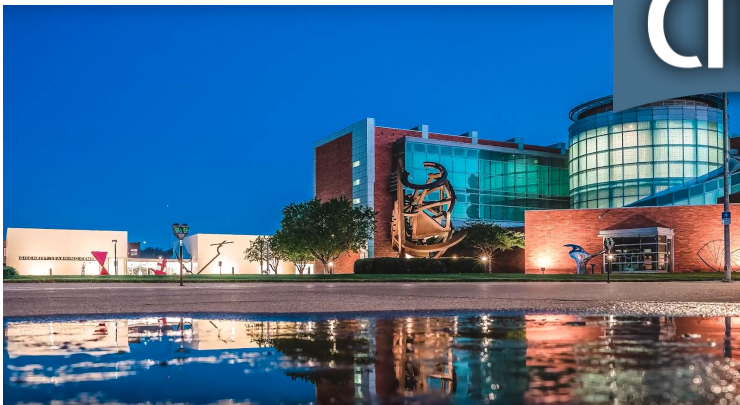




**SIoux
CITY**



UTILITIES SUPERINTENDENT

The City of Sioux City (IA) (population 81,617) is looking for a new **Utilities Superintendent** to assist the Director in leading 39 FTEs to efficiently manage part of the City's \$171,000,000 operating budget, the \$136,000,000 5-year Capital Improvements Program (CIP), maintaining and repairing the City's underground utilities.

The ideal candidate will be:

- ◇ Technically-skilled and Experienced in Underground Utility Management, Maintenance and Planning.
- ◇ A Project Manager, Collaborator and Leader with a track-record of success.
- ◇ A professional with a can-do attitude who values the experience, inputs and contributions of all staff.
- ◇ An excellent Communicator & Customer Servant.



Welcome to

SIoux CITY

Iowa



Lewis & Clark Expedition



Sioux City Art Center

Historically, this area of Iowa was inhabited by speakers of the Siouan languages. Before the arrival of Spanish and French fur trappers - the **Yankton Sioux, Omaha, and Oto** peoples were the main Native American tribe living in the area in the early 1800s. In 1803, France sold a cast portion of central North America to the United States of America. The area known as the **Louisiana Purchase** was largely unexplored, until **President Thomas Jefferson** send out the Corps of Discovery under Lewis and Clark to scientifically survey and document the area.

In 1804, the **Lewis & Clark Expedition** set up camp near what would become Sioux City, Iowa. In 1849, French-Canadian fur trader **Theophile Bruguier** was the first official settler in the area. Bruguier convinced a fur trade outfitter from Council Bluffs, **James Jackson** to come upriver and establish a trading post. Other fur trappers began settling in the area, and in a matter of few years the small community flourished. Jackson convinced his father-in-law, **Dr. John Cook** of the area's potential as a future city, and in 1854, in his official capacity as **Surveyor for the United States Federal Government**, Dr. Cook laid out and established the town of Sioux City.

In 1857, the Town of Sioux City was incorporated with a population of 400 residents. With the development of commercial *river* routes and *railroads* between 1856 and 1868, large factories and immigration exploded. During the second half of the 19th century, Sioux City was a major exporter of livestock and corn. Between 1880 and 1890, the local population grew from 7,500 to 38,700.

Sioux City experienced severe weather and flooding during the last decade of the 1800s, and again between 1950 and 1960. Although these natural disasters caused problems for the local economy, the City has experienced significant urban renewal, urban development, new public attractions including museums and theaters. In 1962, and again in 1990, Sioux City was *twice* named an **All-America City** by the National Civic League.

Today Sioux City is a thriving city with a clear vision: *becoming a community where people want to live, work, visit and raise a family*. A city proud of the past and focused on the future!

More details about Sioux City's and Iowa's History:

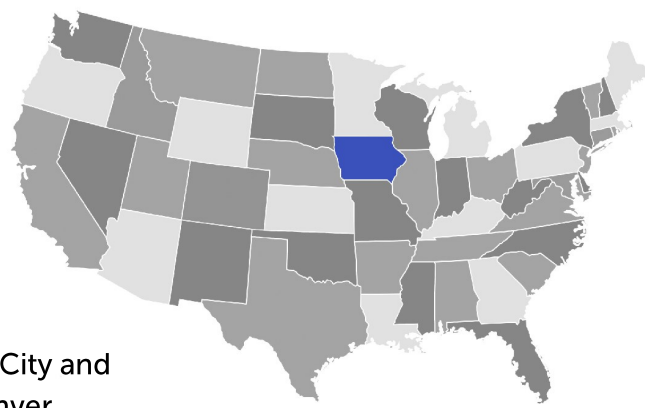
[Iowa Arts & Culture \(Official Site\)](#)
[The Sioux City Historic Commission](#)

GEOGRAPHY

Sioux City is the 4th largest city in Iowa. It's a dynamic, urban city with a small-town feel near the center of the United States bordered by the **Missouri, Big Sioux and Floyd Rivers** in Western Iowa bordering South Dakota (northwest) and Nebraska (west).

Sioux City is within a day's drive to Omaha & Lincoln (NE), Kansas City and St. Louis (MO), Chicago (IL), Oklahoma City (OK), Dallas (TX) & Denver.

The City has an incorporated area of 59.6 square miles—58.46 sq/mi is land and 1.2 sq/mi is water.



Air Travel

- **Sioux Gateway Airport (SUX)** is a public and military airport 7 miles south of Sioux City. It is serviced by United Express.
- **Omaha International Airport (OMA)** (99mi) is served by Alaska, Allegiant, American, Delta, Frontier, Southwest, Sun Country and United.

Top destinations include: Atlanta, Chicago, Denver, Houston, Newark, Jacksonville, Los Angeles, Las Vegas, Miami, New York, Orlando and San Diego.



Driving Distances

Omaha, NE	(1.5 hrs)
Lincoln, NE	(2.1 hrs)
Des Moines, IA	(3 hrs)
Kansas City, MO	(4 hrs)
Minneapolis, MN	(4.4 hrs)
St. Louis, MO	(7.5 hrs)
Chicago, IL	(7.5 hrs)
Oklahoma City, OK	(8.2 hrs)
Denver, CO	(9 hrs)
Dallas, TX	(11 hrs)

COMMERCE

The area's economy lies mostly around the logistics support industries, food and steel production. Sioux City has a very low unemployment rate of 2.2%. The Siouxland Region, which includes parts of Nebraska and South Dakota, is the #1 region for economic growth in the USA for regions within a population of 200,000 or less. Quality of life, cost of living, desirable infrastructure and transportation, as well as cost of housing are other factors that attracts businesses and top-shelf workforce into the area. The top employment sectors are: food production, education, and Government.

Top 10 Employers in Sioux City

Business	Sector	FTEs	Business	Sector	FTEs
Tyson Fresh Meats	Food Production	4,500	UnityPoint Health St. Luke's	Health Care	1,500
Seaboard Triumph Foods	Food Production	2,400	Hy-Vee	Grocery	1,023
Sioux City Community School District	Education	2,370	185 th Air Refueling Wing	Military	953
Bomgaars	Lawn & Garden / Pet / Hardware	2,100	City of Sioux City	Government	878
Mercy Medical Center	Health Care	1,562	Western Iowa Tech Community College	Higher Education	700

Source: *Sioux City's 2020 Comprehensive Annual Financial Report.*



DEMOGRAPHICS

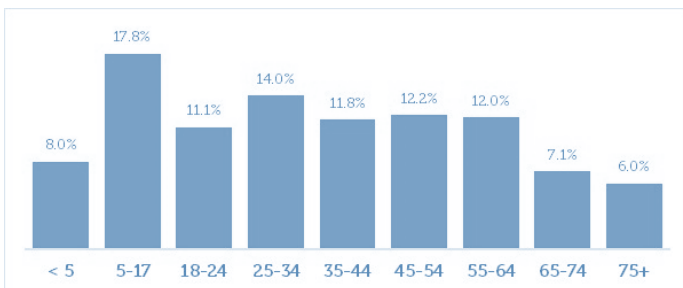
Sioux City Public Museum

Population

2020 projections show a population of 86,000 - a 10-year increase of 3.8%.

Age Distribution

The median age in Sioux City is **34.8** (IA average is 38). The largest segment of the local population are those between the ages of 5-17 (17.8%) followed by 25-34 (14%) - reflecting a youthful community.



Ethnic Composition

The U.S. Census Bureau estimates, the city's gender and ethnicity composition to be 50.3% Female, 49.7% Male, 76.3% White, 20.9% Hispanic or Latino, 4.8% Black or African American, 2.9% Asian.

Median Income

The median household income in Sioux City is \$46,000. The median property value in 2021 was around \$179,000. Unemployment is 2.2%

Education

28.9% of residents have attained a degree:

- 1.4% Doctorate and Professional
- 54.5% Master's Degree
- 14% Bachelor's Degree
- 58.1% Associate's Degree

54.9% High School Diploma / some college

16.2% no High School diploma.

Cost of Living

Cost of Living in Sioux City is 75.9/100 - 24% lower than the US average. Housing is 77.9/100 - 22% lower than the US average.

CLIMATE

Sioux City, has a humid continental climate, with very warm and humid summers, cold and dry winters, and temperatures often 75°F in July, and 20°F in January.

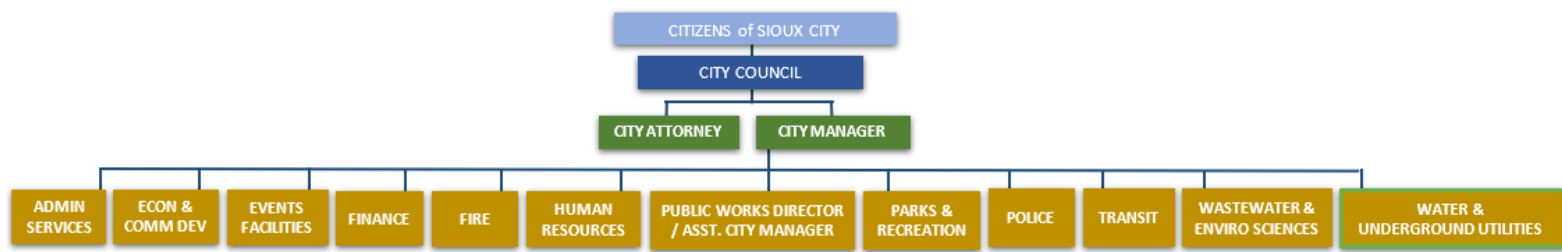
Sioux City receives an average of 28" of rainfall and 36" average snowfall annually.

The area generally enjoys sunny clear days throughout the year, making it an ideal place for outdoor activities such as hiking and swimming.

3rd Most Livable City in the US
~ Smart Asset

5th Trendiest City in the US where you can
still afford to buy a home. ~ Realtor.com

Best in-state Employer
~ Forbes



GOVERNANCE

City Council

Sioux City is governed by a **Council-Manager Form of Government**.

The [City Charter](#) was ratified by a local election on 7 November 2006 wherein the voters voted to modify the form of government from the council-manager-at-large to the council-manager-at-large with the mayor elected by the qualified electors of the city.

The Mayor and 4 Council Members are elected for a four-year term. The Mayor is considered as a Council Member and has voting power on all City matters. He can also appoint a Council Member to serve as *Mayor pro tem* following each City election.



The City Council appoints a City Manager, City Attorney, and members to serve on Boards & Commissions.

- **Mayor, Bob Scott**, Mayor since 2012; Term until 2028.
- **Mayor Pro-Tem, Dan Moore**, Council since 2014, Term until 2026.
- **Councilmember, Matthew O’Kane**, Council since 2022; Term until 2026.
- **Councilmember, Alex Watters**, Council since 2017; Term until 2026.
- **Councilmember, Julie Schoenherr**, Council since 2020; Term until 2028.

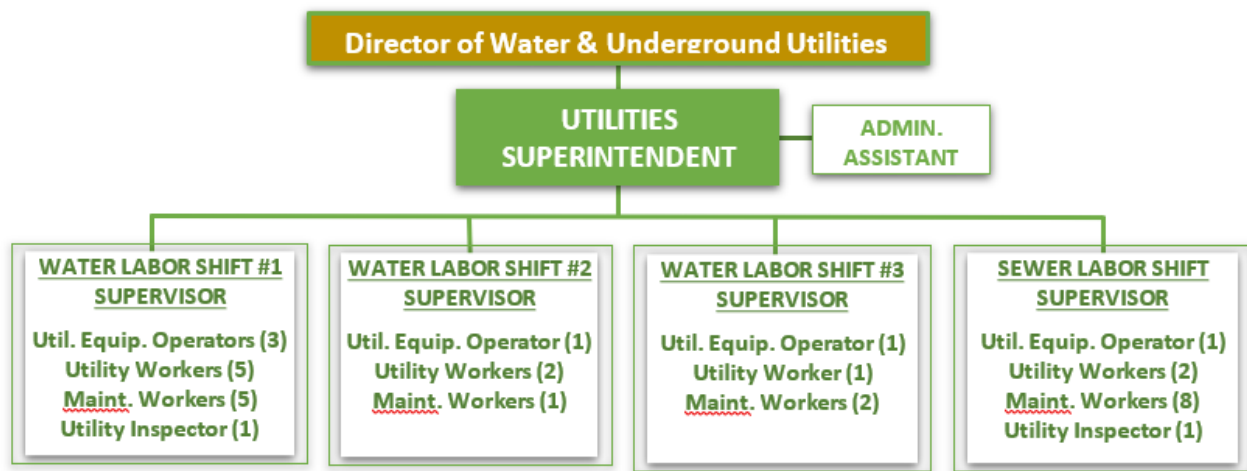
Management Team

The City Manager is appointed on the basis of his or her executive and administrative qualifications by the City Council. The City Manager is responsible for preparation of the annual & capital budgets, management of the City’s assets, procurement, personnel, and the effective / efficient organization of all **12** City Departments and **878** part-time and full-time employees under his direct and indirect authority.

Sioux City is a full-service city with **\$1.121** billion in assets, a FY2024 operating budget of **\$179.71** million, and a 2023 general Ad Valorem tax rate of **\$15.41950** per **\$1000** of assessed valuation.

A highly-qualified Management Team dedicated to working together awaits you. The Team includes:

- **City Manager** with the City since 1999 (24 years). City Manager since 2013.
- **Director of Public Works Director (former)** was with the City for 7.5 years. Position has been reclassified to include Assistant City Manager.
- **Assistant City Manager** with the City since 2006, manages Airport, Admin. Services, Transit.
- **Director of Underground Utilities / WTP** with City since 2002. Director since 2020. 39 FTEs
- **Chief of Police** 27 years with the City, 6 as Chief. Manages 125 uniform and 25 non-uniform FTEs over Uniform, Investigative and Support services.
- **Chief of Fire & Rescue** with the City since 1993, Chief since 2008. 144 FTEs over Suppression, EMS, Community Risk Reduction and Training.
- **Director of Human Resources** since 2016.
- **Director of Parks & Recreation** since 2014. 59 parks, 33 trail miles, 3 pools, 5 pads, 3 cemeteries.
- **Director of Utilities WWTP & Recycling** since 2001. 60 FTEs, 1 WTP & 2 WWTP, Recycling, Solid Waste, Storm Drain.
- **Director of Finance** with the City since 2013.
- **City Attorney** with the City since 2008.



Utilities Superintendent

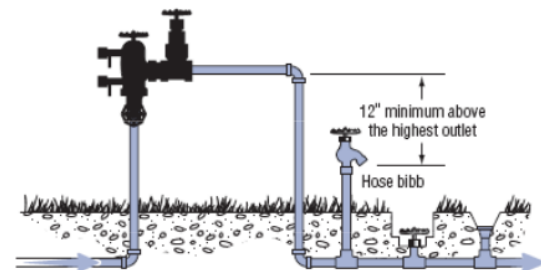
The (underground) Utilities Superintendent is responsible for managing 39 full-time employees working to maintain and repair all City-owned underground utilities, including sanitary sewers, storm sewers, water mains and administration of the Backflow Prevention Program.

- **Underground Water Distribution:** responsible for all water main lines, water valves & hydrants,
- **Underground Sewer Transmission:** responsible for all manholes and sewer lines.
- **Storm/Sanitary Sewer Collection & Transmission:** responsible for keeping the storm sewer system clean and clear of obstructions with high-pressure cleaning and Vacuum Trucks, Man-holes, Storm Inlets, and Backflow Prevention.



Underground Utilities

FY2023: 6,889 sanitary manholes, 6,000 stormwater inlets, 6,236 water valves, 4,140 hydrants, 481 miles of water mains, 368 miles of sanitary sewer, 281 miles of storm sewer.

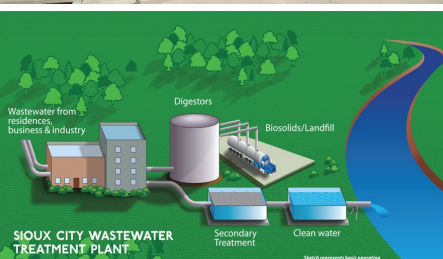


The Utility Department is not responsible for the services illustrated below. These services are provided by separate City departments. Information provided is for interest only.



Water Pumping & Purification

FY2023: 2 Water Treatment Plants: Zenith (30 MGD) and Southbridge (10 MGD), 28.5 MGD per day maximum - average pumping around 10 million MGD.



Wastewater Treatment

FY2023: Average 14 MGD max treatment per day - max treatment capacity of 28.73 MGD, serves the cities of Sioux City & Sergeant Bluff (IA), South Sioux City (NE), N. Sioux City & Dakota Dunes (SD).



THE IDEAL CANDIDATE

Steady, Proven Leadership & Continuity

- ◇ Track-record of building effective Teams;
- ◇ Meets regularly with Management Team
- ◇ Encourages Division Managers to lead;
- ◇ Effectively assigns work, reports progress and expects accountability;
- ◇ Always prepared with relevant facts when presenting to the City Manager & Elected Officials;
- ◇ Effectively identifies and corrects inefficiencies;
- ◇ Experienced in Capital Infrastructure Construction, Deferred Maintenance, Asset Management, Short and Long-Range Planning;
- ◇ Creates a Vision for the department and staff.

Collaborator, Team Builder & Influencer

- ◇ Highly effective written & verbal communicator;
- ◇ Integrity, charisma, and strong moral character;
- ◇ Outside-the-box, tactical administrator;
- ◇ Collaborates w/ staff and external stakeholders;
- ◇ Effectively delegates authority, and actively promotes Performance Measurement;
- ◇ Approachable, positive, an infectious attitude;
- ◇ Mentors motivates and inspires others;
- ◇ Attracts and retains employees who love to work for the City;

A Strong Customer Service Culture

- ◇ Honest, enthusiastic, sincere & transparent;
- ◇ Instills passion and focus among all employees;
- ◇ Instills confidence among elected officials, residents and businesses.
- ◇ Effectively communicates with and listens to elected officials, department heads, employees and citizens;
- ◇ Experienced building a strong, positive organizational Customer Service culture;
- ◇ Effective communicator who reacts positively to concerns of businesses and residents;
- ◇ Visible among City Departments;
- ◇ Builds 'interconnected' relationships between Departments and employees;

Communications & Technology

- ◇ Adopts the use of modern communications technology and social media to effectively:
 - engage and inform the public;
 - receive input from the public including feedback on service quality;

OPPORTUNITIES & FUTURE CHALLENGES

Institutional:

- ◇ Building upon the positive momentum that exists within the department;
- ◇ Strong advocacy for the department;
- ◇ Restoring confidence in the department;
- ◇ Improving departmental morale and culture;
- ◇ Employee retention and attraction;
- ◇ Improving the 'value' of the department;

Structural / Technical:

- ◇ Capital Infrastructure (CIP) replacement;
- ◇ Short term and long-term planning to improve amortization functions ensuring reliable operation of utility equipment.
- ◇ Implementing modern systems, tools and processes including but not limited to:
 - *Work-order System*
 - *Internal Controls*
 - *Procurement Policies*
 - *Time Management*
 - *Asset Depreciation; Replacement*
 - *Project Construction Inspection Efficiency*
- ◇ Communications and Operations Technology:
 - *Improved Customer Service resources*
 - *Modern Technology for Utility Operations*
 - *Building Inspection—Mobile Field Reporting*

Important Documents ([links](#))

[Strategic Plan 2022-2025](#)

[Citizens Guide 2023](#)

[Comprehensive Plan \(draft\)](#)

[2002 Comprehensive Financial Report \(CAFR\)](#)



QUALIFICATIONS

Education & Experience

- ◇ Graduation from a high school or G.E.D.
- ◇ (5) + years of experience managing all phases of Public Works / Engineering and Construction Projects, Plant or Industrial Work including the supervision of employees. Any combination of experience, training that provides the desired Knowledge, Skills and Abilities;
- ◇ At time of hire...must possess and maintain a Grade 2 Water Distribution license (Iowa); and
- ◇ Within 1 year of hire...possess and maintain a Grade 3 Water Distribution license (Iowa); and
- ◇ Within 2 years of hire...possess and maintain a Grade 4 Water Distribution license (Iowa).
- ◇ Valid driver's license.

Essential Duties and Responsibilities

(Water & Underground) Utilities Superintendent is responsible for supervising all Water and Wastewater functions including: *Utility Workers, Maintenance Workers, Equipment Operations, and Inspectors*, and also:

- ◇ Supervises and evaluates employee work; recommends personnel actions related to selection, performance, leaves, work schedules and assignments, safety, grievances, discipline, administers personnel policies and procedures;
- ◇ Oversees the daily operations of cleaning, maintenance, construction, and repair of storm and sanitary sewers, inlets, manholes, water mains and appurtenances;
- ◇ Analyzes current departmental operations and recommends appropriate courses of action;
- ◇ Assists the Director with strategic and tactical planning of short term and long term needs;
- ◇ Assists in the development of the operating and capital budgets for the underground utility field operations; execution of the 5-year CIP;
- ◇ Coordinates the procurement process and the consultants and contractors selected in the construction of public utilities;
- ◇ Prioritizes utility construction activities;
- ◇ Establishes, maintains, and enforces a safe work environment; analyzes causes of accident/injury investigations & recommends corrective action;
- ◇ Develops standard operating procedures and performance measurements;

~ [FULL Utility Superintendent Job Description](#) ~

* Revised. No Degree, Grade 2 License required* *

COMPENSATION

Compensation

- \$87,650 to \$122,728/ year salary (DOQ)

Residency

Must reside w/in 30 miles of Sioux City.

Equal Opportunity

Benefits

The City of Sioux City offers one of the most competitive benefits programs in Iowa .

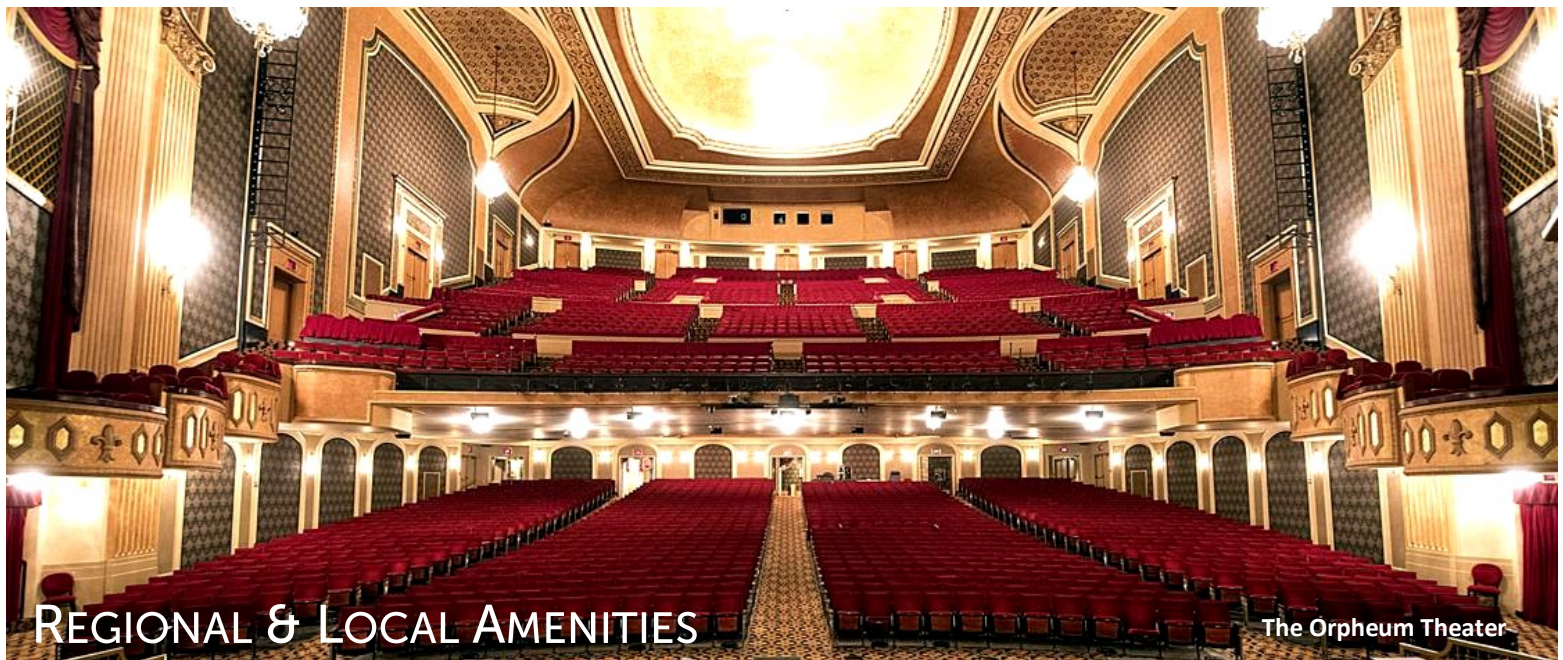
- [Medical \(90%\), Dental \(100%\)](#)
- [Long-term Disability](#)
- [Flex Spending Accounts](#)
- [Life Insurance: \\$10,000 to \\$300,000 \(+family\)](#)
- [Retirement: Deferred Comp. 457 & Pension](#)
- [Health Reimbursement Account](#)
- [Wellness Program](#)
- [Employee Assistance Program](#)
- [Professional Development & Memberships](#)
- [Pet Insurance](#)
- [Vacation Leave: 2 weeks / 80 hours per year](#)
- [Sick Leave: 8 hours per month](#)

~ [Benefits information HERE](#) ~

The City of Sioux City promotes equity and inclusion of protected classes including sex, ethnicity, color, familial status, gender identity, age, marital status, national origin, geographic background, race, creed, religious and spiritual beliefs, sexual orientation, socioeconomic status, mental and physical disability, or veteran status in admission to, access to employment opportunities, or operations of its programs, services, or activities.

Confidentiality

Under Iowa Law, employment applications for a position with a governmental entity must be kept confidential if confidentiality is requested unless applicant consents to public disclosure.



REGIONAL & LOCAL AMENITIES

The Orpheum Theater

You will never say "I'm bored" with the incredible local amenities that Sioux City has to offer:

- The restored Orpheum Theatre has hosted entertainers including Sheryl Crow, BB King, Bob Dylan, Willie Nelson, James Taylor, Jerry Seinfeld, the **Broadway Series** and the **Sioux City Symphony**.
- Amazing museums including the **Sioux City Public Museum**, the **Lewis & Clark Interpretive Center**, **Mid-America Museum of Aviation & Transportation** or the **Sioux City Railroad Museum**.
- **Historic 4th Street** provides unique dining and nightlife options beautiful pre-20th century architecture.
- Action-packed professional sports with the **Musketeers** (Hockey), **Bandits** (Indoor Football), or **Explorers** (Baseball).



Historic 4th Street Shopping



Sioux City Railroad Museum



Lewis & Clark Interpretive Center



REGIONAL & LOCAL AMENITIES

Lewis & Clark Interpretive Center

At the confluence of the Missouri and Big Sioux Rivers in Western Iowa, Sioux City offers an incredible array of year-round outdoor and recreation activities:

- Bike, walk or run along **33 miles of walking trails**, **59 municipal parks** including **3 pools & 5 splash pads**.
- Beautiful Sioux City is home to 16 challenging golf courses - 6 within the city, and another 10 courses within a 20-minute drive.
- Kayak 1 of 2 world-class river trails: **110-mile Big Sioux River Kayak Trail** or the **98-mile Missouri National Recreation River Water Trail** both ending in Sioux City.
- Fish the Missouri River for 150 species or Birdwatch for more than 300 species.
- Enjoy winter and summer fun at [Cone Park](#) - Sioux City's newest attraction for the whole family!



Missouri & Big Sioux River Trails



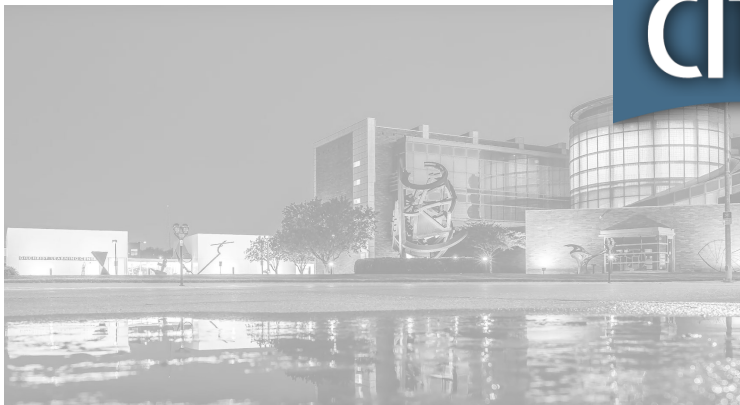
Cone Park



Grandview Park - Saturday in the Park



Sioux City Country Club



UTILITY SUPERINTENDENT

How to Express Interest

Resume and Letter of Interest by EMAIL only to:

UtilitySuper-SiouxCityIA@MunicipalSolutions.org

Direct questions to the Recruiting Team
at the email above or by calling (888) 545-7333.

Timeline & Selection Process

APPLY SOON...position may close

This recruitment is actively managed by:



**MUNICIPAL
SOLUTIONS®**

EFFICIENCY. TECHNOLOGY. SAFETY.

Applications or Expressions of Interest
may be confidential if requested.