

The Town of Gilbert, Arizona

Invites Qualified Candidates to Apply For

Public Works Director



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 which has consistently been one of the fastest growing communities in the country for the last 30 years expects to have an ultimate build-out population in excess 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 it 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/>

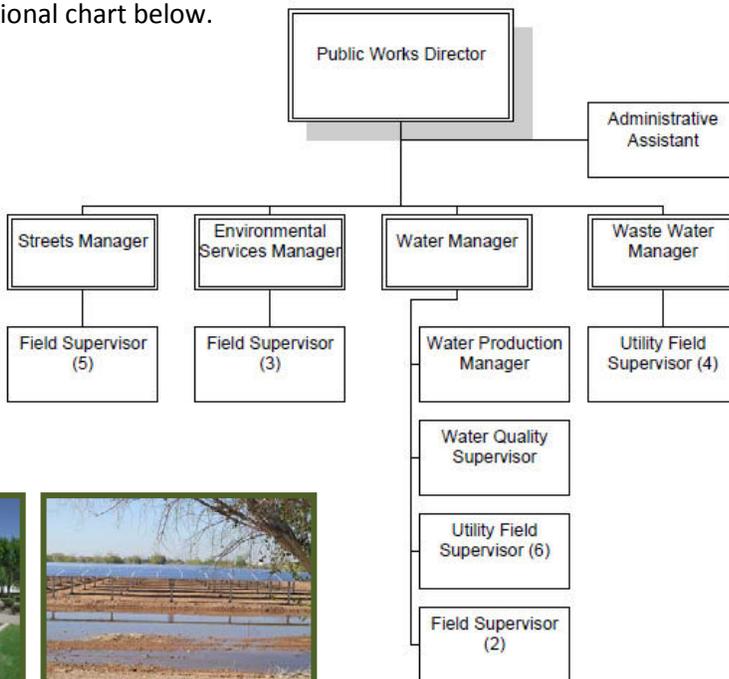
FAVORABLE DEMOGRAPHICS

	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/>.

PUBLIC WORKS DEPARTMENT – The Public Works Director who reports to the Deputy Town Manager is responsible for an annual operating budget of \$72.4 million and 260 FTE’s in the Water, Wastewater, Environmental Services, and Streets Divisions as shown in the organizational chart below.



ISSUES AND OPPORTUNITIES – The following is a summary of the issues and opportunities to be managed by Gilbert’s next Public Works Director.

1. Infrastructure Maintenance

Gilbert has been growing rapidly over the past three decades and 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 and will exceed 300,000 residents at build-out. During this time of rapid growth Gilbert invested heavily in infrastructure. The earliest of these infrastructure investments are beginning to reach the end of their expected lifespan. The Public Works Director will oversee development and implementation of a \$1 billion infrastructure asset replacement/maintenance program including an emergency response plan.

2. Operational Review

The Public Works Director will oversee operational reviews of the Department’s four Divisions to ensure best practices are being utilized including creation and updating of standard operating procedures and policies. The Director will also ensure that compliance with those policies and procedures occurs. Finally, In order to provide best-in-class operations to a growing population, the Director will pursue APWA accreditation for the Department.

3. Developing Trust with Community and Partners

In 2000, Gilbert voters approved a referendum requiring that the Town fluoridate the municipal water supply. In 2012 Town management became aware that the water supply had not been fluoridated for more than a year. Though the Town moved quickly to rectify the situation and meet the legal obligations to fluoridate the water, trust with the public was damaged. The Public Works Director will work to build public trust by implementing a customer service focus in the Department and seeking input from citizens and advocacy groups whenever practical.



4. Establishing Culture of Professionalism and Transparency

The Town recently completed an “environmental assessment” of the Public Works Department by surveying Department staff and internal customers. The assessment revealed there are opportunities to improve interaction, cooperation, and communication among the Public Works Divisions. The Public Works Director will be expected to align the Department with the Town’s organizational values of Integrity, Respect, Accountability, Innovation, Learning, and Communication.





JOB REQUIREMENTS – The minimum job requirements are: 1) Master’s degree in Public Administration, Civil Engineering, or closely related field; and 2) six years previous experience and/or training that includes progressively responsible public works operations in a municipal government, public works infrastructure planning and management, project coordination, program administration, management, budget administration, and personal computer operations; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.

Ideal Candidate Attributes

The following are the desired professional and personal attributes Gilbert’s next Public Works Director.

- The ideal candidate is a strongly committed individual with the ability to develop within Public Works a shared vision of the organization while instilling a culture of excellence in the Department.
- The Director will continue to develop positive working relationships with external stakeholders while building trust with the community and confidence in the workforce.
- The Director will be a professional leader who can communicate effectively, establish expectations, and translate complex issues and initiatives into clear short-term and long-term goals and work plans.
- The Director will have knowledge of urban infrastructure needs and environmental impacts and will have experience in all aspects of Public Works including Water, Wastewater, Environmental Services, and Streets.
- The Director will possess a solid understanding of budgetary planning, cost recovery, and asset management programs.
- Successful candidates will have a demonstrated track record of achievement working in dynamic municipal environments and a successful history of collaborative departmental management within an organization.
- 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.
- To be a successful complement to Gilbert’s executive team, candidates must be outstanding leaders, innovative problem solvers, and committed to public service

COMPENSATION

The salary range for this position is \$102,370 to \$143,318 annually with the starting salary dependent upon qualifications. 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 **November 26, 2012** to pwconsulting@cox.net. For additional information about this job, please contact:

Paul Wenbert, ICMA-CM
Western Regional Manager
Slavin Management Consultants
480-664-2676
pwconsulting@cox.net

