



CITY MANAGER

Heath, Texas

EXECUTIVE
RECRUITMENT
PROVIDED BY



THE COMMUNITY

The City of Heath is a premiere lakeside community that's rural by design. Residents and visitors alike enjoy the natural beauty of the lake, quiet scenic areas, and views of the Dallas skyline that provide a serene backdrop for beautiful neighborhoods and distinctive homes.

The City, which was incorporated in 1949, is located about 20 minutes east of downtown Dallas. When its population was 200, the City had only one school, which closed and merged with Rockwall ISD. Lake Ray Hubbard became a reality in 1969, and being located on the eastern shores of the new lake helped the population more than double. Homes were built throughout the City to keep up with growth, and newcomers continue to be attracted to the openness of rural living and proximity to the sparkling lake. As of 2020, the City had a population of over 8,100 situated on 12.53 square miles, with the 2024 population estimated to be 10,363 people.

Heath is home to exemplary schools in Rockwall Independent School District, which has achieved an "A" district rating for three years from the Texas Education Agency. The City has strong development controls and responsible growth strategies that have created an environment for excellence in development.

Annual festivals in the City include National Night Out, Christmas in Heath, Heart of Heath 5K Family Run, and the Independence Day Parade. Nearby, residents enjoy visits to the Dallas Arts District, Fort Worth Museum District, Fort Worth Zoo, Dallas Zoo, Amon Carter Museum FW, Stockyards FW, Modern Art Museum FW, National Cowgirl Museum FW, Perot Museum of Nature and Science Dallas, Dallas Museum of Art, George W. Bush Presidential Center Dallas, and the Sixth Floor Museum at Dealey Plaza.

Notable medical facilities near Heath include Baylor Scott & White, Texas Health Network, Presbyterian Network, Methodist Network, Cooks Children Medical Fort Worth, JPS Network Fort Worth, Children's Medical Center Dallas, and UT Southwest Medical Center Dallas. Major employers include Rockwall ISD, City of Heath, and Tom Thumb Grocery.

Educational opportunities abound, including Southern Methodist University-Dallas, University of Texas at Dallas, University of Texas at Arlington, University of North Texas – Denton, Rockwall Center – Collin College, and Dallas College Garland Center.

Heath residents enjoy the amenities of living near the employment, cultural and entertainment offerings of the metroplex, and the small-town character, safety, and charm of living in a more rural setting. Due to the proximity to major retail in nearby cities, Heath's citizens have indicated a preference for neighborhood-scaled office development that features home-grown entrepreneurial ventures, neighborhood medical services, boutique-styled retail businesses, and restaurants with a unique thematic character. The City's 2018 Comprehensive Plan discourages large retail districts and commercial corridors containing big-box stores and expansive parking areas. The citizens continue to express their desire to remain a premier rural, bedroom community. The City Manager and Staff play an important role in realizing this community vision, ensuring that development aligns with the preferences and values of Heath's residents.

The City of Heath has a median household income of \$205,669 and an average home value of \$495,038.





GOVERNANCE & ORGANIZATION

The City of Heath is a home-rule city with a council-manager type “A” form of government. Its seven City Council Members including the Mayor are elected at large to two-year terms, with no term limits. The City Manager is appointed and/or confirmed by the governing body.

A major project currently underway includes a domestic water well (in-ground) supply with an aerial storage system to be funded by a \$50 million bond package. The bond election for this project is tentatively scheduled for May 2025.

The City of Heath has 71 employees and a total fiscal year budget of \$35.9 million. Its ad valorem tax rate is \$0.29031 per \$100.

CITY OF HEATH MISSION

A lakeside community of premiere neighborhoods with open green spaces, parks and trails, cultural amenities, an exemplary educational system, and distinctive economic development in order to provide the highest level of public services — a place to call home for a lifetime.



ABOUT THE DEPARTMENT

The City Manager's Office implements City Council policy, oversees departments and the City's administrative functions, and provides day-to-day leadership in policy development and implementation. It initiates and develops short- and long-term special projects, manages the City's intergovernmental relations and public information functions, and directs major economic development projects. The City Manager's Office also oversees the annual budget process.



CITY MANAGER'S OFFICE MISSION

Heath's history is filled with dedicated leaders whose vision and careful planning have resulted in a premier residential community offering a high quality of life. The City Manager's Office is committed to leading a staff of professionals in working as partners with City Council and the citizens to continue to make good things happen.

ABOUT THE POSITION

The City Manager of Heath serves as the Chief Administration Officer of the City. Reporting to the City Council, this role involves planning, organizing, and directing the operations of the City. The City Manager administers policies established by the City Council and by law; develops and implements administrative procedures; coordinates and directs all Departments and staff operations; and selects, develops, and effectively utilizes staff. They have overall supervision of projects, city financing, and intergovernmental relationships.

The Assistant City Manager, City Secretary, executive staff, and Department directors report to the City Manager, who also has overall responsibility for all City staff. The City Manager works closely with the City Council, policy and advisory boards, committees appointed by the Council, and the general public. They interact with other city managers, statewide organizations and associations, representatives of governmental agencies at state and federal levels, and news organizations.

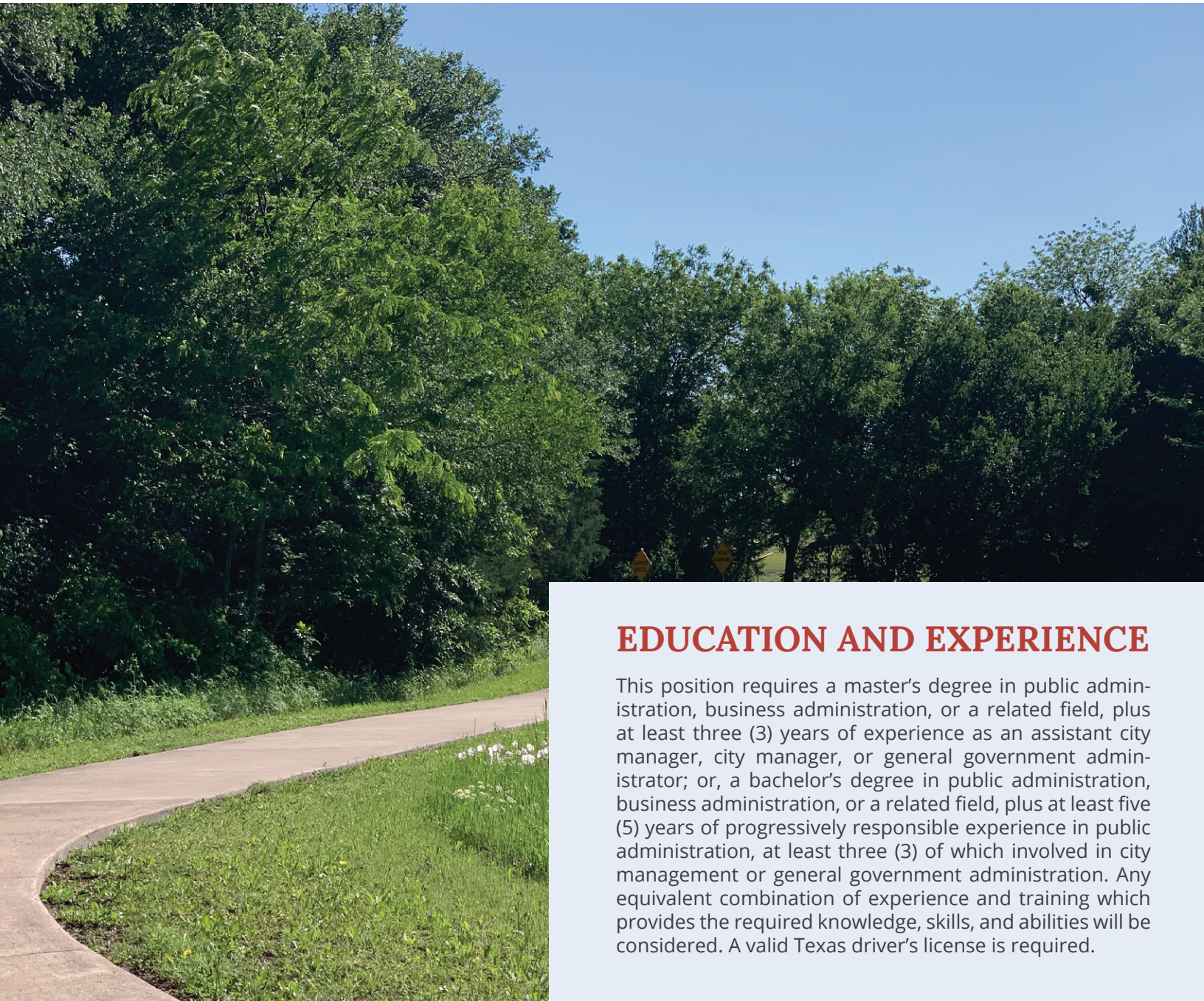
Essential job duties of the City Manager include preparing, reviewing, and approving agendas and other materials for City Council meetings; keeping Council advised of the financial condition and future needs of the City, making recommendations as necessary; and preparing the annual budget recommendations, including capital expenditure items consistent with Council-approved short- and long-range plans. Submitting to the Council (and making available to the public) a complete report of the finances and administrative activities of the City at the end of each fiscal year is part of the City Manager's job. They are also in charge of submitting budget recommendations to Council for approval, filing approved budgets with appropriate authorities, and administering the approved budget for the City.



IDEAL CANDIDATE

The City of Heath seeks a strong leader with emotional intelligence, as well as experience working for a small, growing city. The ideal candidate is someone who understands smart growth management with experience in staff development. A track record of success with employee engagement and retention is highly desired, as is experience working in a premier city. The chosen City Manager will be a relationship builder and excellent communicator. They will be creative, yet data driven with strong analytical capabilities. Someone who understands the role of serving at the pleasure of City Council, but who is not afraid to speak up about what is best for all citizens, is preferred.

The ideal candidate will be knowledgeable in strategic planning, resource allocation, workforce modeling, and leadership techniques. Budget management experience is important, including developing plans and budgets and monitoring them against financial activity. The next City Manager will stay up to date on current social, political, organizational, and economic trends affecting municipal government. They will be familiar with the Open Records Act and its laws and guidelines related to fulfillment of requests for information. A solid understanding and experience with water supply and infrastructure issues also is important.



EDUCATION AND EXPERIENCE

This position requires a master's degree in public administration, business administration, or a related field, plus at least three (3) years of experience as an assistant city manager, city manager, or general government administrator; or, a bachelor's degree in public administration, business administration, or a related field, plus at least five (5) years of progressively responsible experience in public administration, at least three (3) of which involved in city management or general government administration. Any equivalent combination of experience and training which provides the required knowledge, skills, and abilities will be considered. A valid Texas driver's license is required.

COMPENSATION AND BENEFITS

The City of Heath offers a competitive salary range of \$171,377-\$248,497 depending on qualifications and experience. The City offers a comprehensive benefits package, including three health insurance options; employee-only paid dental insurance; Life/AD&D insurance; and long-term disability insurance. Vision coverage is available but is employee-paid and additional voluntary coverages are available. The City Manager will also receive 15 sick days and four weeks of vacation per year; a cell phone provided or a cell phone allowance; internet hotspot provided; laptop provided; and flexibility to occasionally work from home. The City participates in the Texas Municipal Retirement System (TMRS) with a 7% employee contribution and a municipal matching ratio of 2:1. An optional 457 plan is available.



APPLICATION PROCESS

[Please apply online](#)

For more information on this position, contact:

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The City of Heath is an Equal Opportunity Employer that does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, genetic information or any other status protected by law or regulation. Applicants selected as finalists will be subject to a comprehensive background check.

RESOURCES

City of Heath
heathtx.com

City Manager's Office
heathtx.com/city-managers-office

