



**COMPENSATION AND BENEFITS**

The starting salary range for the Deputy City Manager is \$126,517 - \$154,149 (placement in range based on experience and qualifications). The maximum of the range is \$187,815. In addition, the City of Goodyear provides excellent benefits including:

- Vacation Leave: 12 days per year for first two years, increasing with longevity
- Sick Leave: 12 days per year
- Holidays: 11 paid holidays per year, including one floating day
- Health Insurance: three health plans available to select from at a group rate.
- Dental Insurance: two dental plans available to select from at a group rate
- Vision Insurance: Available at a group rate
- Life Insurance: City-paid insurance valued at twice the annual salary (\$300,000 maximum); additional life insurance for self and/or dependent is available at employee's cost
- Short Term Disability: City-paid coverage
- Flexible Spending Accounts: Health Care and Dependent Care accounts available
- Retirement: Arizona State Retirement System (ASRS) Defined Benefit plan with mandatory city and employee contributions currently at 11.47%. Plan includes Long Term Disability Benefit
- 457 Deferred Compensation Plan Options: ICMA and Nationwide
- Employee Assistance Program: Up to five sessions available per situation at no cost to the employee
- Wellness Clinic and Program

**HOW TO APPLY**

For additional information on this exceptional opportunity and/or to apply, please send resumes and cover letters to:

**Paul Wenbert, ICMA-CM**  
**Western Regional Manager**  
**Slavin Management Consultants**  
**Mesa, Arizona**  
**480-664-2676**  
**[pwconsulting@cox.net](mailto:pwconsulting@cox.net)**

Position is open until filled. First review of cover letters and resumes to occur on November 2, 2015.

The city of Goodyear is an Equal Opportunity Employer. The city of Goodyear does not discriminate on the basis of race, color, religion, creed, sex, age, sexual orientation, marital status, national origin, political ideas, or disability in employment or the provision of services.

**City of Goodyear**  
**190 North Litchfield Road**  
**Goodyear, Arizona 85338**  
**[www.goodyearaz.gov](http://www.goodyearaz.gov)**



City of Goodyear, Arizona  
 invites your interest in the position of

Deputy City Manager





Goodyear Mayor and Council  
Joe Pizzillo, Vice Mayor Sheri  
Lauritano, Joanne Osborne,  
Bill Stipp, Wally Campbell,  
Mayor Georgia Lord,  
Sharolyn Hohman

## THE COMMUNITY

Scenic mountain views, desert vistas, wide open spaces, golf courses, lakes and parks have attracted 74,743 residents who are among the most affluent and best educated in the state. Located in the southwest portion of the West Valley of Phoenix, Arizona, Goodyear has been the recipient of much of the Valley's recent growth. Goodyear is chosen by individuals, families, and businesses as their community of choice in Arizona because of high quality of life, affordable housing, and high education attainment levels. In fact, the U.S. Census Bureau ranked Goodyear as the 6th fastest growing city in America. Goodyear's population is predicted to be well above 600,000 by the year 2050. With spectacular master-planned communities hosting country clubs, lakes and golf courses; excellent schools and hospitals; a wide variety of dining and shopping opportunities; and an active outdoor lifestyle, Goodyear has been planned from the beginning with unsurpassed quality in mind.

Goodyear is a friendly community where newcomers feel at home right away. Goodyear's most recent Citizen Survey indicates that 96% of its households think it's an "excellent-good place to live" and 97% feel safe in their neighborhood. The survey also shows that 39% of residents are college educated. Income levels are also high with a median household income of \$74,727.

Goodyear is a city with a rich, rewarding quality of life and tremendous community spirit, exemplified by its winning the distinguished "All-America City" and "Most Livable City" awards. A mere 20 minutes west of downtown Phoenix, Goodyear offers all of the advantages of a small community, with the cultural and entertainment resources of the big city.

## GOODYEAR CITY GOVERNMENT

Goodyear operates under a council-manager form of government. The City Charter provides for six council members and a mayor - all elected at large on a non-partisan ballot. The Mayor and council members serve four-year terms. The Mayor has a two-term limit and council members a three-term limit. Council members serve staggered terms to ensure continuity.

As the local legislative body, the Goodyear City Council adopts ordinances and policies that direct the city government. They also appoint the City Manager, City Attorney, and Municipal Judge. All other employees are under the auspices of the City Manager who is responsible for the overall operation and supervision of the government functions within the policy directives of the Goodyear City Council.

The city of Goodyear is a full service community with a staff of 531 full-time employees. The following functions are provided: police, fire, sanitation collection, water and sewer, streets/rights of way and parks maintenance, economic development, planning and zoning, engineering, courts, communications, parks and recreation, neighborhood services, city code compliance, and all administrative services. Goodyear Ballpark, constructed in 2009, is also operated by the city. The Ballpark is a 10,311-seat stadium which serves as the spring training home to the Cleveland Indians and the Cincinnati Reds.

Goodyear has a Fiscal Year 2016 total annual budget appropriation of \$236 million and an Operating Budget total of \$99 million. The FY16 budget includes \$27.1 million in new funding for capital projects. The city has a positive and supportive culture based on teamwork and a commitment to excellence in public service.

## THE POSITION

There are two Deputy City Managers each responsible for leading assigned departments toward the achievement of department and City objectives. The Deputy City Manager exercises leadership with department directors and advises the City Manager; presents programs for approval by the City Manager and City Council; and plans, organizes, coordinates and implements approved programs. The Deputy City Manager exercises considerable initiative and independent judgment in representing the City Manager and exercises delegated representative authority over department directors and other employees in the organization. The Deputy City Manager reports to the City Manager and currently oversees the Development Services, Engineering, Parks and Recreation, and Public Works departments.

Candidates for this position must possess a minimum of a Bachelor's degree from an accredited college or university with an emphasis in Public or Business Administration or a related field; a Master's degree is preferred. Candidates should have at least nine years experience in public or business administration.

The ideal candidate is a proven leader in municipal government who is open, honest, of strong moral character, promotes transparency, and has excellent interpersonal and communication skills. Candidates who promote a collaborative work environment and value teamwork and empowering staff members are ideally suited. The successful candidate will be respectful of others and encourage a creative approach to solving challenges; asking how we can, not why we can't. A keen ability to listen to the needs of stakeholders and partners, including soliciting input from the community using social media and other technology, is highly desirable. Along with the above noted leadership qualities, candidates with current or previous City Manager or Deputy City Manager experience, who have a track record of continuous growth leading engineering, development services and/or public works departments are highly desirable.

Other attributes of the ideal candidate include:

- The ability to lead and develop leaders who can manage organizational change initiatives;
- A demonstrated record of being a champion of organizational culture;
- The ability to gain the trust of his/her direct reports, and the team members under his/her supervision;
- The ability to adapt to the needs of the community;
- The ability to motivate staff and to look beyond current practices, and develop cost-effective and efficient service delivery models;
- Strong financial acumen;
- Proven successful negotiating abilities

## DEPUTY CITY MANAGER

- Organizes and coordinates the efforts of assigned city departments and works with governmental or private agencies to accomplish program goals and resolve difficult and complex issues.
- Works with the City Manager and department directors in planning, organizing, coordinating, and implementing programs in matters affecting assigned areas of responsibility.
- Facilitates the preparation of a 5-year Operational Plan for each department, including objectives as well as functional tactics, action, and work plans. Seeks and incorporates input from all stakeholders, in addition to strategic staff members and the City Manager for all plans.
- Serves and participates on city teams and regional agencies by attending team activities and serving as a city representative. Confers with city, county, state, and federal agency officials regarding plans and priorities for existing and planned programs.
- Manages administrative and operational matters by reviewing the departments' budgets, approving travel and training, supervising the hiring of new employees, overseeing personnel actions, conducting regular staff meetings to coordinate issues, performing resource planning, and preparing operational plans.
- Meets and corresponds with various citizen, business, and other groups to address questions and secure assistance with various programs.
- Attends City Council meetings and reports on activities requested by the City Manager.
- Negotiates contracts and agreements with outside entities to further the goals of the city.
- Briefs the City Manager on matters of concern in the departments and functions in assigned area of responsibility to assure proper action.
- Frequently interacts with the residential/commercial development community regarding development-related issues.
- Takes on special projects which require executive-level decisions and coordination.