

LA VISTA

NEBRASKA

CITY ADMINISTRATOR

MGT

CITY OF LA VISTA, NEBRASKA

CITY ADMINISTRATOR

The City of La Vista, Nebraska (population 16,746) is seeking a talented, resourceful, personable, and innovative professional to become its next City Administrator. The City of La Vista is located southwest of the Omaha metropolitan region. It consists of 5.4 square miles. The residents of La Vista enjoy a high quality of life characterized by safe neighborhoods, excellent schools, beautiful parks and recreation facilities, and an expansive range of shopping and dining opportunities.

The municipal government in La Vista can best be defined as stable and professional. The current Mayor has served in his position for 20 years, while the average tenure of the City Council members is 23 years. The previous City Administrator served in that position for 24 years. The City's leadership team consists of experienced and competent professionals in their areas of responsibility.

THE COMMUNITY

La Vista is a beautiful, family-friendly community located in the Omaha metro area. The community offers its residents the best of all worlds. It has the charm and friendliness of a small midwestern town, while it offers a remarkable range of employment opportunities and urban-style amenities that are often found in much larger cities.

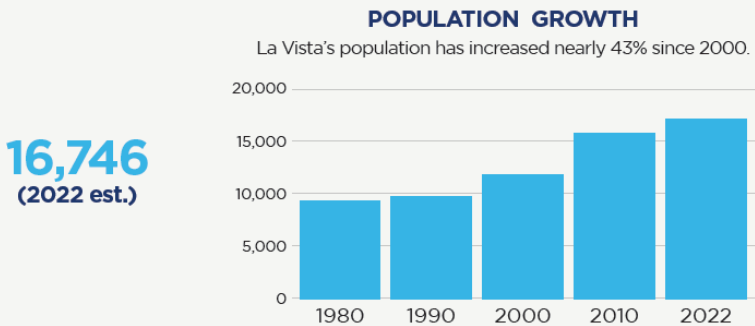
Incorporated in 1960, La Vista is the youngest city in the State of Nebraska. From modest beginnings as a residential subdivision of 335 homes platted on 80 acres of land and a population of 1,300, La Vista has grown to become a dynamic and progressive community of almost 16,746 located in the fastest-growing county in Nebraska. La Vista is bordered by Interstate 80 and the cities of Omaha, Ralston, Papillion, and Bellevue.

MAJOR REGIONAL EMPLOYERS:

The Omaha metro area has a population of 967,000. Consequently, the residents of La Vista have access to a plethora of employment opportunities. The ten largest employers in the region include:

- Offutt Air Force Base
- Nebraska Medicine
- CHI Health
- Methodist Health System
- First National Bank
- Mutual of Omaha
- Fiserv
- Union Pacific Railroad
- Children's Hospital
- TD Ameritrade/Charles Schwab

POPULATION



MEDIAN AGE

Residents 55+ have grown at a rate of 230% and La Vista's median age increased from 30 to 36.4 years old.

30
2000

32.1
2010

36.4
2023

COST OF LIVING

The cost of living index is below the national average.

93 LA VISTA **100** U.S.

INCOME

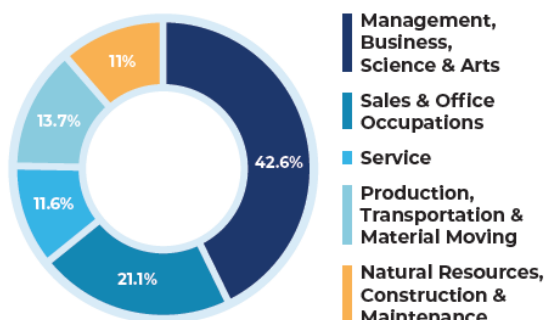
Median household income:

\$77,748



EMPLOYMENT BY OCCUPATION

The majority of La Vista residents work in blue collar or office job categories.



THE LA VISTA ECONOMY:

The La Vista community offers a wide range of retail shopping outlets from small boutique specialty stores to large marquee retailers such as Cabela's, Costco and Walmart. The City is also home to dozens of dining establishments with offerings to satisfy any palate.

The La Vista Conference Center is a venue that attracts a multitude of conferences, conventions, and expos from throughout the Midwest every year. The result of an innovative public-private partnership involving the City of La Vista and private developers, the 60,000 square foot conference center is attached to a beautiful Embassy Suites by Hilton with 257 guest suites. A 247-room Courtyard Marriott is also conveniently located immediately adjacent to the Conference Center. In addition to these two hotels, there are other hotels in close proximity that provide another 300 guest rooms. There are also several dining establishments within walking distance of the Conference Center. Its convenient access just off of Interstate 80 makes this an outstanding and convenient venue for a large variety of group meetings.

HOUSING

Median value of housing units: \$222,900

Total housing units: 7,437

Owner-occupied: 55%

Built after 1980: 61%

EDUCATION:

Elementary and secondary education is provided through the Papillion-La Vista Community Schools, the fourth largest school district in the state and known for its outstanding academic and extracurricular programs. The Omaha Catholic Archdiocese operates excellent parochial school options in neighboring Ralston and Papillion.

La Vista residents enjoy exceptional higher education opportunities as well. The University of Nebraska at Omaha (UNO), Creighton University, and Bellevue University are easily accessible. The University of Nebraska at Lincoln is only 45 minutes away. The Metropolitan Community College Sarpy Center is also located in La Vista.

QUALITY OF LIFE IN LA VISTA:

La Vista residents are well served by numerous beautiful municipal parks, athletic fields, and an outstanding public library. The 62-acre La Vista Sports Complex features four softball fields, a baseball field, 12 soccer fields, and two football fields, as well as concession and restroom facilities.

La Vista’s diverse and high-quality housing stock provides a wide range of residential options, from affordable multi-family and single-family offerings to higher-end executive-level residential developments. One of the newest and most exciting residential developments is the La Vista City Centre development. La Vista City Centre is a growing residential, business, and entertainment district that invites and celebrates creativity and culture! Located amid a flourishing residential area, businesses like restaurants, bars, shops, luxury apartments, and more can enjoy a premium location with dynamic foot traffic and ample opportunity to thrive.

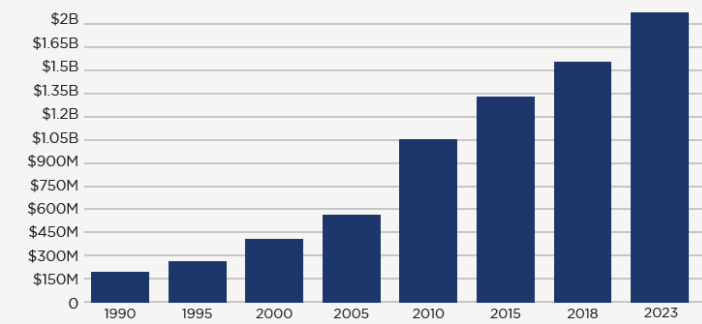
Located in the heart of La Vista City Centre, The Astro Theater and The Astro Amphitheater are premier music venues that bring world-class entertainment to the community. With state-of-the-art acoustics, lighting, and sound system, the venues offer an unforgettable live music experience for music lovers of all ages.

The Astro boasts spacious performance stages and comfortable seating areas that can accommodate up to 2,400 guests in the indoor theater, and 5,500 at The Astro Amphitheater, the connecting outdoor grass amphitheater.

La Vista residents have convenient access to Omaha’s Eppley Airfield, which is served by all of the nation’s major airlines offering direct flights to most major cities throughout the United States. The following airlines operate out of Eppley Airfield: Alaska Airlines, Allegiant, American, Delta, Frontier, Southwest, and United.

ASSESSED VALUATION GROWTH

La Vista’s assessed valuation has increased by more than \$1 billion since 1990.



THE MUNICIPAL GOVERNMENT

The City of La Vista operates under the mayor-council form of government. The Mayor is elected at-large to a four-year term. Eight City Council members are elected from four wards to staggered four-year terms. With confirmation from the City Council, the Mayor appoints a professional City Administrator to manage the city's day-to-day operations.

The current Mayor, Doug Kindig, has served in that position for 20 years. He also served as a City Council Member for five years before ascending to the Office of Mayor. Mayor Kindig was elected in 2024 to his fourth four-year term. The average tenure of the current City Council is 23 years.

The City's current year annual operating budget totals \$58.4 million. The City employs 130 full-time staff and 36 part-time employees. The City has 10 operating departments, including: Administration, City Clerk, Community Development, Finance, Human Resources, Information Technology, Library, Recreation, Police, and Public Works. The City of Papillion Fire Department provides fire protection and EMS services to the residents and businesses of La Vista. The Metropolitan Utilities District (MUD) provides the public water supply to the community, and the Omaha Public Power District (OPPD) supplies electricity.

THE CITY ADMINISTRATOR POSITION

The City Administrator serves as the chief administrative officer of the municipal government. The Mayor appoints the administrator with the advice and consent of the City Council. The City Administrator is responsible for overseeing and directing all of the day-to-day operations of the City of La Vista. He or she is responsible for directly supervising four managing directors who oversee the major functional areas of Administrative Services, Community Services, Public Works, and Public Safety. The City Administrator directs all other department heads and senior staff through the managing directors. The Administrator is also responsible for preparing and administering the City's annual operating and capital budget, and making professional recommendations on all policy matters that go before the City Council. The previous City Administrator served in the position for 24 years.

The City Administrator must have a thorough understanding of all facets of municipal government operations. He or she must be familiar with the rules, regulations, and statutes with which municipalities must comply.

CANDIDATE QUALIFICATIONS:

Applicants for the position shall possess a master's degree in public administration, business administration, urban planning, or some other related field. An ICMA Credentialed Manager certification is preferred but not required. In addition, qualified candidates should have at least five (5) years of progressively responsible public sector managerial experience, preferably as a city administrator/manager or an assistant city administrator/manager.





THE IDEAL CANDIDATE:

Ideal candidates for the La Vista City Administrator position will possess the following leadership attributes, technical skills, and personal attributes:

- A leader who creates a strong team-oriented culture among the leadership team members and allows professional staff to perform their duties without unnecessary interference.
- Serves as a coach, mentor, and teacher to the department heads and inspires all municipal staff through his or her actions and behavior.
- Promotes a healthy work/life balance in the workplace and prioritizes family values and needs.
- Is accessible and approachable to employees, elected officials, and residents of the community.
- Is an innovative, resourceful, and strategic thinker who is always searching for new methods to benefit the citizens of La Vista.
- Is able and willing to engage in difficult conversations, when necessary, with both elected officials and staff to resolve unproductive conflict or to address performance and behavioral issues.
- Is able to accept criticism with maturity, objectivity, and professionalism.
- Does not inappropriately react to negative comments, even when a comment might not be fair or justified.
- Is a leader who is open-minded and willing to accept and pursue ideas from others, even if those ideas are not aligned with his or her preferred approaches.
- Consistently demonstrates empathy and compassion for others.
- Has a strong sense of self and situational awareness and possesses a high level of emotional intelligence.
- Creates a leadership culture and empowers others to pursue leadership opportunities.
- Has a good sense of humor and regularly exhibits a joyful and playful personality in the workplace.
- Consistently responds in a timely manner to requests from elected officials, staff, and community members.
- Provides professional recommendations to the governing body on all policy matters, which are based upon unbiased, thorough, and objective analysis.
- Aggressively pursues the successful implementation of all policy decisions of the governing body, irrespective of whether or not those decisions were consistent with his or her professional recommendations.
- Will be a careful, thoughtful, and conservative steward of the community's finances.
- Is committed to the highest standards of integrity and ethical conduct in carrying out the position's responsibilities.
- Is an outstanding overall communicator and places a high priority on transparency.
- Communicates complex information in a concise, clear, and understandable manner.
- Listens carefully and genuinely considers the points of view of others.
- Can be direct and firm when appropriate.

CHALLENGES AND OPPORTUNITIES

STATE MANDATES:

La Vista faces many of the same challenges confronting local governments across the country. The State of Nebraska has fallen in line with many other states and has become much more active in regulating the affairs of its municipalities. Many of those state-mandated regulations impact the financial flexibility of cities and counties. Although La Vista continues to be in an enviable financial position, it is threatened by various state regulatory actions to restrict municipal flexibility and autonomy. The City Administrator will work with the Mayor and a countywide lobbying group to inform and educate state lawmakers on the impacts of their decisions on basic and important public services delivered at the local level.

SUCCESSION PLANNING:

La Vista has several long-tenured employees in essential leadership positions who are nearing retirement. Developing plans to transition these vital leadership roles in the organization will be both a challenge and an opportunity.

CORRIDOR 84 PROJECT:

The City Administrator will be expected to spend time on economic development activities designed to expand the local tax base, provide new employment opportunities, and to enhance the overall quality of life in La Vista. There are also some ongoing redevelopment projects that continue to require oversight and guidance by the City of La Vista.

Most notable is the Corridor 84 project. La Vista's stretch of 84th Street from Giles Road to Harrison Street has been the City's main economic center since La Vista was established in 1960. It came to be known as The Golden Mile with businesses such as Wal-Mart, Baker's Supermarket, Gordman's, Hobby Lobby, and Summer Kitchen as main draws along the corridor.

The decline of 84th Street began when Wal-Mart closed in 2006, however, the closing of Baker's in 2008 was what led to the corridor's demise. The City has led significant public planning efforts over several years to chart a new course for the future. The plan, known as "Vision 84," set out to create a memorable and distinct identity and incorporate a vibrant mix of land uses while providing a sense of community and a high quality of life for residents. The old golf course was transformed into Central Park, which provides a venue for a variety of activities and connects City Centre with the existing civic campus to create a new downtown for La Vista.



COMPENSATION AND HOW TO APPLY

The annual starting salary range for the position is \$171,000 to \$240,000. The maximum starting salary is \$200,000. The City of La Vista provides the City Administrator with a highly competitive and comprehensive array of fringe benefits. Residency within the City of La Vista or the zoning jurisdiction is required within six months of the City Administrator's start date. Relocation assistance may be negotiated with the successful candidate. Apply online at www.GovHRjobs.com with a resume, cover letter, and contact information for five professional references. The position will remain open until filled. Confidential inquiries about the position and/or the selection process should be directed to Mark Peterson, MGT Approved Independent Executive Recruiter, at 309-825-5091.

The City of La Vista is an Equal Opportunity Employer.



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