



Water Quality & Pumping Manager

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. As the Water Quality and Pumping Manager for McKinney, you will join a city celebrated for excellence, including being named to the Top Workplaces USA list by USA TODAY, ranking No. 72 among companies with 1,000-2,499 employees. McKinney operates with a \$849 million budget and employs 1,340 full-time staff, demonstrating a well-resourced and innovative organization.

You will report to Michael George, Assistant Director of Public Works, a seasoned leader with deep expertise in water and wastewater operations and a commitment to employee development. Michael collaborates closely with supervisors to foster success and deliver cutting-edge services. Above him, Ryan Gillingham, P.E., Director of Public Works, prioritizes a positive culture, workplace safety, and innovation, recognizing employees as McKinney's greatest asset.

The department thrives on collaboration, proactive leadership, and adaptability. Supervisors are empowered to make quick, strategic decisions in a fast-paced environment to serve a rapidly growing community. With its AAA bond rating, recognition as a top workplace, and dedication to employee well-being, McKinney offers an exceptional opportunity to lead and innovate in one of Texas's most dynamic cities while being supported by forward-thinking leadership.



Values and Expectations

The City of McKinney is focused on the values and expectations inherent in a high-performance organization (HPO). Each employee's job description includes the following:

In order for us to continue to achieve our primary function of making McKinney a better place to live, work, and raise a family, we hold these expectations for all employees.

- Learn and demonstrate an understanding of how team, department, and City goals are interconnected.
- Contribute to a positive work culture.
- Assess his/her work performance or the work performance of the team.
- Contribute to the development of others and/or the working unit or overall organization.
- Willingness to work as part of a team, to demonstrate team skills, and to perform a fair share of team responsibilities.
- Work continuously to learn and develop through a mix of internal and external training opportunities, and if applicable, encourage subordinates to do the same.

Furthermore, all employees are guided by four employee-inspired values – Respect, Integrity, Service and Excellence (RISE). It is expected that the organization's leaders and managers adopt a servant-based leadership approach that fosters and supports a healthy, family-oriented culture.



Position Overview

The Water Quality & Pumping Manager oversees daily operations of the water and wastewater division, managing personnel, scheduling, and regulatory compliance. Responsibilities include inspecting and maintaining pump and lift stations, cross-connections, backflow systems, and irrigation programs. The position ensures adherence to city and regulatory standards, oversees system improvements, and prepares required reports. It involves managing equipment, inventory, and budgets, including planning for capital improvements. This position responds to customer concerns, collaborates with agencies, and monitors water quality. Emergency response, staff training, and safety compliance are key duties. The role also requires travel to various sites and providing accurate performance evaluations for supervised employees.

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

- Bachelor's Degree in Engineering, Construction or related science field, supplemented by a minimum of eight (8) years previous experience which includes wastewater and water distribution system operation, maintenance, construction and repair, administration, and supervision or any equivalent combination of education and experience.
- Must possess a valid Texas Water Distribution Class B License or a Texas Class II Wastewater Collection Operator License, or the ability to obtain these licenses within one year of employment.

Any work related experience resulting in acceptable proficiency levels in the above minimum qualifications may be an acceptable substitute for the below specified education and experience requirements.

PREFERRED QUALIFICATIONS

- Water Distribution Class A License



What We Offer

The City of McKinney is offering a salary range of \$90,509.17 - \$131,241.36 for this position commensurate with experience and qualifications. The organization also provides a competitive benefits package including medical insurance with dental and vision options, as well as term life insurance. Additional benefits include paid holidays, vacation leave, along with sick and parental leave.

The City of McKinney participates in the Texas Municipal Retirement System (TMRS), which pairs a 7% employee contribution with a 2:1 employer match.





How To Apply

The position is open until filled.

First Review Deadline: 5 p.m. Friday, January 17, 2025

Please email your cover letter and resume in .pdf format to applymckinneywater@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.