



Invites your interest in its next
**Development Services
Director**

First Review of Applications:
August 28, 2026



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Spring Hill, Tennessee - Innovation and Excellence Defined

Our City - Spring Hill

As one of the fastest-growing communities in the country, Spring Hill (pop. ~63,000) is located approximately 35 miles south of Nashville in the Nashville metropolitan area. The City is experiencing remarkable momentum and has become a community of choice for new businesses and families. Spring Hill is served by Interstate 65 and several state routes and highways, providing convenient regional access. Between 2010 and 2020, Spring Hill ranked among the nation's ten fastest-growing communities with populations of at least 50,000. During that decade, the City's population increased by nearly 50%, following an astonishing 276% increase between 2000 and 2010. Spring Hill remains one of the Nashville Metropolitan Statistical Area's most attractive communities for new investment. Current projections anticipate population growth of 78% by 2030 and a population of nearly 110,000 by 2050. Today, that trajectory continues, with several large, mixed-use, master-planned developments in the pipeline. Spring Hill's proximity to Nashville makes it an attractive destination and provides convenient access to the region's diverse dining, entertainment, cultural attractions, and professional sports.

- **Median Age: 36.1, compared with 39 statewide.**
- **Median Household Income: \$112,013 (2024 Census) - substantially higher than the statewide median**
- **Median Home Value: \$540,000**
- **Educational Attainment: More than 50% of residents hold a bachelor's degree or higher.**

Spring Hill was incorporated in 1837 and today encompasses approximately 29 square miles across Maury and Williamson counties. Historical records indicate that settlers began moving into the area as early as 1809. One early settler built a cabin near a natural spring that later inspired the community's name. The Civil War also played a significant role in Spring Hill's history. In November 1864, the community was the site of a major engagement between Union and Confederate forces. The Battle of Spring Hill became an important episode in the Franklin-Nashville Campaign, as Union forces continued toward Nashville in events that contributed to the eventual defeat of the Confederacy (Source: American Battlefield Trust). Spring Hill is home to numerous historic sites, including Rippa Villa, which was built in 1855. The historic home is owned by the City and operated by the Battle of Franklin Trust. Situated on 98 acres, Rippa Villa is open for daily tours.

A Great Community with a Healthy Economy

Spring Hill has long been known for its picturesque landscape of rolling hills, rich pastures, and agricultural heritage. In the mid-1980s, the community became a center of the automotive industry in Middle Tennessee and, arguably, the nation. In 1985, General Motors began construction of a new \$3.5 billion Saturn manufacturing plant on 2,400 acres, with the first vehicles produced in 1990. When Saturn began production, Spring Hill's population was only 1,464. The evolving automotive industry has continued to drive substantial investment in the Spring Hill Manufacturing complex. In June 2026, GM announced a new \$275 million investment in the plant. This followed a \$2 billion investment announced in 2020 and a \$2.3 billion investment announced in 2021 by GM and LG Energy Solution to build the Ultium Cells battery plant in Spring Hill. In 2025, GM also announced that Chevrolet Blazer production would begin in Spring Hill in 2027, joining production of the Cadillac Lyriq, Lyriq-V, Vistiq, and next-generation XT5. GM has constructed more than 7.9 million square feet on its 2,400-acre campus and employs nearly 4,000 people, making the facility GM's largest manufacturing site in the nation. GM's manufacturing presence has also generated a substantial regional supply chain, supporting an estimated 15,000 related jobs.

Recreation and Events

Spring Hill hosts a variety of local festivals and community events, including Hill Fest in June and Camping in the Park in September. The fall Whole Hog Festival features children's activities, a tractor show, arts and crafts, live music, and local food vendors. Spring Hill is also home to Worldwide Stages, strengthening the community's connection to Nashville's entertainment industry. This 32,000-square-foot facility provides an attractive venue for music, film, and television productions.

The City owns and operates five parks and maintains cooperative relationships with Williamson and Maury counties, providing convenient access to county parks and facilities. A planned 36-mile greenway network will create additional connections throughout the City and region. The City recently acquired 48 acres for a new park. Its existing system includes the 30-acre Fischer Park at Port Royal, Spring Hill's largest and newest park. Fully accessible under the Americans with Disabilities Act (ADA), Fischer Park features active play areas, a splash pad, pavilions, and an amphitheater used for movie nights. Walnut Street Skate Park is designed for skateboards, inline skates, BMX bicycles, freestyle scooters, and other nonmotorized scooters. Spring Hill's three remaining parks, Harvey, Evans, and McLemore, offer traditional playgrounds, athletic fields, picnic areas, and basketball courts; Evans Park also includes a dog park. The City also operates a full-service library available to residents of both Williamson and Maury counties.



The Spring Hill region offers abundant opportunities for fishing, hunting, and kayaking. The 290-mile Duck River winds through Maury County and serves as the City's primary source of potable water. Regional sources identify the Duck River as one of North America's most biologically diverse rivers, supporting 151 species of fish, 60 species of freshwater mussels, and 22 species of aquatic snails. Four state parks are also located within the region, and Tennessee does not charge entrance fees at its state parks.

Substantial private-sector, non-residential investment is bringing a broader range of shopping and dining opportunities to the community. Spring Hill combines the advantages of a smaller city with convenient access to the amenities of a major urban center, creating an exceptional quality of life within the Nashville metropolitan area.

Schools and Higher Education

Spring Hill's school system is a leader within the state. Both Maury and Williamson County Schools are highly performing districts with Williamson County Schools receiving a Tennessee Department of Education "Advancing" designation. Maury County schools educate over 13,000 students while Williamson County Schools, the larger of the two county school system, educates over 42,000. There are over 4 private schools serving the region as well. Higher education opportunities within the region include Columbia State Community College, Middle Tennessee Research and Education Center, Williamson College, Tennessee State University and Vanderbilt University, Middle Tennessee State University in Murfreesboro, Lipscomb University, Belmont University, and Fisk University.

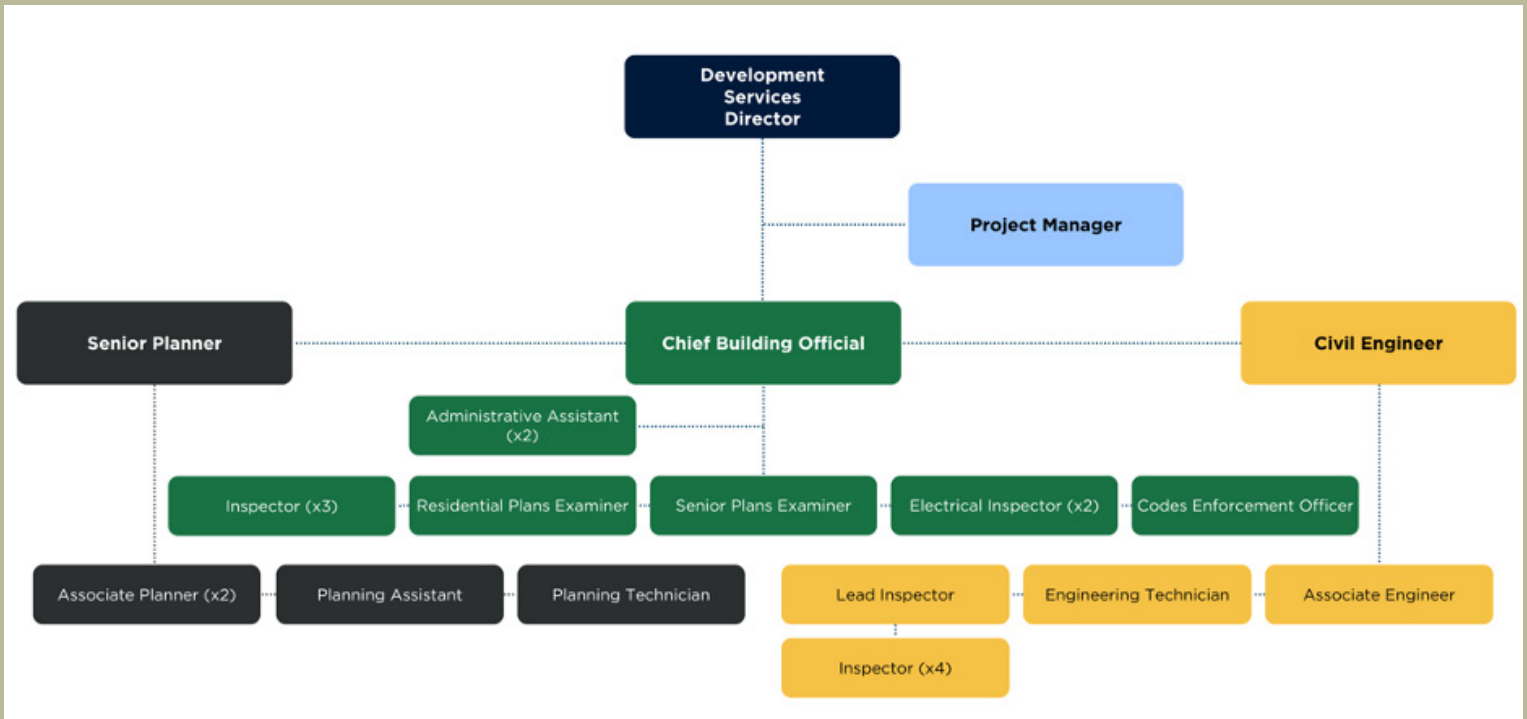


About the City Government

The City of Spring Hill operates under a Board/City Administrator form of government, which is similar to the Council/Manager model. The Development Services Director reports to the City Administrator. Appointed in summer 2025, the City Administrator has established an employee-centered culture of excellence. The Board of Mayor and Aldermen (BOMA) is a nine-member elected body that includes a directly elected Mayor. Members serve staggered four-year terms, with elections held every two years. Although Spring Hill is a high-growth community with many new residents, its citizens are actively engaged in local government and share an interest in strong public service and the community's long-term well-being. The City's fiscal year 2026-27 budget totals \$150.8 million and supports 15 departments and approximately 424 employees.

About the Development Services Department

The Development Services Department's fiscal year 2026-27 budget is \$3.63 million currently and supports 21 employees across three operating divisions: Building and Codes, Engineering, and Planning.



Department Initiatives and Priority Projects

- Oversee the successful implementation of the new enterprise permitting software platform.
- Evaluate Development Services permitting processes to streamline workflows, improve efficiency, enhance clarity, predictability, and strengthen the overall customer experience ensuring compliance with Tennessee statutes governing permit turnaround times.
- Evaluate and strengthen internal and external collaboration, teamwork, initiative, and organizational culture.
- Coordinate at a high level with the Utilities and Public Works Department on the Wastewater Treatment Plant expansion and related water-treatment initiatives. Although Development Services is not the lead department for the expansion, close coordination with the responsible department or departments is essential where development activity is affected.
- Evaluate staffing and service levels to ensure the department provides appropriate, responsive service to internal and external customers.
- Develop a timeline for updating the City's Comprehensive Plan, which was adopted in 2015.
- Review and update the Unified Development Code, as appropriate, to ensure alignment with current policies, practices, and statutory requirements.



A Top Ranked City

Thousands of new residents are moving to Spring Hill every year. The following recognitions help explain why:

- **WalletHub** ranked Spring Hill in the **Top 100 of Best Small Cities in America**
- According to Yahoo.com, Spring Hill was the 8th fastest growing city in Tennessee in 2024

Niche has ranked Spring Hill in the **Top 25 Best Cities in Tennessee** in the following categories:

- Best Suburbs to Raise a Family
- Best Suburbs for Young Professionals
- Best Suburbs to Live
- Suburbs with the Best Public Schools



Development Activity and the Building Permit Moratorium

As the greater Nashville metropolitan area continues to gain national prominence, Spring Hill remains a preferred destination for families and businesses. From a housing perspective, the City issued more than 524 permits for single-family homes in 2025. While multifamily permitting has also increased in recent years. Multifamily investment is expanding the range of available housing options. Although the median home price continues to fluctuate amid rapid growth, estimates as of June 2026 place it at approximately \$540,000. Despite rising single-family home prices, Spring Hill remains highly competitive in terms of housing affordability. The region's appeal to residents and businesses is further strengthened by Tennessee's lack of a broad-based individual income tax. The state sales tax rate is 7%, and Spring Hill levies a local sales tax of 2.75%.

Consistent with Tennessee law, the Mayor and Board of Aldermen approved Ordinance 25-29 in January 2026, establishing a framework to address capacity constraints at the City's Wastewater Treatment Plant through a permit moratorium. The ordinance recognizes existing wastewater-capacity commitments for grandfathered or legacy projects and identifies certain projects in the development pipeline as exceptions; however, the City stopped accepting new permit applications after October 26, 2025. The plant's current capacity is 5 million gallons per day (MGD), with approximately 100,000 gallons per day (gpd) in reserve. As an interim measure while expansion plans advance, the City is finalizing an agreement with the City of Columbia for an additional 1.5 MGD of wastewater-treatment capacity. This capacity may create options for certain approved projects subject to the moratorium. At the same time, the City is evaluating alternative project-delivery methods, decentralized treatment sites, and advanced water purification to meet future needs. These additional solutions are anticipated to be completed within approximately two and a half years. The City estimates that it will require 10 MGD of wastewater-treatment capacity over the next decade, and the options under consideration are expected to substantially meet that need. For the Development Services Department and its next Director, the moratorium creates an opportunity to advance departmental initiatives, improve processes, implement the enterprise permitting platform, and assess staffing capacity.



Notable Public and Private Sector Projects

Spring Hill reflects the broader Nashville region's growing diversity of housing and development. Nashville's strategic importance as a logistics hub, combined with demand for just-in-time inventory, has also fueled expansion in warehousing and light-manufacturing space. Spring Hill is benefiting from these market forces as well as City-led economic-development and planning initiatives, including the following:

- The City continues to advance infrastructure initiatives, including a pilot program to study and implement an Advanced Water Purification System.
- As development patterns evolve, the types and volume of permits have also shifted. Although developers historically focused on single-family dwellings, Spring Hill now sees a more complex mix of industrial, commercial, and multifamily development. This diversification is essential to broadening the City's property-tax base, while also presenting new challenges.
- Legacy Pointe is developing as a mixed-use commercial district. The project includes 600,000 square feet of commercial space, 1,000 hotel rooms, the dedication of 17.37 acres of historic battlefield land, and approximately 2,150 residential units. This multi-million dollar project represents a significant capital investment in Spring Hill.
- June Lake, a mixed-use project supported by the new I-65 interchange that opened in 2024, continues to make significant progress on its residential components and offers strong commercial potential.
- The Spring Hill Commerce Center has been approved as a 5-million-square-foot industrial and commercial complex on the east side of I-65, marking the first significant development in that area.
- Spring Hill has more than 40 active development sites across the community. Two hotels are currently under construction, expanding lodging options for visitors and supporting future sales-tax revenue.
- Several major roadway projects are also underway throughout the City.



Ideal Qualities of the Next Development Services Director



The City is innovative, creative, and forward-thinking while remaining mindful of the importance of its history. The Board of Mayor and Aldermen recognize that understanding the community's past helps shape its future. Although political leadership changes over time, the City maintains a consistent commitment to strong service levels while evaluating new methods, systems, and approaches that respond to an ever-changing environment. The next Development Services Director should bring demonstrated success leading at a senior level, preferably in a rapidly growing community facing similar development and infrastructure challenges. Spring Hill is actively addressing the infrastructure required to support its current pace of growth, including the exploration of new water-supply sources and the advancement of wastewater-treatment solutions. The Director will serve as an integral member of the City's leadership team and a trusted advisor to the City Administrator. The organization benefits from a strong, capable group of department heads who rely on collaboration and partnership to fulfill a shared public-service mission. The following qualities are considered important for the next Development Services Director:

- Demonstrates honesty, integrity, and trustworthiness.
- Leads with fairness, balance, diplomacy, tact, empathy, and professionalism in every interpersonal interaction.
- Empowers the department's professional staff.
- Communicates clearly and diplomatically, ensuring that policies, procedures, and expectations are articulated consistently to all internal and external customers.
- Communicates effectively with the Planning Commission, Board of Mayor and Aldermen, staff, and the community. Adapts communication style to each audience and conveys expectations and outcomes with clarity.
- Develops clear, practical policies supported by realistic deadlines and implementation time frames.
- Evaluates permitting and plan review processes and implements improvements that promote efficiency, consistency, and excellent customer service.
- Builds strong relationships with community stakeholders and the diverse customers served by the Development Services Department.
- Distills complex project or program information into clear, transparent updates and remains accessible when needed.
- Prioritizes organizational culture, values the expertise of existing staff, recognizes their contributions to the City's mission, and leads with a servant-leadership philosophy by mentoring and supporting employees.
- Delegates effectively and avoids micromanagement.
- Practices active listening and maintains an open-door approach, creating a welcoming environment in which employees can share ideas, questions, and concerns. Demonstrates strong emotional intelligence.
- Brings expertise in negotiating complex development projects and development agreements, with an emphasis on fair outcomes for the community.
- Remains calm under pressure, responds constructively to criticism, and demonstrates humility.
- Understands and supports a healthy work-life balance, both personally and for staff.
- Has demonstrated success working in a first-tier suburban community within a major metropolitan region.
- Maintains regular, timely communication with the City Administrator regarding high-profile or sensitive community projects.
- Exercises independent professional judgment and works with elected officials fairly and in a nonpartisan manner.
- Demonstrates professionalism, tact, diplomacy, and humility to make and communicate difficult or unfavorable recommendations when necessary.
- Is politically astute without being politically active.



Position Requirements

Requires a bachelor's degree from an accredited college or university in urban and regional planning, public administration, civil engineering, or a closely related field; five (5) to seven (7) years of progressively responsible experience in land-use planning, building inspection, permitting, or economic and community development; and at least three (3) years of supervisory or administrative experience, preferably in municipal or county government. An equivalent combination of education and experience may be considered in lieu of the stated degree requirement. AICP certification is highly desirable.

Compensation and Benefits

Compensation for the position will be highly competitive and is negotiable based on qualifications and experience. The City offers an excellent benefits package that includes generous paid time off; medical, dental, vision, and prescription-drug coverage; a flexible spending account; life and AD&D insurance; long-term disability coverage; retirement benefits; an educational savings program; and more.

To Apply

The recruitment will remain open until the position is filled. The first review of applications is scheduled for **August 28, 2026**. To apply, please submit a letter of application, a detailed résumé, and current salary information to:

Robert E. Slavin, President, or John Kross, Southwest Regional Manager.

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Electronic submissions are preferred.

THE CITY OF SPRING HILL IS AN EQUAL OPPORTUNITY EMPLOYER



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