



is inviting applicants for the position of  
**CITY MANAGER**



## Introduction

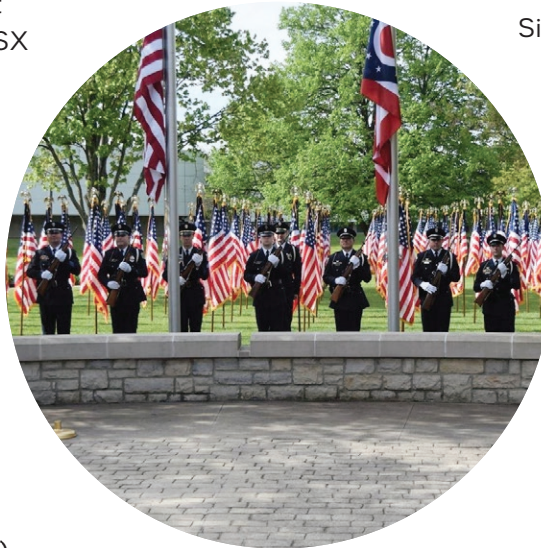
The City of Sidney, Ohio is seeking an accomplished, visionary local government leader with a proven, successful management record and a strong commitment to service delivery excellence. Sidney is well positioned for continued economic growth along the I-75 corridor in west-central Ohio, which serves as a major route of commerce from Canada to Florida. The community seeks a dynamic, ambitious professional who will build upon the recent progress and achievements in fostering a continued spirit of optimism about the City's future. The community has a strong tradition of stable support of its Council-Manager form of government that was approved by voters in 1954. More information about the city can be found at [www.sidneyoh.com](http://www.sidneyoh.com) and [www.experiencesidney.com](http://www.experiencesidney.com).



## Community

Sidney is the largest municipality within Shelby County and serves as the county seat. The city has a proud history dating to its founding in 1820. Sidney has long been a regional transportation hub since its early years as a community served by the Miami & Erie Canal and later by both north-south and east-west railroads, both now owned by CSX Transportation (approximately 110 trains per day). In addition, Sidney is served by two state highways (SR29 and SR47) and has four interchanges accessing I-75, as well as the Sidney City Airport.

The City of Sidney (population 20,589) consists of 12.15 square miles and is growing! It has an attractive, historic downtown, a regional hospital (Wilson Health), Amos Memorial Public Library, and three well-respected school systems, including Sidney City Schools, Holy Angels/Lehman Catholic, and Christian Academy.



The city benefits from an array of major area industries, including Emerson Climate Technologies, Honda of America Manufacturing, Inc., Airstream, NK Parts Industries, Plastipak Packaging, Freshway Foods, Ferguson Construction, SEMCORP, Cargill, and many others.

Sidney boasts an expansive 18-site park system with an ambitious goal of providing recreational facilities within one-half mile of each residential neighborhood. The City's outstanding park and recreation offerings include bike trails, baseball, softball, and soccer fields, a municipal pool complex, and the 180-acre Tawawa Civic Park. Within a short drive are numerous state parks and lakes (including Grand Lake St. Marys, Lake Loramie, Kiser Lake, and Indian Lake), which offer an abundance of hunting, boating, and fishing opportunities.

Downtown Sidney is noted for several significant architectural structures including its stately 1881 Shelby County Courthouse, 1877 Monumental Building (Civil War fallen soldier tribute), and the People's Savings & Loan Building, designed by nationally renowned Modernist architect Louis Sullivan. The historic downtown is also the site of the Ross Historical Center and hosts a mix of seasonal community activities, such as farmers markets, car shows, concerts, and holiday events.

Sidney exudes a hometown feel and a sense of Americana ranging from the tradition of its local eatery "The Spot", which attracts celebrities and Presidents, quiet tree-lined streets and comfortable-friendly neighborhoods.

The City of Sidney weathered the 2008 recession quite well and presently has an incredible \$9.5 billion of private and public investment in its economic development pipeline. The community has recently been elevated to TOP 3 Micropolitan status in the U.S., with a potential number one ranking in 2026. Construction is also underway for a new city hall, fire station, and significant municipal airport improvements. The next City Manager will assume the management duties of a community that is experiencing tremendous growth and transformation.



## Challenges and Priorities

Sidney elected officials and staff, along with recently interviewed community stakeholders have identified goals that will be a priority for the next City Manager to evaluate and address. Maintaining momentum, sustaining economic growth, staying family friendly, touting its entrepreneurial spirit and adhering to sound fiscal principles going forward capture the essence of this forward-thinking community.

### **Housing**

Over 1500 housing units are currently in various stages of production throughout the community. Workforce housing has been a priority of the city and relationships have been nurtured which have attracted regional and statewide builders and developers to Sidney, offering new housing concepts and a variety of price points and styles serving all ages. The community has also worked diligently to bring new housing opportunities to its unique downtown which features a restored theatre, eclectic shoppes and a growing list of eateries.

### **Economic Development**

The City has the geographic location, utility capacity, and the necessary transportation access to continue to successfully assist with the attraction and expansion of new and existing industries. The incoming City Manager will need the requisite knowledge, experience, demeanor, and drive to continue to build on the positive energy the community has established. The next Manager will be expected to embrace and expand upon the strong relationships that have been fostered among City leaders, the business community, and area and regional economic development associations. Continuance of initiatives to enhance the visual attractiveness and pedestrian friendliness along major traffic corridors connecting downtown Sidney to I-75 will be desired. The city has been recognized for its Best Placemaking Project in Ohio in 2023 and has tackled the redevelopment of the historic Ohio Building and the brownfield remediation of the WagnerWare site. A new Parks Master Plan and updated comprehensive Plan have been completed and a citywide Community Reinvestment Area has been established to support equitable housing.

### **Service Delivery**

The City of Sidney rightfully receives high marks from its residents and businesses for its quality and cost-effective delivery of public services. Sidney ranks in the region's top tier each year for its low quality of life costs, which include property tax, local income tax, and utility rates. The next City Manager will be expected to possess the expertise and personal commitment to continue this tradition. Infrastructure improvement for streets, sidewalks, storm sewers and other related appurtenances will be an ongoing high priority. Grantsmanship skills and innovative funding experience in this area will serve the new manager well. A street levy will be on this November's ballot, and the incoming Manager will need to quickly prepare to play a strong educational and informational role in this process.

### **Historic Preservation/Downtown Redevelopment**

As the county seat of Shelby County, Sidney has evolved as a strong independent community. Active efforts to maintain and improve upon the historic charm of its coveted downtown business district will be paramount for the next City Manager. The City's image, cultural heritage and community feel are interwoven with and mutually benefitted by the vitality of its center core. Past involvement with historic preservation, commercial building reuse, placemaking, and business district marketing and branding will be important attributes for the successful candidate.

### **Community Involvement**

The Sidney City Council desires an outgoing City Manager who will be an active, driving force in establishing strong relations with many community organizations that serve Sidney and the surrounding area. Elected leaders expect their City Manager to be highly visible, involved, and a committed representative to the success of the entire community and region.

## Organization

This former All-American City offers a complete cadre of municipal services including:

- **Administration**
- **Community Development**
- **Finance**
- **Fire & EMS**
- **Human Resources**
- **Information Technology**
- **Parks & Recreation**
- **Police (including dispatch)**
- **Public Works**
- **Public Transit**
- **Purchasing**

Sidney operates and maintains its own well-field and water distribution and treatment facilities and provides full wastewater collection and treatment services. The city has been recognized as a Tree City USA for 36 consecutive years. It maintains a large public cemetery, operates a shared county-city demand response transit service, and administers its own municipal court. The city's fully staffed Information Technology Department is unique in that it provides professional contract services to Shelby County for its courts, administration, financial and Sheriff's Office operations.

Sidney residents elect seven Councilmembers to staggered four-year terms with four members being elected from wards and three serving at large. The Mayor and Vice-Mayor are appointed from the Council ranks by their fellow elected members every two years.

The City's 2025 annual operating budget is nearly \$39 million, with a general fund budget of \$22.5 million and a capital fund program of nearly \$45 million. A voter-approved municipal income tax rate of 1.5% generates the largest component of the City's revenues. Sidney has low municipal debt, reasonable fund balances, and holds a strong AA municipal bond rating from Standard and Poor's.

Sidney has been awarded the Government Finance Officer Association's (GFOA) Certificate of Excellence in Financial Reporting for 25 consecutive years. The city has approximately 237 full-time equivalent employees and maintains productive, professional relationships with its five recognized collective bargaining units.

The community's safety services are held in high regard and are fully staffed to serve the expanding community from their newer police HQ facility and the city's two fire stations. The Sidney police department maintains a staff of 54 career personnel including 24-hour emergency dispatch services, and the fire department maintains 38 authorized positions, providing fire, inspection, rescue, and paramedic service. Emergency call response times have been steadily reduced, and Sidney has continued to be recognized on Ohio's safest community listings.



### *The Ideal Candidate will:*

- Be an excellent communicator at both intra and interpersonal levels and be a highly personable individual who is engaging and feels at ease speaking to and interacting with groups of all sizes and backgrounds.
- Possess a proven ability to work with and earn the respect and trust of his/her elected leaders, peers, subordinates, and community residents.
- Develop a strong appreciation of the history and traditions of the community they serve while embracing a creative and innovative approach for continued improvement.
- Be a fiscal conservative and excellent steward of taxpayer dollars while recognizing and creating opportunities to leverage public and private sector partnerships for the betterment of the overall community.
- Have the economic development acumen and skillset to foster well-planned, financially viable and beneficial growth initiatives for the city.
- Be a recognized/respected leader of the various City departments and personnel and bring a balanced management style of fairness and firmness to their new position
- Be strategic in their management approach to establish and articulate clear, achievable goals for the internal operations of the City and will consistently and objectively monitor and hold their subordinates accountable for the anticipated levels of achievement.
- Be transparent in their dealings with the City Council, subordinates, residents, and businesses while always understanding the importance of upholding the City's reputation for honesty and openness in all its governmental actions.

### **Education and Experience**

A bachelor's degree is required for this position and a master's degree in a related field such as public or business administration is preferred. Candidates should have a minimum of five to eight years of successful local government experience as a City Manager, Assistant City Manager, or service as a key department head of a larger local government.

Significant experience in municipal finance/ budgeting, economic development, utilities, public works, and safety services is recommended. The City of Sidney is a full-service community and candidates that bring a multitude of local government management experience are encouraged to apply for this outstanding career opportunity.

### **Employment Conditions and Compensation**

Residency is strongly encouraged within six months of appointment and may be incentivized. Reasonable moving and relocation expenses are negotiable. The Sidney City Council anticipates entering into a three-year employment agreement with the selected candidate and will provide a negotiated, starting annual salary within an anticipated range of \$160,000-\$210,000 plus a very competitive, benefit package.

*All candidates will be subject to a comprehensive background check, drug screen, and employment physical. Ohio is an open records state, and confidentiality of submittals cannot be assured. Sidney, Ohio, is an Equal Opportunity Employer.*



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### **HOW TO APPLY**

Interested candidates should submit their cover letter and resume by the close of business on **Friday, August 29, 2025**, to the email address listed below. Questions regarding this position may also be directed to Mr. Horn:

Gregory B. Horn, Partner

[ghorn@themanagementadvisorygroup.com](mailto:ghorn@themanagementadvisorygroup.com)

937-478-6385