

The Town of Gilbert, Arizona

Invites Qualified Candidates to Apply For

Water Manager



ABOUT GILBERT – Gilbert with a population in excess of 210,000 is the sixth largest community in the Phoenix metropolitan area. Recently named by *Money Magazine* as one of the best places to live, Gilbert has a highly educated workforce and other favorable demographics as shown on page 2. In addition, Gilbert has been one of the fastest growing communities in the country for the last 30 years with an expected build-out population of 300,000.

EDUCATION

One of the factors contributing to the rapid growth of Gilbert is the reputation of the school system. Gilbert Public Schools employs an energetic group of educators who actively seek better ways of educating the children they serve. The District has a student to computer ratio of 5.43 to 1. Gilbert is also served by the Chandler and Higley School Districts. Finally there are many higher education institutions either in Gilbert or less than a 30-minute drive away including Arizona State University (ASU), ASU Polytechnic, Northern Arizona University, Chandler-Gilbert Community College, and Mesa Community College.



RECREATION

With an average of 310 days of sunshine each year, visitors can enjoy one of Gilbert's many golf courses or parks for year-round outdoor activities. The Town has many unique recreation areas including the 110-acre Riparian Preserve at Water Ranch. This park is a state-of-the-art center for recreation, education, and research regarding wetlands, riparian, and wildlife ecology in a desert environment. Cosmo Dog

Park, a 17-acre facility named for the Town's first police dog, features a lake and dog beach, ramadas for picnics, a tot lot, and a basketball court. The Town has a comprehensive trail system which consists of a series of interconnected paths for bicyclists. Gilbert has been recognized by the League of American Bicyclists as a Bicycle Friendly Community at the Bronze Level for 2008-2010.

MONEY MAGAZINE RANKING

Money Magazine recently conducted a study which ranked all 744 U. S. cities with populations between 50,000 and 300,000 to determine the best places to live. Gilbert was ranked 33rd which places Gilbert in the top 5 percent! The magazine cited inexpensive homes, safe streets, low crime, good schools, sunny skies, and the recent addition of several state-of-the-art hospitals as reasons for Gilbert's high quality of life.

Additional information about Gilbert is available at <http://www.gilbertaz.gov/>

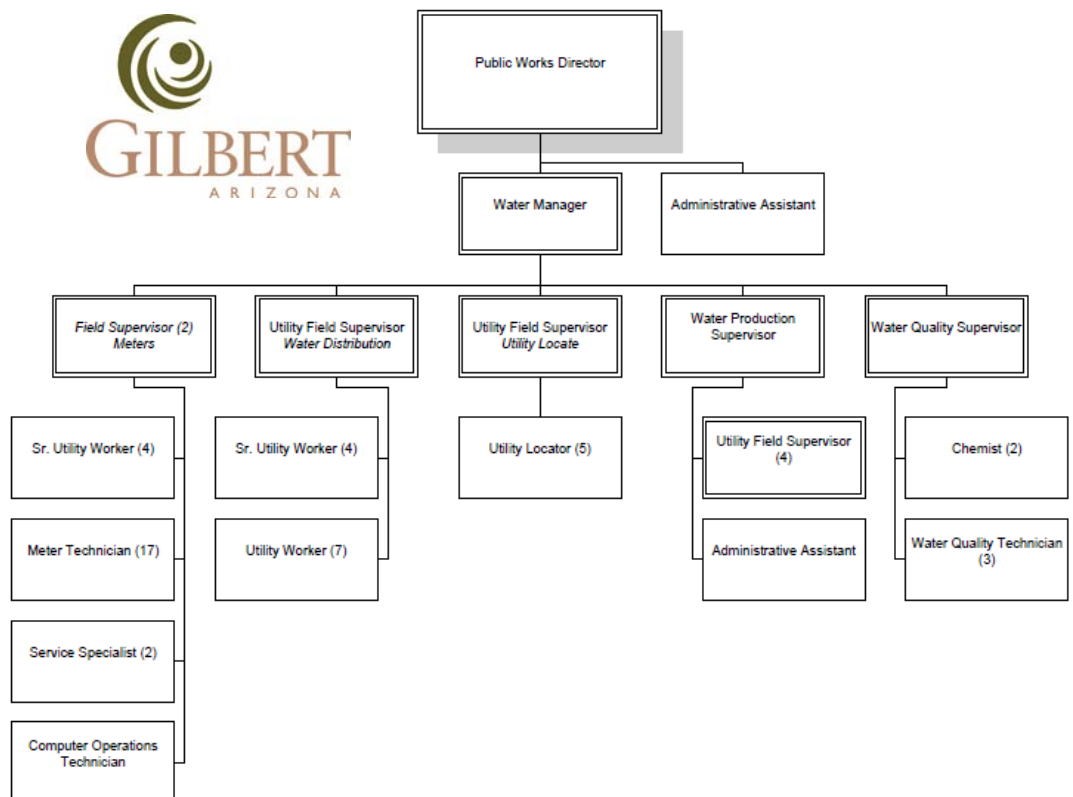
FAVORABLE DEMOGRAPHICS

	GILBERT	U.S. AVERAGE
MEDIAN AGE	31.9 years	37.2 years
BACHELORS OR HIGHER DEGREE	38%	28%
HIGH SCHOOL GRADUATION RATE	98.3%	95.6%
OWNER-OCCUPIED HOUSES	75%	65%
MEDIAN FAMILY INCOME	\$77,600	\$60,600

TOWN GOVERNMENT – The Town of Gilbert was incorporated in 1920 and functions under the council-manager form of government with the Town Manager reporting to the Town Council. The Gilbert Town Council consists of a Mayor and six Council Members who are elected at-large to serve four-year overlapping terms. There are no term limits.

The Town organization has undertaken many new initiatives recently including redefining its mission, vision, and values and commitment to customer service excellence, enhancing long-range revenue and infrastructure needs forecasts, improving its performance metrics and benchmarking, overhauling its safety programs, and initiating zero-waste and Green programs. These initiatives are designed to help the Town continue to excel as a model of good governance with best-in-class municipal services. More information about the Town's strategic initiatives including the infrastructure initiative can be found at <http://www.gilbertazgov/strategic/>.

WATER DIVISION – The Water Manager reports to the Public Works Director and is responsible for the Water Division, which includes water production, quality assurance, storage, distribution, metering systems, and the utility locate program. The Division has an annual operating budget of \$22.6 million and 96.25 FTE's. Also, the 2012-2017 Capital Improvement Program (CIP) includes \$125 million in water system improvements. The Water Manager is responsible for coordinating with Engineering Services to execute its CIP program.



The Water Division is focused on a culture of optimization. A successful manager will focus on identifying future needs while facilitating a collaborative connection between the various Sections of Water operations and overall Town operations. The Water Manager will work closely with Water Resources personnel located in the Town Manager's Office and will leverage technology to enhance operations in all aspects of the Water Division as part of Gilbert's overall commitment to being a technology leader.

The Water Manager's office is at the Public Works/Field Services Administration building at 900 East Juniper Avenue in Gilbert. Other Water Division staff are located at the North Water Treatment Plant and the Santan Vista Water Treatment Plant in Gilbert.

ISSUES AND OPPORTUNITIES – The following is a summary of the issues and opportunities to be managed by Gilbert's next Water Manager.

Infrastructure Maintenance/Planning

Infrastructure maintenance and planning will be one of the Water Manager's core focuses. Gilbert was the fastest growing U.S. community from 1990-2003 and the fourth fastest in 2009. The population of Gilbert has increased from 5,000 in 1980 to more than 210,000 currently. The water infrastructure is still fairly new in most of the community; however, significant portions of the system are in excess of fifteen years old. The need to establish long-range infrastructure replacement and maintenance plans will be a substantial portion of the Water Manager's job duties.

Some water infrastructure is slated for expansion within the next two-five years. The Water Manager who will be the lead on these projects will negotiate the financial and technical aspects of these projects. This will require a solid understanding of intergovernmental agreements and the implications of multi-city partnerships as well as the associated financing of such improvements.

Operational Review

The Water Manager will collaborate with the incoming Public Works Director to increase the Division's focus on optimizing results consistent with the Town's best-in-class operations initiative. The Water Manager will oversee a review of standard operating procedures to ensure best practices are being utilized, adhered to, and updated as needed. The Water Manager will foster a higher level of industry awareness and innovation within the Division and will work with Division staff and Town management to identify and implement a comprehensive strategic direction for the Division.

Work Culture/Staff Development

The Water Manager will use collaboration and solid communication among the various Sections of the Division in order to fully integrate the Town's values of Integrity, Respect, Accountability, Innovation, Learning, and Communication into every day operations. Continuing to encourage a culture of internal and external trust will be a high priority for the Water Manager.

Staff development will also be a priority. The Water Manager will focus on getting to know and understand current staff and identifying future staffing level and staff development needs. Critical to establishing a best-in-class operation will be the attraction, retention, and development of staff so that the Division continuously strives toward higher levels of performance, accountability, and collaboration both internally and externally.

Regulatory Knowledge

The Water Manager will have a solid understanding of water regulations, will be able to forecast and navigate impending changes, and will have a proven ability to respond accordingly while balancing the financial requirements of the changes.



JOB REQUIREMENTS – The minimum job requirements are a Bachelor's degree in a relevant field of study and seven years of experience related to the essential job duties or an equivalent combination of education and experience. Grade IV Arizona Water Treatment Plant Operator and Water Distribution System Operator certifications are preferred but not required.



Ideal Candidate Attributes

The following are the desired professional and personal attributes of Gilbert's next Water Manager.

- The Town is seeking a knowledgeable, proactive, collaborative, approachable, effective communicator with a proven track record of successful relationship-building with internal and external stakeholders.
- Candidates with experience managing in municipalities that have transitioned from a period of rapid growth to sustainability and who have focused on infrastructure replacement and maintenance as well as development will be considered favorably.
- Experience with conducting or overseeing operational reviews with the goal of achieving best-of-class operations is desirable.
- Successful candidates will have a demonstrated track record of achievement working in dynamic municipal environments and a successful history of collaborative management within an organization.
- An emphasis on leveraging technology to enhance operations will be important as the Town pursues its goal of being a technology leader and optimizing operations.
- Successful candidates will have the ability to translate complex issues and initiatives into layperson language.

COMPENSATION

The salary range for this position is \$88,660 to \$141,856 annually with the starting salary dependent upon qualifications and likely not to exceed \$115,258. Gilbert offers an excellent benefits package that includes medical, dental, and life insurance; paid vacation, sick, and holiday leave; participation in the Arizona State Retirement System; and more.



To Apply:

In order to be considered for this position, please send your resume and cover letter with current salary by April 21, 2013 to pwconsulting@cox.net. For additional information about this job, please contact:

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