

# PEORIA, ARIZONA

## THE COMMUNITY

Peoria, Arizona is a dynamic desert community north-west of Phoenix with more than 154,000 residents.

Founded by settlers from Illinois in 1886, this onetime farming community was one of the nation's fastest growing cities during the recent growth boom. Officially incorporated in 1954, the city has grown from the original one square mile in Old Town Peoria to more than 176 square miles of beautiful Sonoran desert in both Maricopa and Yavapai counties.

The city is home to Lake Pleasant – the state's second largest lake; and the Peoria Sports Complex – spring training home of Major League Baseball's San Diego Padres and Seattle Mariners.

Peoria boasts other award-winning facilities including the Peoria Center for the Performing Arts and Rio Vista Community Park and Recreation Center. The city also is proud of its relationship with the arts community, including non-profits such as the Challenger Space Center, West Valley Art Museum, and Arizona Broadway Theatre.

Those attractions along with 35 miles of hiking trails, top-notch schools, well planned residential neighborhoods and an enticing variety of shopping, dining and entertainment options led Money magazine to rank Peoria among its 100 "Best Places to Live" in 2008.

## A GREAT PLACE TO WORK

The city has many assets that make it a quality community: strong knowledge-based workforce, reputable entertainment and shopping districts, excellent school district, open space and park amenities including a 10,000-acre lake, affordable housing and master-planned neighborhood, robust infrastructure for transportation and water, and proximity to other Phoenix-area amenities including professional sports and NASCAR as well as culture and the performing arts.

Peoria is also completing its economic development roadmap which will clarify the City's strategy in business attraction defining what the community's economic assets are and what industries should be targeted. Current initiatives include the recruitment of an institution of higher learning as well as the establishment of a bioscience incubator in collaboration with strategic partners.

## A GREAT PLACE TO LIVE

There are many reasons why Peoria is a desirable destination; spring training at the Peoria Sports Complex, community and dinner theater, a Challenger Space Center, and Lake Pleasant Regional Park. The city is not only a great place to work — it is a great place to live.

## Recruitment Announcement

### Deputy Director of Utilities



## City of Peoria

### HUMAN RESOURCES

8401 West Monroe Street  
Peoria, Arizona 85345  
T 623.773.7100  
[humanresources@peoriaaz.gov](mailto:humanresources@peoriaaz.gov)

The City of Peoria provides excellent municipal services by anticipating community needs, creating partnerships, promoting sustainability and embracing diversity.

[peoriaaz.gov](http://peoriaaz.gov)



**POSITION**

# DEPUTY DIRECTOR OF UTILITIES

### POSITION OVERVIEW

The Deputy Director of Utilities will report to the Public Works - Utilities Director and will serve as an important member of the City's management team. The Deputy Director will be responsible for managing services within the department, and maintaining an effective relationship with other operating departments.

An overview of responsibilities for which the new Deputy Director of Utilities will be involved include:

### THE DIVISION

The Peoria Utilities Division employs 85 full-time staff, has a Fiscal Year 2013 Budget of over \$31 Million and a 10-year Capital Program of \$172 Million. The Utilities Division is organized into three areas: Environmental Resources, Treatment Operations, and Field Operations.

The current water system includes the Greenway Water Treatment Plant, which is a 16 million gallon per day (MGD) surface water facility that can be expanded to 32 MGD. The City is a joint owner with the City of Glendale in the Pyramid Peak Water Treatment Plant where the City receives up to 11 MGD. Peoria operates a small 300,000 gallon per day membrane plant in the Quintero Golf Community. In addition, the City operates 33 wells.

The current wastewater system includes the 10 MGD Butler Water Reclamation Facility which supplies both recharge water and reclaimed water. The 6 MGD Beardsley Water Reclamation Facility serves the north central area of the city and recharges effluent onsite for long term storage credits. The 3.5 MGD Jomax Water Reclamation Facility serves the northwest area of the city and delivers reclaimed water for parks, open space and golf.

The Utilities Divisions are Enterprise Funds that are supported by water and wastewater rates.

### STAFF DEVELOPMENT

The Deputy will be required to maintain the strong and coordinated management team, continue to inspire a strong work ethic within the department, and develop resources in response to growth in services. Additionally, the Deputy Director will be responsible for the promotion of professionalism at all levels of the organization, mentoring of staff, increasing staff development through training and certification programs, and preparing in-house candidates for promotional opportunities.

### LABOR RELATIONS

Public Works-Utilities Department personnel below the supervisory level are represented by the American Federation of State, County and Municipal



Employees Union (AFSCME). A collaborative labor/management relationship has been developed with unionized employees. The Deputy Director will be called upon to continue to build trust and a positive labor/management relationship within the Department, and to participate in regular labor/management team meetings.

### MASTER PLANNING

The Public Works - Utilities Department has a Water Resources Master Plan, Water Infrastructure Master Plan, Wastewater Master Plan, and Effluent Re-use Master Plan in place. The Department is in the process of developing an Integrated Master Plan. The Deputy Director will play a key role in the development and implementation of these plans.

### ENVIRONMENTAL COMPLIANCE

The Deputy Director will take a lead role in ensuring that State, County, and Federal requirements are met in an appropriate and timely manner.

### EXTERNAL ACTIVITIES

The Deputy Director of Utilities will serve as a key member of the City management team, and will serve as a Department representative in inter-departmental projects and activities. The Deputy will also represent the City of Peoria with other agencies and organizations in the state and region.

### CANDIDATE PROFILE

Candidates for this position should be exceptional leaders, capable of managing and directing the Utilities Department, and participating as a key member of the city management team. The selected candidate must show an interest and aptitude in all areas of utilities administration, including engineering water resources, regulatory compliance, information technology, and water/wastewater operations. The ideal candidate will have broad operations or engineering experience in a complex, multi-faceted environment. Additional experience in community involvement, team building, and labor relations is desirable. Experience working in a growing community is a plus.

This position will require the development of strong relationships with individuals and organizations, and will demand excellent written and oral communication skills. The Deputy Director will be called upon to make presentations in a clear and credible manner before the City Council, interested citizens, committees, management teams, and the media. This position requires a person with a high energy level, capable of operating with significant independence and initiative, yet open to innovative problem solving solutions. It is extremely important that the Deputy Director of Utilities be approachable, available, and able to communicate with all members of the staff and community.

The Deputy Director of Utilities must be an effective leader of people and processes, able to utilize and develop the talents of staff and subordinates, advocate on behalf of the Department, and facilitate a team environment while being firm but fair. The Deputy must be a good listener; with logical analytical and persuasive skills and a person with imagination, vision and flexibility.

A proven record of advancement and personal stability with past employers must be evident. This is a position of public trust; personal integrity and ethics must be beyond reproach.

### EXPERIENCE AND EDUCATION

This position requires extensive operations or engineering experience in a complex, multi-faceted environment, including seven years of management responsibility. The ideal candidate will possess a Bachelor's Degree from an accredited college or university with major course work in public administration, engineering, business, or a related field.

Desired qualifications would include any of the following: Arizona Registered Professional Engineer, Board Certified Environmental Engineer, and Arizona Department of Environmental Quality Certifications Grade 4: Certifications in Water Treatment, Wastewater Treatment, Water Distribution, and Wastewater Collection.

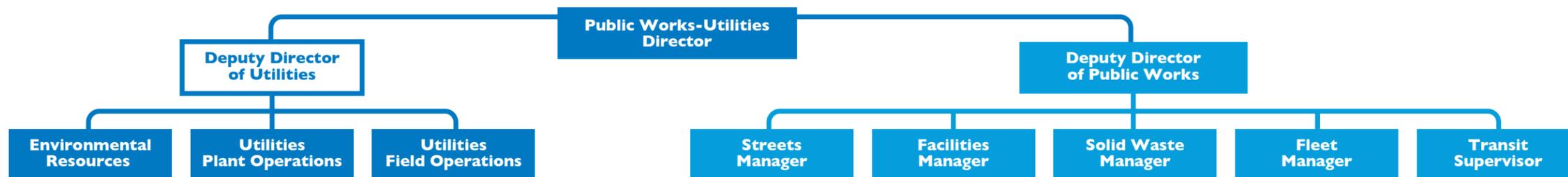
A Master's Degree is a plus.

### COMPENSATION

The City of Peoria has established a salary range for the position of \$93,459 - \$138,082 depending on qualifications. The City offers an excellent benefit package, including a deferred compensation program, ICMA 401(a) and 457 retirement programs, as well as membership in the Arizona State Retirement System. A choice of Blue Cross/Blue Shield medical plans, vision, dental and City-paid life insurance.

### TO APPLY

If you are interested in this outstanding opportunity, please visit our website at [www.peoriaaz.gov/rocs](http://www.peoriaaz.gov/rocs) to apply online.



**Application Closing Deadline: January 20, 2013**