

The City of Peoria,
Arizona invites
applications for
**Development
and Engineering
Director**





Our Community

Peoria's History

The City of Peoria (City) is located about 30 minutes northwest of downtown Phoenix. Peoria was established in 1886 as a humble agricultural community. Since incorporating on June 7, 1954, Peoria has blossomed as a rapidly growing, modern city that offers a high quality of living in the natural beauty of the Sonoran Desert.

With a population of nearly 200,000 residents, the City expects to grow by approximately 100,000 residents and 26,600 jobs by 2040. We are a growing community with aspirations of a future that maintains and enhances a safe, vibrant, livable, and fiscally responsible city.

Our Community

Quality of Life

Peoria is home to Lake Pleasant Regional Park - a true oasis in the desert. The 23,000-acre park has two marinas and is a popular spot for boating, fishing, water skiing, kayaking, camping, and even scuba diving!

Residents enjoy access to 570 acres of parks, including 36 neighborhood parks, and 3 large community parks. Peoria offers more than 60 miles of hiking, biking, and horseback riding trails to explore.

When it comes to entertainment, Peoria is hard to beat! We offer Spring Training baseball, two community theatres, an art museum, and a year-round calendar of festivals and special events. The Peoria P83 Entertainment District offers a wide variety of local restaurants, shopping, and entertainment options for the whole family.

The City of Peoria takes pride in providing excellent municipal services to residents. Five of the City's essential service departments (Police, Fire-Medical, Public Works, Water Services, and Parks & Recreation) are nationally accredited by independent agencies. In order to be accredited, these departments must meet specific criteria, which are evaluated on a regular basis. It is an exceptional accomplishment to have five accredited departments. This commitment to excellence is part of what sets Peoria apart from other cities and makes it a great place to live, work and play.



\$332,036
Median Home
Value

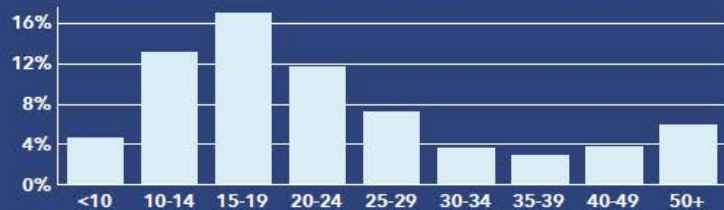


\$85,793
Median Home
Income

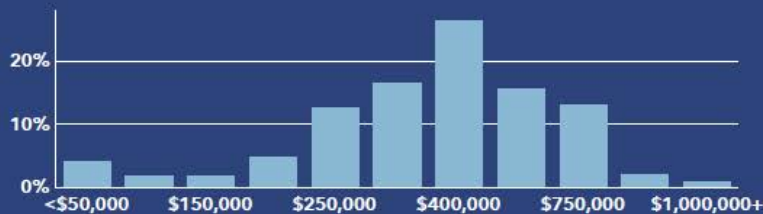
PEORIA, ARIZONA

198,064	1.63%	2.69	64.4	39.8	\$85,793	\$332,036	\$270,366	22.6%	59%	37,431
Population Total	Population Growth	Average HH Size	Diversity Index	Median Age	Median HH Income	Median Home Value	Median Net Worth	Age <18	Age 18-64	Age 65+

Mortgage as Percent of Salary



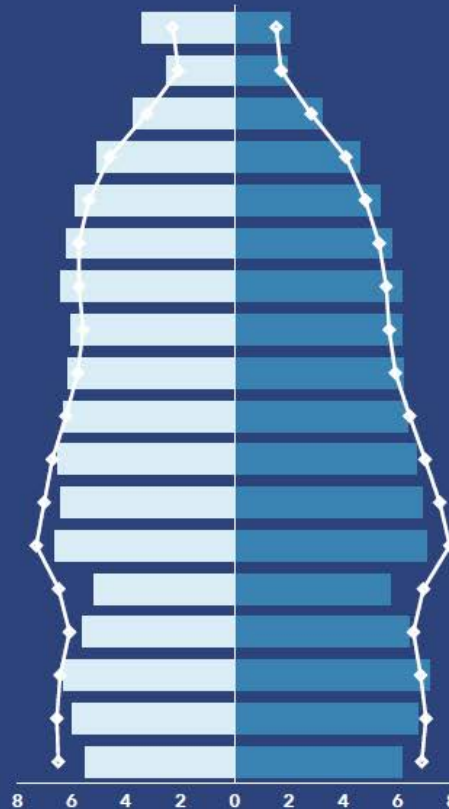
Home Value



Household Income



Age Profile: 5 Year Increments



Dots show comparison to Maricopa County



13.6%
Services

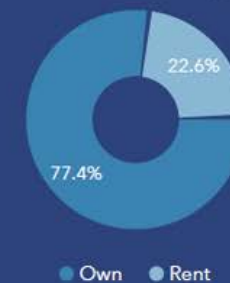


17.1%
Blue Collar



69.2%
White Collar

Home Ownership



Housing: Year Built



Educational Attainment



Commute Time: Minutes



Source: Esri, ACS
Esri forecasts for 2022, 2016-2020, 2027

A person is silhouetted while sitting on a wooden pier or dock, fishing with a rod. The scene is set at sunset, with the sun low on the horizon, creating a bright orange and yellow glow that reflects on the water. In the background, there are several tall, thin light poles and some buildings, all partially obscured by the bright light of the setting sun. The overall mood is peaceful and contemplative.

Governance and Organization

The City of Peoria is governed under a Council-Manager form of government. In this form of city government, the City's Charter dictates that the Mayor and City Council members, as the elected leaders of the City, make policy for the City, approve the City's budget, contracts and intergovernmental agreements, and hire the City Manager, City Attorney and Presiding Municipal Judge.

Peoria is a "full service" city, providing excellent municipal services to its residents. The FY2024 budget can be viewed at <https://www.peoriaaz.gov/government/departments/finance/management-and-budget>. The City's total budget is \$950 million, which includes \$416 million for operations (i.e. operating budget) and \$410 million for capital (i.e. capital budget). Peoria has a AAA bond rating and is applauded for its strong fiscal stewardship and stability.



Mission and Vision

Peoria Vision Statement

City of Peoria team members provide unmatched quality of life and excellent customer service for our community.

Peoria Mission Statement

The City of Peoria provides excellent municipal services by anticipating community needs, creating partnerships, promoting sustainability and embracing diversity. The City of Peoria follows an unwavering adherence to the principles of respecting

Development & Engineering Mission Statement:

To provide quality engineering, architectural, and development services to the citizens of Peoria through management of the capital improvement program, traffic engineering, property acquisition, right-of-way inspections, site development and building development that will enhance the quality of life for years to come.

Inclusiveness

The City of Peoria follows an unwavering adherence to the principles of respecting diversity, and ensuring inclusive practices. Through the leadership of our interdepartmental Diversity Team, we work to assure that the Peoria community, as well as all City of Peoria governmental departments, is welcoming, and respectful to everyone

An aerial photograph of a suburban neighborhood with numerous houses, streets, and some trees. A river flows through the landscape, bordered by a sandy bank. In the background, there are rolling hills and mountains under a clear blue sky.

Peoria Values

As public servants, we all have a clear obligation to always act in a professional and ethical manner. Ethics begins with integrity. Integrity means different things to different people, but in essence it means being honest, doing what you say you will do, and doing what is right even when no one else is watching. Personal integrity is a prerequisite to ethical behavior, and it is the foundation for Peoria's six core values:

Professional – Continually reviewing my own behavior and questioning whether what I do is consistent with the City's and my profession's values. Maintaining the highest levels of confidentiality and honoring legal restrictions on policy activity.

Ethical – Being honest and objective in performing my duties and deciding all matters on the merits, free from improper influences. Being guided by principle and conscience and the desire to do the "right thing."

Open – Communicating truthfully and completely with others, supporting diversity and treating others with respect. Participating positively in the community.

Responsive – Responding to all internal and external customers in a prompt, efficient, friendly and patient manner.

Innovative – Seeking out opportunities to contribute to the daily and future work of the City in ways that are new and creative.

Accountable – Observing both the letter and spirit of laws and rules. Engaging only in appropriate personal and professional conduct in all matters.

The Department

The City of Peoria's Development and Engineering Department is the focal point of all construction activity within the City of Peoria. Our staff of more than 65 professionals from many different disciplines work together to provide the best possible service to a diverse customer base that includes elected officials and City staff, residents and business owners, professional engineers and architects, as well as developers and homebuilders.

The department oversees the design and construction of most of the projects in the City's Capital Improvement Program (CIP), including drainage, facilities, parks, streets, traffic control, water, and wastewater projects. The department also reviews and approves civil and building plans for all private development projects; issues construction permits for those projects, and inspects the projects during construction. The traffic engineering functions for intelligent transportation systems and neighborhood traffic issues is also housed within the department.

For the current fiscal year, the Capital Improvement Project (CIP) budget has been funded at \$409.2 million. The Development and Engineering overall budget is \$12.1 million.

Read the budget at: <https://www.peoriaaz.gov/government/departments/finance/management-and-budget>





Position Overview

The Development and Engineering Director oversees and leads the activities of the department and its staff of 65 professionals. This is accomplished by planning and directing areas of development, capital project construction and traffic engineering projects, coordinating activities with other departments and outside agencies, and providing support to the City Manager. The Director also represents the City of Peoria on regional issues, and coordinates with other communities and outside agencies.

Current Opportunities and Challenges

- Complete the Impact Fee update by June 2024.
- Deliver the key capital projects in the anticipated timeframes while navigating the complexities of supply chain and cost escalation.
- Focus on continuous improvement for building and site development processes and timelines.
- Address the changing technology and delivery of communication networks with various providers throughout the City.
- Continue the deployment of new technologies to address traffic safety, congestion, and reliability throughout the City.
- Plan the future roadway network of north Peoria with a systematic capital delivery with a variety of funding sources.



The Ideal Candidate

The City of Peoria is seeking a highly qualified, experienced, and dynamic leader with a background and in-depth experience in development and engineering practices and principles and instills trust and confidence. The Development and Engineering Director is a team player who provides City leadership with thoughtful, accurate, and timely information and recommendations.

The successful candidate is a problem-solver who sees the big picture, identifies creative solutions, and demonstrates sound judgment and decision-making skills. The Development and Engineering Director manages multiple projects and deadlines, is detail-oriented, technically savvy, and demonstrates financial and political acumen.

The Development and Engineering Director fully appreciates Peoria's rich history and is focused on moving the organization forward to its fullest potential. This individual understands the importance of preserving the community's culture and identity and recognizes the importance of balancing Peoria's varied perspectives in order to accomplish the City Council's priorities.

The successful candidate should possess a Bachelor's Degree in Civil Engineering or a related field (Master's degree is preferred) and at least 9 years of increasingly responsible engineering and progressively responsible managerial experience. A Professional Engineer License (P.E.) is desired. Additionally, it is preferred that the Development and Engineering Director have experience in a municipal or government setting of similar size and complexity to Peoria and a high level of engineering knowledge and judgement regarding transportation, water, wastewater and environmental services issues and requirements.

The Ideal Candidate

Ideal candidates will demonstrate high-level experience as well as the ability to:

- Motivate, engage and direct department leadership in formulating and implementing comprehensive operational programs, budgets, and administrative operations, and related process and culture change initiatives.
- Understand and implement City Council and City Manager priorities in a fiscally and environmentally responsible manner.
- Build positive and collaborative relationships with leadership, staff, and customers.
- Lead strategic planning, staff development, and organizational effectiveness initiatives.
- Establish and govern a customer service-focused work culture while cultivating an environment of cooperation with customers and mutual respect.
- Review, analyze, and interpret legislation and regulations; develop, recommend, and oversee the implementation of policies and procedures for compliance.

Additionally, highly qualified candidates will:

- Demonstrate an ability to lead processes that assure development projects meet standards in the most timely and cost-effective manner possible.
- Incorporate strategic goals into the department's operations, practices, and culture.
- Develop and maintain effective working relationships with customers, Federal, State, and local government agencies, and community groups to ensure service goals/requirements are met and to coordinate for program effectiveness and efficiencies.
- Be a hands-on, self-driven, and results-oriented strategic leader.
- Have exceptional interpersonal and communication skills and communicate with positivity.
- Possess excellent analytical, organizational, and communication skills.



Compensation and Benefits

The City of Peoria is committed to providing competitive compensation, benefits, and work-life balance strategies to meet the needs of the organization and the employee and to advance the City as an Employer of Choice.

Salary Range: \$176,840 - \$210,331 annually, depending upon qualifications.

The City of Peoria offers a robust health insurance options, an award winning wellness program, and more:

- Pension option through Arizona State Retirement System (ASRS)
- Optional 401a savings plan; 4% employer contribution with 7% employee contribution
- Optional Deferred Compensation Program (457) and voluntary Roth IRA
- Paid leave (vacation, sick, personal, bereavement)
- 12 paid holidays per year
- Major medical insurance, dental and vision insurance
- Employer-paid life insurance equal to two times your annual salary
- Optional voluntary life insurance and Accidental Death and Dismembership (AD&D)
- Employer-paid short-term disability
- Employee Assistance Program (EAP)
- Direct deposit and Pay Cards
- Maternity Program through Blue Cross Blue Shield of AZ
- Employee Discount Program
- Tuition Reimbursement Program
- Award-Winning Wellness Program

For more information, visit the Human Resources benefits page.

<https://www.peoriaaz.gov/government/departments/human-resources/benefits>



To Apply

Submit resume and apply at:

www.peoriaaz.gov/jobs

Recruitment Period: 12/18/2023 – 1/28/2024

Deadline: 11:59 p.m. MST, 1/28/2024

Target Interviews: February 2024

Tentative Start Date: March 2024

City of Peoria is an Equal Opportunity Employer