



Streets/Drainage Superintendent City of McKinney, Texas

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Local Lifestyle

McKinney, Texas, (population of 214,810), has a unique, rich, and diverse spirit with a vibrant present and promising future. Located along US 75, in the northeastern corner of the Dallas-Fort Worth metroplex, McKinney's population has more than doubled every ten years since 1990 and is expected to reach 350,000 once the community is built out. McKinney is just 30 miles north of downtown Dallas and is the county seat of Collin County.

Throughout its growth, McKinney has maintained its sense of community and dedication to community engagement. The Unique by Nature brand is more than a tagline - it represents a way of life in a community that willingly works together to make McKinney a great place in which to live, work and raise a family. The city continues to invest in parks, recreation areas and well-planned open space, ensuring that as the community grows, it retains its livability and sense of place. The many and varied recreational opportunities include hiking and biking trails, aquatic centers, and splash pads throughout the city parks and a full array of adult and youth sports including golf, soccer, tennis, baseball, softball and more. The city offers numerous festivals throughout the year including holiday events, outdoor music, and art fairs. Residents also benefit from all the cultural amenities within the Metroplex.

The city is known for its diversity of housing options located on beautiful tree-lined streets and its outstanding educational system. The highly rated McKinney Independent School District, as well as excellent area private schools, provide quality education to over 24,500 students in grades K-12. All three McKinney ISD high schools rank in the top 5% of the nation's high schools. McKinney also offers easy access to higher education as the home to Collin College and branches of the University of North Texas, Texas A&M - Commerce and the University of Texas at Dallas at the Collin Higher Education Center.

In addition to its thoughtful residential development, McKinney has been an important destination for business leaders. The city has attracted companies like Raytheon, Wistron Green Tech, Torchmark, Emerson Process Management, Tong Yang, Simpson Strong Tie, Tenant Tracker, Manner Plastics, Dynacraft and Traxxas. Homegrown companies like Encore Wire, Newtoy (now Zynga), RMCN and Brandon Industries have also thrived in McKinney. The city has been a leader in sustainable developments, and its historic business district is one of the largest and most successful in the state.



Population
214,810



Median Income
\$98,317



Median Property Value
\$520,000

How You Fit Here

The City of McKinney (mckinneytexas.org) operates under the Council-Manager form of government with home rule status. The current City Manager was appointed in 2015. The City Council consists of seven voting members, four of which are elected from districts and two members plus the mayor are elected at large. All members are elected to four-year terms, with a limit of two terms per office.

The City of McKinney is a large organization with 1,340 FTEs and a \$849 million budget. The City's fiscal policies have resulted in a AAA bond rating from S&P and Moody's. In addition to being a full-service municipality, McKinney serves as the county seat of Collin County and is home to the McKinney Performing Arts Center (the former Collin County Courthouse) and the McKinney National Airport, a full-service general aviation airport and the award-winning McKinney Air Center.

Working for the City of McKinney is more than a job. It is an opportunity to make a meaningful difference in the lives of others. It is also an opportunity to be a part of a high-performance organization that values collaboration and works at a fast and dynamic pace. Named on the Top Workplaces USA list by USA TODAY, ranking No. 72 among companies with 1,000-2,499 employees. The city was automatically considered for this national recognition after being named by The Dallas Morning News this past November as a Top Workplace in the DFW region, the only municipality to earn that distinction.



Workplace Culture

Joining the City of McKinney as the Streets and Drainage Superintendent is more than just a professional role; it's an opportunity to contribute to one of the nation's fastest-growing and most vibrant communities. Recognized on the Top Workplaces USA list by USA TODAY, McKinney prides itself on fostering a workplace culture that emphasizes Respect, Integrity, Service, and Excellence (RISE)—values that guide every aspect of its operations.

The City's team operates in a dynamic, fast-paced environment where collaboration, innovation, and mutual support are paramount. Employees are encouraged to embrace the city's mission of making McKinney a premier destination to live, work, and raise a family. New team members are welcomed into a culture that prioritizes servant leadership and a family-oriented atmosphere, all while maintaining the high standards of a High-Performance Organization (HPO).

In this role, you will work under the guidance of Paul Sparkman, Assistant Director of Public Works, whose 30 years of experience with McKinney equip him to provide strategic direction and steadfast support. Paul reports to Ryan Gillingham, P.E., Director of Public Works, a seasoned civil engineer dedicated to maintaining McKinney's infrastructure and championing employee development as the cornerstone of service excellence.

As Streets and Drainage Superintendent, you will have the autonomy to make critical decisions and drive initiatives that align with McKinney's forward-thinking approach. The department thrives on utilizing cutting-edge technology to adapt to the community's evolving needs, requiring proactive, quick-thinking leadership to ensure continued success. By joining this team, you'll play a pivotal role in shaping McKinney's future while being part of an organization that deeply values its employees and their contributions



Position Overview

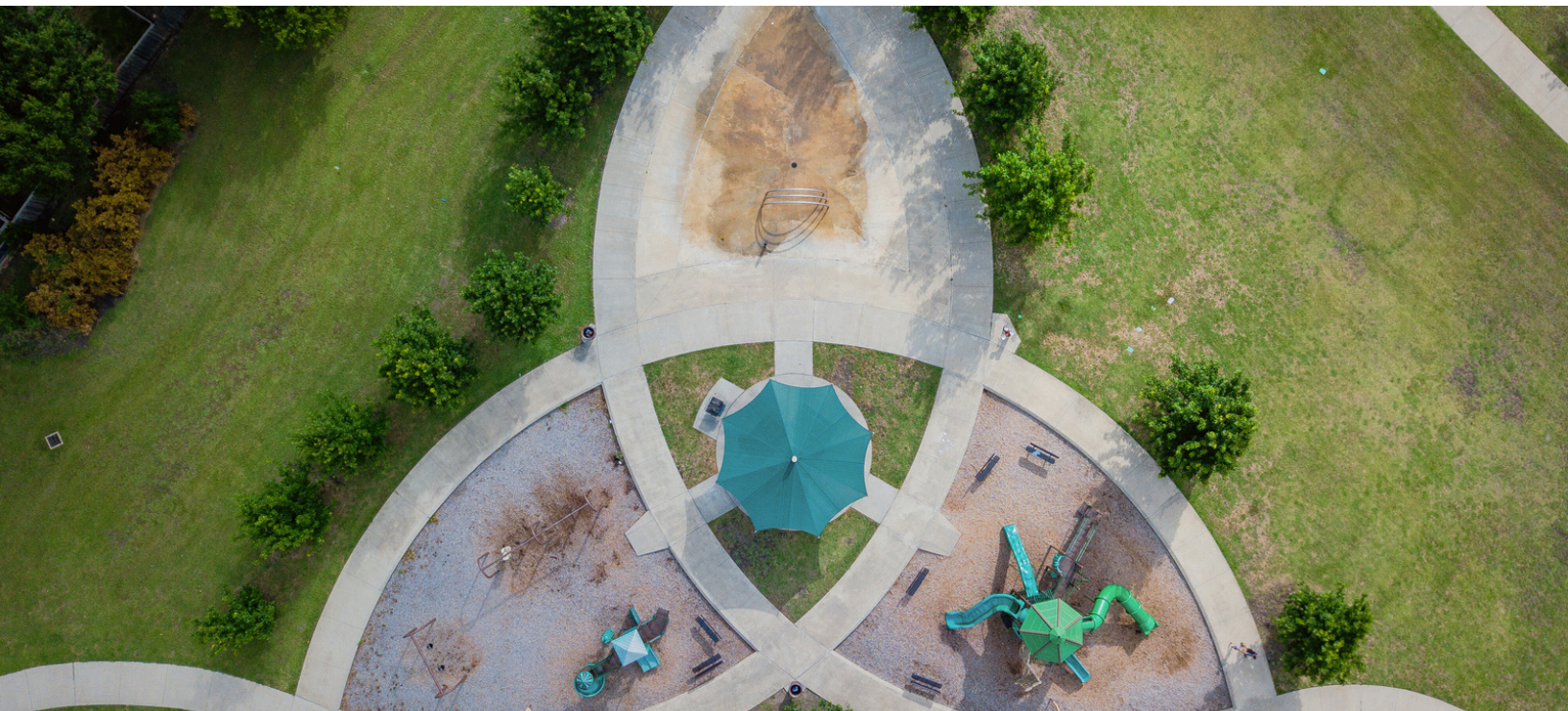
The Streets and Drainage Superintendent is a key leader in maintaining and enhancing McKinney's transportation and drainage infrastructure, ensuring the City remains a safe and vibrant place to live, work, and raise a family. Reporting to the Assistant Director of Public Works, this role oversees the day-to-day operations of the Streets and Drainage Division, managing staff, budgets, and critical infrastructure projects to support a rapidly growing community.

This position emphasizes leadership, innovation, and collaboration. The Superintendent will guide a high-performing team, address community concerns, and ensure operational excellence in alignment with City goals. The role requires proactive decision-making, effective use of tools like CityWorks to optimize workflows, and a commitment to identifying opportunities for improvement.

As part of the City's high-performance organization, the Superintendent is expected to:

- Demonstrate an understanding of how team, department, and City goals are interconnected.
- Foster a positive work culture and contribute to team development.
- Take initiative, act on long-term vision, and provide leadership and growth opportunities for staff.
- Assess and enhance personal and team performance.
- Lead by example with teamwork, reliability, and a continuous commitment to professional growth.

With a focus on innovation and service excellence, this role offers the opportunity to make a meaningful impact on McKinney's infrastructure and the quality of life for its residents.



What We're Looking For

MINIMUM QUALIFICATIONS

Any work related experience resulting in acceptable proficiency levels in the below Minimum Qualifications may be an acceptable substitute.

- Bachelor's Degree in Engineering, Construction or related science field and a minimum of eight (8) years previous experience which includes operation, maintenance, construction, repair, administration, and supervision of roadway systems or an equivalent combination of education, training and experience.

PREFERRED QUALIFICATIONS

- Current National Incident Management System (NIMS) certification.
- Professional Engineer's License (Texas)

CONDITIONS OF EMPLOYMENT

- Must pass a drug screen and background check.
- Must have Class C Texas Driver's License.
- May be required to work nights, weekends, and holidays during special events, storms or natural disasters.



What We Offer

The City of McKinney offers a salary range of \$90,509.17 to \$131,241.36, commensurate with the selected candidate's experience and qualifications. In addition to competitive compensation, the City provides a benefits package designed to support employees' health, well-being, and work-life balance.

Health and Wellness Benefits

Comprehensive medical insurance with dental and vision options

Employer-provided term life insurance

Time Off and Leave

Paid holidays

Vacation leave

Sick leave and parental leave

Retirement Benefits

McKinney participates in the Texas Municipal Retirement System (TMRS), which includes a 7% employee contribution matched at a 2:1 ratio by the City, offering a strong foundation for long-term financial security.





How To Apply

The position is open until filled.

First Review Deadline: 5 p.m. Monday, December 30, 2024

Please email your cover letter and resume in .pdf format to applymckinneystreets@clearcareerpro.com

Faxed and mailed submissions will not be considered.

For more information on this position contact:

Michael Boese, President

michael@clearcareerpro.com

[\(972\) 837-0916](tel:(972)837-0916)

Candidate materials will be evaluated based on the criteria outlined in this brochure. Those identified as the most qualified will be invited to participate in the selection process. The City of McKinney will oversee the subsequent stages of the selection process following the initial review. Please note that appointment is contingent upon the successful completion of a comprehensive background check and reference verification.

Resources

City Website:

www.mckinneytexas.org

County Website:

www.collincountytx.gov

ISD Website:

www.mckinneyisd.net



The City of McKinney is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, genetic information, or any other status protected by law or regulation. It is the City's intention that all qualified applicants be given equal opportunity and that selection decisions are based on job-related factors.