



City of Bonner Springs
KANSAS

CITY MANAGER

BONNER SPRINGS, KANSAS



EXECUTIVE
RECRUITMENT
PROVIDED BY





Life is Better in Bonner Springs

THE COMMUNITY

A welcoming city perched along the rolling hills of the Kansas River — and one of the state’s oldest communities — the City of Bonner Springs offers a perfect blend of historical charm and modern vibrancy.

Its rich history dates back to 1812 when the Chouteau family established Kansas’ first European trading post. Over time, this lively settlement evolved from an agricultural and trade center into a thriving, close-knit city named in the 1880s to honor Robert Bonner, an editor from New York City, and the area’s natural springs.

Now home to about 7,600 residents within its 15.6 square miles, Bonner Springs captures the essence of small-town living within easy reach of Kansas City’s metro amenities. Positioned at the juncture of major highways like I-70 and K-7 in Wyandotte County, it’s known for its tree-lined streets, attractive storefronts, and neighbors who know one another by name — the perfect balance of connectivity and community.

Bonner Springs is poised for growth, with new opportunities on the horizon. A Fortune 50 pharmaceutical company is close to announcing a facility in a new industrial park, adding to Bonner Springs’ economic landscape. Plans are also in progress for a potential 180-acre theme park, which would include hotels, a conference center, and commercial spaces, positioning Bonner Springs as an exciting destination for residents and visitors alike. Additionally, the city will soon break ground on a 93-unit apartment complex downtown, with a mix of market-rate and moderate-income units to support its growing community.

The city is also known for its lively events and community gatherings, which bring residents together throughout the year. Annual highlights include the spring Makers’ Fair, the two-day Tiblow Days celebration each summer, and the Mayor’s Lighted Christmas Parade and Tree Lighting. From weekly summer band concerts to the festive Bonner Blast fireworks show, Bonner Springs is a town that loves to celebrate. Local farmers markets also add a touch of freshness and hometown flavor, with Saturday mornings filled with local produce, crafts, and good company.

Beyond its festivals, Bonner Springs’ attractions offer something for everyone. The Azura Amphitheater, an 18,000-seat outdoor venue, hosts popular concerts all season long, while the Kansas City Renaissance Festival draws thousands each fall for its festivities and unique entertainment. Outdoor enthusiasts can experience the thrill of ZipKC’s zip lines, spend the afternoon at Sunflower Hills Golf Course, explore over 500 acres of parkland, or visit the National Agricultural Hall of Fame to learn about America’s agricultural heritage. Meanwhile, Moon Marble Company has become a local favorite, where visitors can watch live marble-making and explore a nostalgic selection of toys and games.

THE COMMUNITY, CONTINUED

In addition to the restaurants, shopping, and professional sports and cultural opportunities throughout the Kansas City metro area, residents here enjoy historic downtown Bonner Springs, centered around Oak Street, boasting boutique shops and cozy cafés. Likewise, the Fuel House can't be missed; Kansas City's exclusive automotive country club adds a unique touch with a speakeasy, BBQ spot, coffee shop, brewery, ice cream parlor, and more housed in a single venue.

Education is a vital part of life in Bonner Springs, and the USD #204 school district serves approximately 2,250 students across five schools. Families also have access to several nearby private schools in Wyandotte and Johnson counties. For higher education, Kansas City Kansas Community College is conveniently located, and both the University of Kansas and the University of St. Mary are within a short 20-minute drive.

The median household income in Bonner Springs is just over \$82,200, while the average home is priced around \$280,600.



City of Bonner Springs
KANSAS

TOP EMPLOYERS

The Kincaid Group

Berkel and Company
Contractors

Unified School District #204

Rise Bakery

Wal-Mart

Price Chopper

Wall-Ties and Forms



Vision Statement:

Create a progressive and safe community in which to live, work and visit.

Mission Statement:

Have a high-performance organization that provides high-quality services that enhance all citizens' quality of life.

GOVERNANCE & ORGANIZATION

The City of Bonner Springs operates under a council-manager governance structure featuring nine elected officials. The Mayor is elected at large, while two council members are elected from each of four wards to four-year terms without limits.

In addition to the City Manager, the governing body appoints the Municipal Court Judge, Chief of Police, City Clerk, City Treasurer, and City Attorney.

Bonner Springs is a full-service municipal government, complete with library, parks, recreation, water utilities, police, and public works services. In 2022, the City also added a full-time Fire Chief and station staff after more than 120 years of volunteer fire services.

The next City Manager will oversee 90 full-time employees and an annual budget of nearly \$33.5 million based in part on an ad valorem tax rate of 38.834. The most recent manager spent nine years in Bonner Springs, focusing his efforts on the budget and capital improvements, including a new \$30 million water treatment plant providing up to 2 million gallons a day of soft water and the capacity to provide water for the community for decades to come, a new farmers' market pavilion, additional parks amenities, and the government services/ City Hall renovation.



STRATEGIC GOALS

- Promote a transparent, team-based organization of employees challenged to provide high-quality and fiscally responsible services.
- Maintain a clean, vibrant community where people feel secure and enjoy a built environment that protects existing character while encouraging sustainable growth.
- Encourage and invest in infrastructure to maintain and grow a diverse economy while providing high-quality services.
- Embrace and enhance Bonner Springs' access to open spaces, arts, and cultural amenities.

IN THE SPOTLIGHT

Bonner Springs received a preservation award from the Kansas Department of Historic Preservation for adaptive reuse of its City Hall facility. The City renovated an old junior high school into offices and used state historic tax credits to reimburse some costs. The Government Services Campus opened in 2021 and includes a new public safety building for the police department.

ABOUT THE DEPARTMENT

With five employees and a departmental budget of just over \$582,500, the City's Administration Department is responsible for the organization's budget and human resources processes as well as its strategic and capital improvement plans and development initiatives.

The committed professionals in this department focus on leadership and staff development, fiscal responsibility, stakeholder education and engagement, operational efficiency and process improvement, and policy development. In addition to working closely with elected officials and colleagues throughout the organization, the Administration team works closely with the Planning Commission, Tourism Committee, and Employee Engagement Committee.

ABOUT THE POSITION

Under the broad policy direction of the Mayor and City Council, the City Manager oversees the daily operations of Bonner Springs' team of public servants in alignment with elected leaders' vision and the community's expectations.

Equipped with excellent communication, organizational, supervisory, budgeting, personnel management, and public relations skills, the new hire will offer professional advice to City leaders and staff; develop and recommend planning and policy items for formal action; provide leadership and direction in the development of short- and long-range plans; and coordinate activities with city departments and outside agencies. They will also organize workloads and staff assignments, prepare data and reports, and present to various stakeholders about City plans, policies, and procedures.

Other essential responsibilities include:

- Hiring, training, motivating, evaluating, and disciplining staff, reviewing progress and directing changes as needed.



- Developing and managing the organization’s budget and procedures, ensuring the effective and efficient use of funds, personnel, materials, facilities, and time.
- Developing, interpreting and ensuring compliance with all ethical standards of the profession and tenets of the City’s Code of Ethics and Personnel Policy Handbook.
- Keeping abreast of state and federal laws and regulations, interpreting their impact on the city, and developing recommendations as needed.
- Ensuring that all laws and ordinances are faithfully performed and enforced.
- Overseeing the care and management of all City-owned land, property, buildings, and equipment.
- Serving as the head of one or more departments of the organization, as needed.

OPPORTUNITIES & CHALLENGES

Bonner Springs’ next City Manager will play a vital role in fostering the City’s growth while preserving its cherished small-town charm. This leader will be instrumental in maintaining exceptional service levels, building a vibrant future through strategic and thoughtful development, and balancing growth with quality of life to ensure that Bonner Springs continues to be a welcoming, dynamic community for all residents.

Key opportunities and priorities for the selected candidate include:

- **Strategic Planning:** Building on the City’s 2016 Strategic Plan, the new City Manager will collaborate with the City Council to craft a forward-looking vision that promotes balanced growth while safeguarding Bonner Springs’ unique character. With the potential of substantial development projects in the works, the new City Manager will work closely with the City Council to develop a plan to set priorities, identify infrastructure needs, seek potential revenue streams, and assess required resources to support future development.
- **Partnerships and Community Engagement:** The new hire will develop and strengthen key relationships with regional partners, including the Unified Government of Wyandotte County and Kansas City, ensuring Bonner Springs’ interests are well-represented. Cultivating strong ties with the Chamber of Commerce, school districts, local businesses, and the community will be essential to fostering collaborative solutions that maintain residents’ high quality of life.
- **Connectivity and Outdoor Recreation:** With recent grant funding, Bonner Springs is poised to create a master plan for enhancing outdoor spaces. The selected candidate will work with staff and community stakeholders to improve trail connectivity, expand sidewalks, and add amenities that enrich the City’s recreational offerings. This plan will further enhance the community’s commitment to accessible, active outdoor spaces.
- **Residential Development and Housing:** As the community grows, there is a rising need for diverse housing options that serve a multi-generational population. The new City Manager will balance meeting this demand and preserving the city’s welcoming, small-town atmosphere.
- **Operational Efficiency and Staffing:** Addressing immediate operational priorities, the new City Manager will assess current capital and revenue streams and make recommendations to sustainably support growth, evaluate future staffing needs, and take the necessary steps to replace upcoming retirements of key staff. Ensuring competitive compensation and benefits will be crucial for attracting and retaining talented employees who embody the City’s commitment to service excellence.



IDEAL CANDIDATE

The City of Bonner Springs is searching for a visionary and collaborative leader with unwavering integrity to serve as its next City Manager. The ideal candidate will embody strong, empathetic leadership and offer responsiveness, excellent listening skills, and a passion for public service. This role requires someone approachable and supportive, fostering a workplace culture where staff feel respected, empowered, and trusted in their roles.

With a strong foundation in public administration, candidates should bring expertise in municipal finance, human resources, public safety, utility management, and community development. They must demonstrate exceptional skills in preparing and managing municipal budgets, directing and administering programs, researching issues, and making sound recommendations. Additionally, the ability to analyze comprehensive reports, exercise unbiased judgment under pressure, and communicate effectively is essential.

A calm, organized, and strategic thinker, the right person for this role will balance immediate needs with the City's long-term goals, always focusing on enhancing the quality of life for Bonner Springs' residents. Confident and thoughtful decision-making is essential, as is the ability to have difficult conversations when necessary, always keeping the City's mission at the forefront. The new hire will demonstrate political savvy and emotional intelligence, adeptly navigating complex situations, reading the room, and building consensus on challenging issues.

The selected candidate must be highly visible in the community, actively engaged in local events and establishing meaningful connections with residents, businesses, and stakeholders. They will also embody the values of honesty, fairness, and exceptional customer service, and their confident yet even-tempered leadership style will inspire and energize staff, promoting trust and open dialogue throughout the organization. This is the perfect opportunity for a servant-leader ready to make a meaningful impact; they will guide Bonner Springs as a progressive, safe, and thriving community while respecting its small-town charm.

EDUCATION & EXPERIENCE

The successful candidate will have a bachelor's degree in business administration, finance, public administration, or a related field, plus a minimum of seven (7) years of progressive municipal government experience, including at least two (2) years of management/supervisory experience.

An equivalent combination of education, training, and experience may be considered. Experience in municipal planning and finance is highly desirable, and residency will be preferred.

COMPENSATION & BENEFITS

Bonner Springs will offer a starting salary range of \$150,654 to \$209,705 for this position, depending on experience and qualifications. The organization also provides a robust benefits package, including health, dental and vision insurance, generous paid time off, and a city-issued cell phone.

The City participates in the Kansas Public Employees Retirement System, featuring a 6% employee contribution and employer match, and offers 457 deferred compensation plans.

APPLICATION PROCESS

[Please apply online](#)

For more information on this position, contact:

Debra Stapleton, Senior Vice President
DebraStapleton@governmentresource.com
602-206-3536



The City of Bonner Springs, Kansas, is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.






RESOURCES

City of Bonner Springs
bonnersprings.org

Economic Development Department
bonnersprings.org/138/Economic-Development

Bonner Springs Tourism
bonnersprings.org/279/Tourism

Bonner Springs Chamber of Commerce
bsedwchamber.org

-  Bonner Springs Kansas
-  Bonner Springs Parks
-  Bonner Springs Police Department
-  Bonner Fire and EMS
-  Bonner Library

