



The City of Paris, KY

Invites the applications for the position of:

City Manager



THE CITY

Paris, KY (Population 10,089) is a home-rule city located in the heart of Bourbon County, just 18 miles northeast of Lexington. Steeped in history and nestled along the picturesque Stoner Fork of the Licking River, Paris is a vibrant and close-knit community renowned for its horses, history, and hospitality. Paris is a historic, spirited, and evolving community with small town hospitality. The city's historic downtown features preserved architecture, locally owned shops and restaurants, and a calendar full of community events that bring residents and visitors together throughout the year. Paris, with its proximity to Lexington, offers convenient access to a wide range of amenities, while still preserving the unique charm and welcoming atmosphere that define the city.

Operating under the City Manager form of government, Paris provides a full range of essential municipal services, including Police, Fire, Electric Distribution, Power Production, Public Works, Wastewater Treatment, Water Distribution and Collections, Water Treatment, Solid Waste and Recycling, and Administrative services. The City maintains strong intergovernmental partnerships, working closely with the Bourbon County Fiscal Court to deliver shared services such as 911 communications, Emergency Medical Services, Economic Development, Parks and Recreation, and Planning and Zoning.

The City's adopted FY 2024–2025 budget across all funds totals approximately \$39.9 million, supporting a well-rounded portfolio of programs and infrastructure investments. When fully staffed, Paris employs approximately 138 full-time personnel, all dedicated to public service and the continued success of the community.

*Thoroughbred Capital
of the World*



THE OPPORTUNITY

The City of Paris is seeking a dynamic City Manager to lead the organization with professionalism, integrity, and vision. Reporting directly to the Board of Commissioners, the City Manager is responsible for the day-to-day operations of the City and plays a critical role in ensuring municipal services are delivered effectively, efficiently, and in alignment with the City's strategic goals.

This individual will serve as the primary liaison to external partners across public, private, and nonprofit sectors and will manage key initiatives, capital improvement projects, and community development efforts as directed by the Commission. The City Manager will oversee the preparation and administration of the annual budget and play a key role in financial planning, policy implementation, and long-term organizational sustainability.

PRIORITIES

Current Strategic Priorities for the next City Manager include:

- Execution of the Capital Improvement Plan and critical infrastructure upgrades.
- Encouraging the development of diverse housing solutions for the community.
- Encouraging economic development and projects that increase quality of life.
- Identify additional funding sources to continue to provide high quality core services and to ensure long term financial resilience.
- Enhancing emergency preparedness and assessment of public safety services.
- Supporting employee development and operational efficiency.



THE IDEAL CANDIDATE

The successful candidate will be an ethical and results-driven public servant, blending visionary leadership with hands on management capabilities and a dedication to community service. This individual should possess a proven track record of fiscal responsibility, workforce development, and the ability to lead and build trust. They should be open minded, encourage collaboration, and value accountability and open communication.

Strong preference will be given to candidates with experience managing municipal utilities or a community with similar services. The successful candidate will have the ability to develop long range plans while continuously improving daily functions. The ideal candidate will believe in the leadership commitments of Passion, Accountability, Reliability, Integrity, and Service.



PREFERRED QUALIFICATIONS

- Bachelor's degree from an accredited University preferred.
- Five years of progressively responsible experience in public sector management, or closely related industry.
- The ideal candidate should have experience as a City Manager or as a senior executive position as an Assistant or Deputy City Manager or a Department Director.
- Experience in organizations with Municipal Utilities preferred.
- An equivalent combination of education, experience, and training will be considered.

COMPENSATION AND BENEFITS

- Anticipated hiring range between \$110,000-\$140,000 commensurate with qualifications and experience.
- Comprehensive benefits package to include medical, dental, and vision benefits with a City-sponsored HSA and City-provided life insurance.
- Generous paid leave.
- Participation in the Kentucky Public Pension Authority (KPPA) retirement system.
- Optional 401(a), 457(b), and IRA savings plans.



THE PROCESS

Interested candidates who meet the qualifications should submit a resume and coverletter to jmiller@paris.ky.gov. The initial review of applications will occur on May 31, 2025.

The City of Paris is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected for this position will be subject to a comprehensive background check and associated screenings.

RESOURCES

<https://www.paris.ky.gov>
<https://www.paris.ky.gov/Budget.aspx>
<https://pariskytourism.com/>
<https://www.parisbourbonchamber.com/>
<https://www.parisbourboncountyleda.org/>
<https://www.bourboncountyplanning.com/>

