The City of DeSoto, TX
seeks an experienced Water Utility Manager who will provide strong technical management as its next
Water Superintendent

The Community
One of the oldest settlements in North Texas, Desoto’s first settlers arrived in 1847, just eleven years after Texas won its independence from Mexico. In 1881, a post office was established and the settlement was given the name of Desoto in honor of Dr. Thomas Hernando Desoto Stewart, a beloved doctor dedicated to the community. Desoto remained a farming community and not much changed until the 1940’s. Following the Second World War, the area began to grow and the people felt the need to incorporate in order to improve an inadequate water distribution system. 42 eligible voters signed a petition and an election was held on March 2, 1949. The results were announced on March 3, 1949 and entered into the records of Dallas County, thereby creating the City of Desoto. The City had a population of approximately 400 upon incorporation, becoming the nineteenth organized municipality in Dallas County. When the City celebrated its 50th anniversary on March 3, 1999, the City had grown to 37,870. Today, the City’s population is approximately 39,300 and has a land area of 21 square miles. The City of Desoto is a progressive community with a small-town feeling, rich in diversity and the cultural arts. Located in the “Best Southwest” – the southwest corner of Dallas County, Desoto offers fine housing, friendly neighborhoods, a great school system, updated parks, restaurants and shopping. The City is located 15 miles south of downtown Dallas.

Governance
Desoto is governed under a Home Rule Charter as a Council-Manager form of government. The Desoto City Council consists of seven members. All Council Members are elected citywide and must reside in the district they represent. The mayor represents the city as a whole and is not required to live in a particular district. Council members serve three year overlapping terms. Desoto is a full-service city with 17 different departments, including Animal Control, Code Enforcement, Development Services, Finance, Fire Rescue, Health Inspections, Human Resources, Information Technology, Library, Municipal Court, Parks and Leisure Services, Planning and Zoning, Police, Purchasing, Utility Billing, City Secretary and City Manager. The City Council appoints a City Manager to serve as the chief executive officer of the City and oversee the day-to-day operations of the City. The City Manager, Jim Baugh, has served in his present capacity for ten years and has over 30 years of senior municipal management experience. The City Manager appoints a number of key executives to manage the City departments including Thomas Johnson, P.E., who is Managing Director of Development Services and the immediate supervisor of the Water Superintendent. The City’s work environment is described as being open, innovative, team-oriented and responsive to both internal and external
customers. The City has been recognized for its creativity and innovation and has been a presenter at the Innovation Group sponsored Transforming Local Government Conference. Desoto and three neighboring cities, have established a regional partnership to provide higher quality, more cost effective services to citizens. Collaborative projects include animal services, emergency communications, inmate/jail services, training and development activities, and other staff and equipment pooling opportunities. The City also was the first city in North Texas to provide an Internet gateway to public information in February 2000. The innovation allows organizations to post documents on a site by running them through a scanner or by importing electronic documents into the database.

Agency & Position Overview

The Water Superintendent, under the direction of the Managing Director of Development Services, is responsible for managing the day-to-day operations of the Water and Wastewater Department which is staffed by 15 other employees. The City currently serves approximately 14,000 households. The Superintendent manages the City’s ongoing maintenance and repair operations for the water distribution and wastewater collection

Typical duties of the Water Superintendent include: Maintain the water and sewer Infrastructure Tracking water production and usage utilizing the SCADA system Perform monthly maintenance activities Water sampling per TCEQ requirements Maintain working relationship with Dallas Water Utilities and TRA Assist the City Manager’s Office with claims resulting from sewer back-ups or damage to private Property Address service calls from citizens Coordinate with developers on water and sewer connections Manage daily activities of a Senior Secretary, 3 Operation Coordinators (Crew Leaders), and 11 Service Providers including hiring, providing work direction and performance evaluation for these employees. Report to the Managing Director of Development Services. Meter reading and utility billing and collections are handled by the Finance Department. The City purchases treated water from the City of Dallas and contracts with the Trinity River Authority (TRA) for the treatment of the City’s wastewater. Water is received from the City of Dallas at the City’s two pump stations. The City’s system includes ground and elevated storage. The City is in the process of removing the last sewerage lift station from the system and by the end of the year, the entire wastewater collection system will be gravity flow. The Department administers the City’s NPDES permit program. Four businesses have NPDES permits that require pretreatment. The Department staff works with TRA to insure that periodic testing occurs and that the businesses comply with permit requirements. The City has completed several master plans that have addressed the City’s infrastructure needs for the next 5 to 10 years. The City will continue to update infrastructure to meet the growth of the City as well as replacement of deteriorating infrastructure. These improvements are typically made through the Capital Improvement Program. The City is currently
budgeting $2.25 million each year to finance utility improvement projects. The water system is nearly debt free and these improvements are financed from current revenues. The staff is currently reviewing the amount of funding and may submit recommendations to the Council late this year to raise the amount. Design of improvement projects are the responsibility of the Engineering Department. Once completed projects are turned over to the Water Department to maintain. The Water superintendent works closely with the City Engineer to insure that improvements are completed in the right priority and within budget. The current Department staff is well trained. Operation Coordinators have been with the City for several years and have a good understanding of their responsibilities. The Department utilizes contractors to handle major main breaks.

**Candidate Profile**
The City is seeking a proven utility manager who is a leader, team player and shares the cultural values of the City organization and who desires to deliver outstanding service to the City’s customers. Candidates should have extensive knowledge of water and wastewater utility operations and the principles and practices of water and wastewater utility management including strategic planning, budgeting, maintenance management and personnel administration. In addition, the City is seeking candidates who meet the following criteria: Must have strong leadership skills in addition to possessing solid management skills and the ability to motivate others. The ideal candidate should be a decisive results-oriented leader who is able to delegate effectively while holding people accountable. An ability to get along with and interact with others. A reputation for being an effective team member and leader who is effective at fostering positive, trusting relationships with others. An effective communicator with the ability to influence others and effectively make presentations orally and in writing. Candidates must have a demonstrated commitment to promoting positive customer services to customers, the public and outside agencies in all aspects of service delivery. A reputation as a good listener and problem solver who thinks creatively. Must have excellent planning, analytical, and organizational skills. A track record of absolute integrity and honesty in professional and personal matters. Must be able to relate to a diverse community and staff.

**Education & Experience**
The position requires a Bachelor’s Degree in an associated field, supplemented by a minimum of two years of progressive supervisory and administrative experience in a water or wastewater utility. An equivalent combination of education and experience will substitute for the formal education. Candidates should also have or be able to qualify for a Class B Water System Operator License and Class C Wastewater Collection System License issued by the Texas Commission on Environmental Quality (TCEQ). A valid Texas Driver's License is also required.
Compensation & Benefits
The City of Desoto has established a starting salary in the mid $50’s to the low $70’s subject to negotiation and depending upon experience. A generous benefit package, including Texas Municipal Retirement System, health and life insurance, paid vacation and sick leave also is available. Optional deferred compensation, no state income tax, longevity pay and a wide variety of other benefits are provided. Reasonable moving expenses also are available to the successful candidate.

Application Process
To Apply: Qualified candidates please submit your resume online by visiting our website at www.watersconsulting.com/recruitment. This position is open until filled; however, the first review of applicants will take place approximately late-April 2007. For more information please contact Chris Hartung by calling our toll free number 877.356.2924 or visit our website at www.watersconsulting.com to view the detailed recruitment brochure for this position.

The City of DeSoto is an Equal Opportunity Employer and values diversity at all levels of its workforce!

Applicants for this position selected as finalists will be subject to a criminal history/credit/drivers license check prior to interview. Under the Texas Public Information Act, information from your résumé may be subject to release to the public.