



The City of Sidney, Nebraska
is hiring a
CITY MANAGER



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WELCOME TO THE CITY OF SIDNEY, NEBRASKA

"SMALL-TOWN VALUES, BIG-TIME OPPORTUNITIES."

Community

Welcome to Sidney, Nebraska, a rural community in the Western Nebraska panhandle.

Sidney has had quite a few nicknames in its past, including "Magic City on the Plains." Back in the 1800s the town's size could triple in a day from traveling gold seekers, herders, freighters, cowboys, and desperadoes.

Founded in 1867 by the Union Pacific to be a railroad hub near the military base of Fort Sidney, this town was a vital part of the Sidney Black Hills Stage Road that transported gold from the Black Hills in the late 1800s.

Fast forward to the 1960s and Sidney became the headquarters and home to Cabela's, a sporting goods store specializing in hunting, fishing, boating, and camping.

Now the county seat for Cheyenne County, Sidney is a popular traveler's stop because of its location at the junction of U.S. Route 385 and I-80, as well as being approximately halfway between Cheyenne, Wyoming and North Platte, Nebraska.

Rugged roots are still prominent in Sidney, but they've been tamed down to encapsulate a peaceful small town that's perfect for families.

Sidney's quality of life is shown through its education system, health care system, and the culture and recreation offered to citizens. The cost of living in Sidney and Cheyenne County is 16% lower than the U.S. average. According to the 2023 U.S. Census, Sidney's population was 6,396.

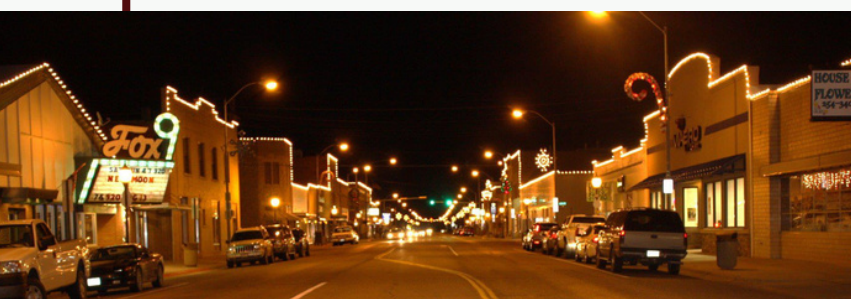
History

Once known as "the toughest town on the tracks," Sidney was a popular destination for many Western legends, including Wild Bill Hickock, Calamity Jane, Doc Middleton, Buffalo Bill Cody, Jesse James, and more.

The City of Sidney was founded in 1867 by the Union Pacific and named for Sidney Dillon, a railroad attorney. The city grew up around the Sidney Barracks, a military outpost with a primary function of protecting the Union Pacific Railroad track layers against the threat of hostile Indians. The post was initially a block house on a bluff with soldiers residing in nearby tents. In 1869 the post was relocated to the present site and the following year it was renamed Fort Sidney.

During Sidney's boomtown years, it was a colorful mixture of settlers, freighters, cowboys, and soldiers and was also the center of the cattle industry. After the gold rush, Sidney became dependent on farming and ranching.

In 1949 the first successful oil well in western Nebraska was drilled north of Sidney and oil became a factor in the local economy.



Events, Entertainment, and Recreation

The City of Sidney is home to several unique attractions, annual events, and recreation opportunities.

Unique attractions include:

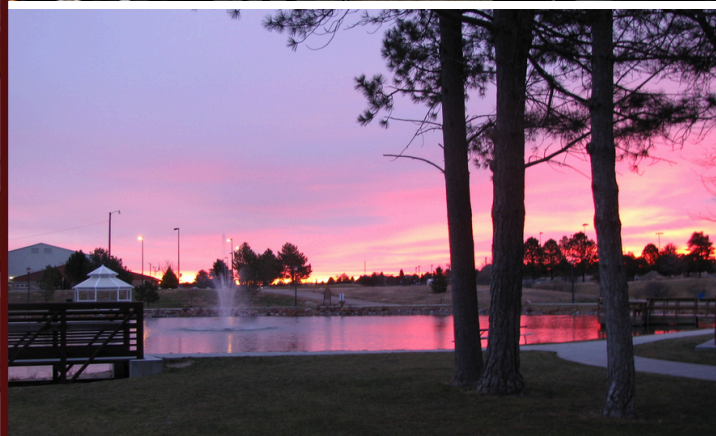
- Fort Sidney Complex
- Living Memorial Gardens
- Cabela's flagship retail store
- Sidney Boot Hill Cemetery

Annual events include:

- Cheyenne County Fair & Rodeo (July)
- Cruisin' Night (June)
- Sidney Gold Rush Days (June)
- Oktoberfest (October)
- The Rod and Roll car show (during Oktoberfest)
- Holiday in Hickory (December)
- All is Bright (December)

Recreation opportunities include:

- Cheyenne County Community Center
- Sidney Foundry
- Sidney Fox Theatre
- Cedar Lanes Bowling Alley
- Hillside Golf Course
- Legion Park, complete with amenities such as modern playground equipment, pond stocked with fish, 4.45-mile Sidney/Deadwood Trail in close proximity for walking/running/biking, Aquatic Center, softball and tee-ball complexes, baseball diamonds, and tennis courts
- Sidney Shooting Park (trap and sporting clays, archery)





Education

The Sidney Public School (SPS) District has seven attendance centers that educate approximately 1,200 students in grades Pre-K through 12 and offers the following:

- Before/after/summer school enrichment programs for students in grades K-8
- Alternative Education program for at-risk secondary students
- Dual credit secondary courses
- A wide variety of extra-curricular programs
- Strong student performance is evidenced by above average ACT, CAT, and assessment scores
- Direct instruction in reading is offered through 8th grade
- The staff of approximately 104 teachers and 40 paraprofessionals ensures low student-teacher ratios

Higher education in Sidney, Nebraska, centers around the Western Nebraska Community College's (WNCC) Sidney campus, offering certificates and associate degrees, as well as unique programs like FAA-approved Aviation Maintenance that provides hands-on training and an Innovation and Entrepreneurship Center. The campus also houses two computer classrooms, a Library Resource Center with an Education Success Lab, and interactive video distance learning classrooms.

Economic Development

The City of Sidney is located in western Nebraska near the Colorado border along Interstate 80. It represents one of five communities in Cheyenne County and holds the county seat. With access to three rail lines and its location on the north-south U.S. Highway 385 and east-west I-80 interchange, Sidney has become one of the premier transportation service areas in the central United States.

Businesses in Sidney can reach more than 22 million people within a single day's drive, including large markets such as Salt Lake City, Oklahoma City, Kansas City, and Denver. The city also boasts a truly rich, colorful, and prominent American history which instills small-town values in its residents to this day. When you mix a desirable business location with small-town infrastructure that is both collaborative and receptive, you get Sidney's community motto: "Small-Town Values, Big-Time Opportunities."

Government

City Council is the governing body of the City and exercises all powers which have been or may be conferred upon the City by the constitution and laws of the State of Nebraska, except those provided for in state statutes. The City Council may create and establish departments and offices in addition to those provided for in this administration code as may be necessary for the purpose of a more efficient administration and as business may demand. When other departments and offices are created and established, the officers in charge shall be appointed by and serve at the pleasure of the City Manager. The City Council consists of five members elected by the people for four-year term.

The city manager form of municipal government was adopted by a vote of Sidney citizens in 1950. There have been 15 different City Managers since then. The City Manager is appointed by the City Council for an indefinite period of time. The City Manager is the chief executive officer of the city in charge of the day-to-day administrative functions of the city, its departments, and its personnel. Sidney is considered a first-class city in Nebraska.

The City of Sidney adopted its first Comprehensive Plan in February 2012. Two years of planning work went into the document that served as the community plan of action over the next decade. After each new federal census is adopted, the City of Sidney goes through a new planning process to update its goals and objectives for moving the community forward and to do proper planning to accommodate growth and progress. The most recent plan was developed in 2023. The Plan is required by State Law.

Governmental departments and their personnel count include:

- General Admin: 9 (assistant city manager, finance director, chief building official, HR director, clerk, administrative assistant, accounts payable clerk, utility billing clerk, and cashier)
- Electric: 9
- Golf: 3
- Library: 6
- Parks: 9
- Police: 11 (includes chief, code enforcement, and administrative records technician)
- Transportation: 11
- Solid Waste: 8
- Street: 5
- Waste Water: 3
- Water: 6

Budget Highlights

The 2025-2026 Budget includes:

- \$13.5 million for the General Fund
- \$17.8 million for Enterprise and other funds

The General Fund is comprised of the following departments: Aquatic Center, Cemetery, Fire, Police, Library, Parks, Golf Course, Economic Development, and Transportation and Inspection.

Enterprise Funds include:

- Electric (\$9.5 million)
- Water and Wastewater (\$3.3 million)
- Solid Waste (\$1.8 million)

Some important special projects included in the current budget include:

- Electric Generation Backup
- Wastewater Treatment Plant upgrade
- North Park improvements
- Street resurfacing
- Safe Streets for All grant project



- Plans, directs, and oversees City operations, programs, and services and ensures systems are in place to evaluate and promote quality, cost-effectiveness, and responsiveness to the needs of the City
- Develops and issues administrative rules, policies, and guidelines to ensure proper functioning of all departments and superior provision of City services
- Advises and directs department heads in the vision/goals/policy direction of Council
- Supervises all City staff directly or through supervisors; acts as final authority on all personnel actions
- Drafts or oversees preparation of City ordinances, resolutions, and policies for Council approval
- Oversees preparation of the Council agenda and prepares or approves packet material
- Attends and participates in all Council meetings and other meetings as needed
- Provides information, guidance, and sound recommendations to Council and ensures the directives of the Council are implemented
- Sees that the laws, ordinances, and resolutions of the Council are enforced
- Promotes effective community relations responding to requests/concerns of citizens
- Prepares annual budget/keeps Council informed on the City's financial condition
- Represents the City with other governmental agencies
- Ensures effective management and utilization of city assets; recommends upgrades
- Develops and maintains a positive, productive working environment as the leader of the entire organization
- Evaluates potential projects, programs, and services to determine feasibility, community impact and makes recommendations to the Council
- Administers appropriations, analyzes bids and proposals, and approves or recommends approval of major purchases and contracts
- Ensures financial controls are in place and the City maintains an acceptable bond rating
- Approves press releases and provides information to the media; addresses the legislature when needed and speaks to community business and civic groups
- Reviews department head personnel and pay decisions and/or recommendations and resolves or advises on resolution of employee complaints and hires all staff
- Provides or oversees staff assistance to all municipal commissions and boards
- Supervises the Economic Development Department and provides advice and assistance on economic development initiatives



THE IDEAL CANDIDATE

SIDNEY, NEBRASKA
CITY MANAGER

- The next City Manager in Sidney shall be a visionary and transformational leader with competence born from expertise either from traditional municipal experience or similar professional background.
- They will have outstanding leadership skills, a visionary, whose management style is focused on collaboration and relationship building.
- The ideal candidate should have a track record of excellence in budgeting, financial management, housing initiatives, and economic development.
- They will be open, honest, trustworthy, and dependable, will lead by example, and always demonstrate a calm, friendly but firm demeanor when necessary.
- The City Manager will be a proven problem solver, with the ability to make clear and concise decisions.
- It is important for the next manager to be willing to integrate into the business community and partner with other important entities including the school district, the hospital, and the Chamber.
- The next Manager should be comfortable with a role as the community's cheerleader and is interested in immersing themselves in the community.
- The City Manager will be a motivator who will work collaboratively with staff, empower them, and trust them to handle their sphere of influence.
- This person will encourage teamwork and will be comfortable getting out amongst the departments.
- This person must have outstanding communication skills, both verbal and written, and be able to make clear and concise presentations to the City Council and public.
- The City Manager will be able to lead and guide the Council without taking sides or playing politics and will be supportive of staff when warranted.
- They should be well-versed in municipal planning including experience with housing initiatives, which will be helpful in guiding that development in Sidney.
- A track record of success in attracting business and economic development is valuable and desired.
- A Bachelor's degree in Political Science, Public Policy, Public Administration or a related degree field is required.
- Minimum of five years of progressively responsible management and supervisory experience in municipal management, preferably in a similar-sized community.

HOW TO APPLY

Compensation: The current salary range for the City Manager is \$110,000 - \$150,000 annually depending on qualifications, with a competitive benefits package.

To apply: Email your cover letter with a two-sentence value proposition and resume by February 16, 2026, 5 p.m. MST to clowe@governmentpros.com. First review of resumes will begin at that date, and the position is open until filled. Faxed and mailed submissions will not be considered. Questions should be directed to Chris Lowe at (785) 766-9104 or emailed to clowe@governmentpros.com.

For additional information about the City of Sidney, please visit:

CityOfSidney.org.

VisitSidneyNE.com

Facebook.com/CityOfSidney

SidneyRaiders.org

The City of Sidney is an Equal Opportunity Employer and 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. It is the City's intention that all qualified applicants be given equal opportunity and that selection decisions are based on job-related factors.