,000 to \$180,000 DOQ/E. The City also provides an excellent package of fringe benefits including relocation assistance. The City requires residency within the corporate limits of Galesburg within six (6) months of appointment.

Interested candidates should apply online by 5:00 pm on August 28, 2023, with resume, cover letter, and contact information for five (5) work related references to [www.GovHRjobs.com](http://www.GovHRjobs.com) to the attention of Mark R. Peterson, Vice President, GovHR USA. On-line application submittals are required. Please direct all questions about the position, the organization, and/or the selection process to Mr. Peterson at (309) 825-5091.

The City of Galesburg is an Equal Opportunity Employer.

