



LA GRANGE



LA GRANGE, IL
**PUBLIC
WORKS
DIRECTOR**

MGT

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LA GRANGE, IL (population 16,321) - La Grange is a delightful community known for its desirable neighborhoods, excellent schools and dynamic downtown. The Village is seeking a highly skilled, collaborative, strategic, and forward-thinking public works professional to join their dedicated leadership team.

As the next Director, you will participate in the prioritization of capital projects and contributing towards the formulation of sound, and sustainable, financing practices to support their construction and maintenance. You will be welcomed by an employee group that is well rounded, with newer additions to the workforce as well as seasoned employees. Strong momentum has been cultivated to help drive excellence in customer service. The Public Works department budget is \$7.1M in total expenditures across the department, water, and sewer funds. The Director has three direct reports, including the Assistant Director, Executive Assistant, and part-time Clerk; there are 23.5 FTEs in the department. The next Public Works Director will have a unique opportunity to shape and execute an extensive long-range capital improvement program including \$121M in identified road, sewer, water, and street improvements, as well as lead water service line replacement program.

The Public Works Director is appointed by the Village Board, reports directly to the Village Manager, and actively contributes to the Village's Management Team.

Additional information about the Village can be found on the Village's website: www.lagrangeil.gov



COMMUNITY HISTORY AND QUALITY OF LIFE

A vibrant village with a warm, inviting ambiance, La Grange is an award-winning destination in the western suburbs. As "everyone's downtown", La Grange's downtown hums with activity throughout the year, welcoming residents and visitors to shop at specialty boutiques, dine in outstanding restaurants and comfortable sidewalk cafes, or take in a movie at the recently renovated La Grange Theater. These local businesses and the community's numerous special events throughout the year make La Grange the perfect place for families to get together for food, fun, and entertainment.

La Grange was incorporated in 1879 and homes near the downtown are in a designated historic district that was placed on the National Register of Historic Places in 1979. The Village's neighborhoods are on beautiful tree lined streets, and many are within walking distance of its thriving downtown.

La Grange's strategic location contributed to its founding and remains an asset today. With a drive time of 30 minutes to downtown Chicago and O'Hare and Midway airports, La Grange is a highly desirable community for commuters. Furthermore, several major thoroughfares serve the Village including La Grange Road, the main street through the center of the Village. Metra offers commuter rail service on the Burlington Northern Santa Fe line from two stations in downtown La Grange, La Grange Road and Stone Avenue. Over 50,000 vehicles, commuters, and pedestrians stream through downtown La Grange daily.



VILLAGE OF LA GRANGE

AT-A-GLANCE

Population: **16,321**

Land Area: **2.5** square miles

County: **Cook**

Median Household Income: **\$125,965**

Median Home Value: **\$501,700**



VILLAGE ORGANIZATION

La Grange has a long history of professional local government management. The community operates under the Village Manager form of government guided by a Village President and 6-member Board of Trustees, elected to four-year, overlapping terms on an at-large basis. The Village President and Board of Trustees appoint a Village Manager who is responsible for the Village's day-to-day operations, including the supervision of 88 full-time employees and 16 part-time/seasonal employees.

The Village's department heads work closely together and value their team approach to management and decision making. The management team includes the Deputy Village Manager/Community Development Director, Finance Director, Police Chief, Fire Chief, and Public Works Director.

The annual General Fund budget for the Village is approximately \$21M, with a total budget of about \$43.5M including all funds. The Village's current [budget](#) includes a robust \$7.3M public works capital projects.



PUBLIC WORKS DEPARTMENT

The Public Works Department oversees the community's infrastructure systems and services. The department is charged with supporting diverse and critical areas: maintaining the street and traffic system; maintaining and rehabilitating a combined sewer system; streets/sidewalks/ROW maintenance; and the acquisition and maintenance of vehicles and equipment. In FY2025, the department oversees a \$1.9M General Fund budget and a \$8.2M infrastructure program. The successful execution of the significant long-range CIP program is a key focus of the Director. The highly experienced assistant director, with the assistance of two foremen, provide day-to-day operational oversight and service delivery. In 2024, the second foreman position was added to the leadership team. Half of the team's general utility workers have been hired within the last two years, and continue to learn their tasks and refine their skills.

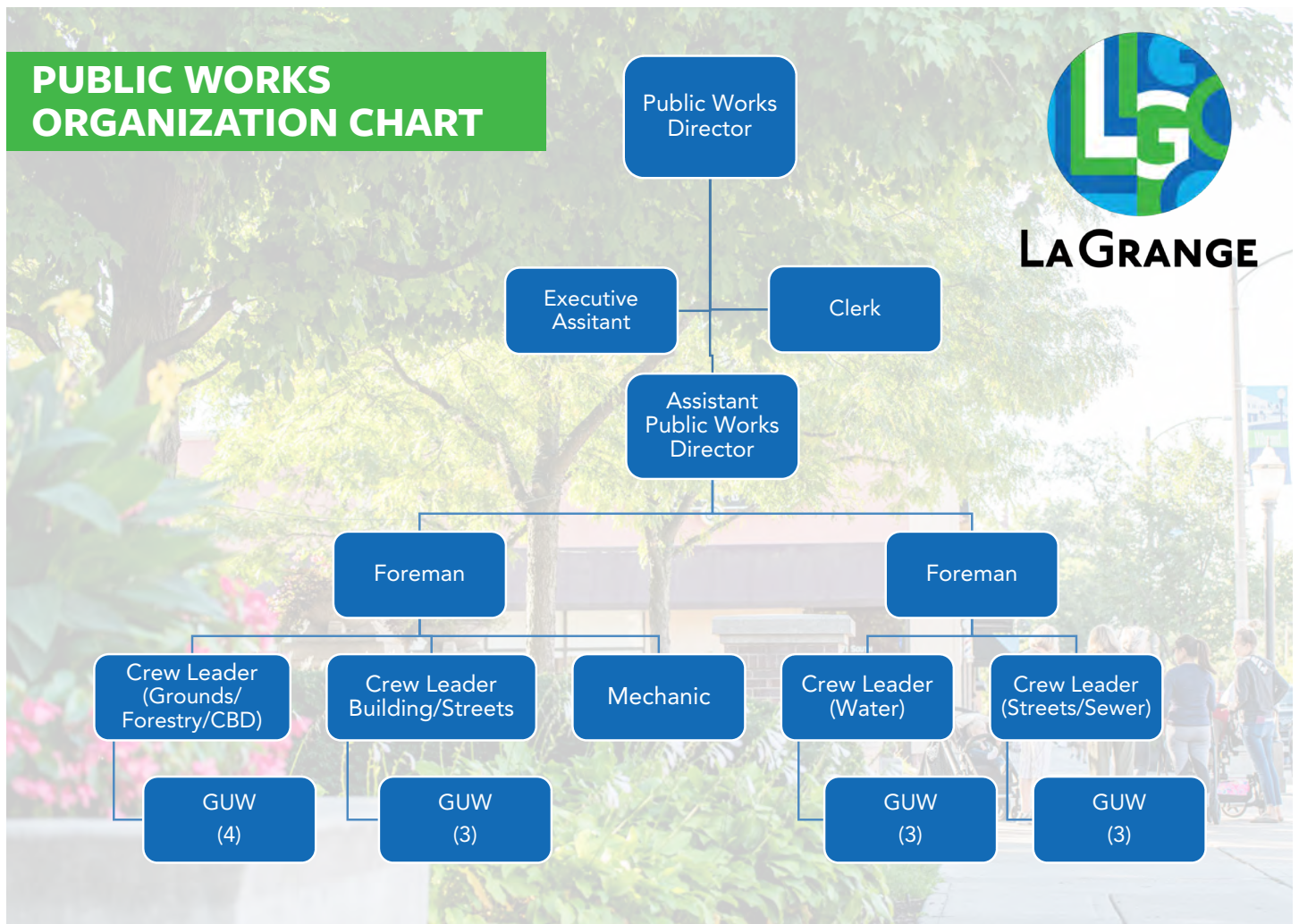
The department is divided into two main divisions:

1. Roads, Buildings, Forestry, Vehicle Services Division:

This division consists of 11 employees, including 2 crew leaders, 7 general utility workers, and a mechanic. This division is responsible for maintaining 53 lane miles of roadways, alleyways, parkways, 100 miles of sidewalks, vehicles and equipment, and the downtown business district. The forestry team manages around 9,300 trees and 13 acres of landscape, including brush and leaf pickup programs.

2. Water/Sewer Services Division:

This division, with 9 employees, handles the installation, repair, and maintenance of the water and sewer systems. Wastewater treatment is provided by the Metropolitan Wastewater Reclamation District (MWRD). The Public Works Director will serve as Water Operator of Record.



THE SUCCESSFUL CANDIDATE

The Director will lead or play a significant role in several of the large capital improvement projects and lead department staff to provide modern, efficient operations with excellent customer service, as detailed below.

- This leader will be trusted with executing the planning and management activities of a robust Capital Improvement Program that is designed to address an aging infrastructure system including:
- Implementation of the Stormwater, Combined Sewer and flood abatement program working with contractual engineers (CBBEL and Baxter & Woodman), and intergovernmental agencies, to undertake and direct over \$41M in capital improvements over five phases to address flooding issues throughout the community.
- Address the required lead service line replacement efforts beginning in 2027 utilizing \$3.4M grant funds, displaying innovation and high attention to unique customer circumstances.
- The Director will offer dedicated, aspirational leadership and use both interpersonal skills and a strong command of public works knowledge to support departmental decision-making focused on delivering high quality public services which incorporate staff development and efficiency improvements. These decisions will consider local government best practices, cross training, technological improvements, and integration of existing programs with new approaches to ensure exceptional service delivery.
- Focused on the future, the Director will develop a succession plan and support the development of individuals in filling higher level positions within the department.
- Implement technologies to increase efficiency and productivity and furthering the quality of services provided. Leverage a robust GIS program to assist in asset management and other efforts of the department.
- Support the continued vitality of the Central Business District by incorporating the recommendations in the Parking Study to address signage replacements and maintenance needs, special event coordination, and installation of seasonal decor.





IDEAL CANDIDATE

Qualifications and Expected Experience

- **Proven leadership in Public Works:** The ideal candidate will have considerable experience managing large public works construction projects including managing grant-funded projects and overseeing water and sewer utility system operations. Strong leadership and communication skills are essential to successfully fostering a cohesive team and ensuring that staff members are aligned with department goals and best practices. The Director will demonstrate an ability to provide clear, effective direction to staff.
- **Strategic Vision for Capital Projects:** The candidate should be able to serve as a long-term partner on capital projects, working collaboratively with other departments, stakeholders, and external partners to drive initiatives that enhance the community. A focus on strategically prioritizing and managing resources for long-term infrastructure goals is key.
- **Sound judgement and Decision-Making:** The ideal candidate will exhibit excellent judgment, making data-driven decisions and taking proactive measures to manage risk and ensure the success of projects. This includes being able to navigate complex challenges and develop solutions that balance priorities effectively.
- **Program Administration Expertise:** A strong track record in running an efficient and effective public works department is essential. The candidate must have the ability to serve as a working supervisor, overseeing the day-to-day operations, optimizing workflows, leveraging technology and implementing best practices.
- **Financial Acumen:** Understanding and managing financial operations, including budgeting, forecasting, and fiscal oversight, will be critical to ensure that the department operates within budget constraints while delivering high-quality services.
- **Minimum Qualifications:** Must possess a minimum of five years of management-level public works experience, ideally overseeing a diverse range of programs and services. A bachelor's degree in engineering, public administration, or related field is a plus, with significant relevant experience also considered. A high school diploma or equivalent is required. Must possess a valid Illinois Driver's License or ability to obtain one. A CDL license is preferred.

CANDIDATE CHARACTERISTICS AND TRAITS

La Grange's Public Works Director is charged with directing and advancing the expected reliable services of the Village. They must forge relationships and collaborate with the community, elected officials, Village departments and staff to ensure the delivery of excellent service with an eye toward effectiveness, sustainability and affordability.

As an adaptive and strategic thinker, the Public Works Director will assimilate situations and data readily, pivoting as opportunities arise and circumstances dictate. As an organization and community leader, the Public Works Director will support ongoing operations, leveraging opportunities and prior accomplishments to strengthen public works services delivered in a highly customer centered environment. The ideal candidate will seamlessly toggle between big-picture strategic planning and the management of day-to-day operations, ensuring both are handled with focus and efficiency in a sequential and organized manner.

The ideal candidate must be an effective communicator, possess strong diplomatic skills, and be able to convey complex technical issues in a clear and accessible manner to the Board and residents. This individual should advocate for continued improvement and be able to think globally regarding the needs of the organization and community.

The ideal candidate must have extensive experience in managing municipal Capital Improvement Programs. Progressive thinking on best practices, design, and trends is welcomed.

The ideal candidate will be a conduit, not only to the Village Board, but also to other Departments within the Village to make sure the flow of communication is consistent. The next Public Works Director will be an approachable leader who excels at building strong relationships with diverse stakeholders. This individual will not only adapt to evolving challenges but also proactively shape the future of public works to meet the needs of the Village and its residents.



COMPENSATION AND BENEFITS

The anticipated starting salary range is \$155,000 - \$160,000 +/- DOQ. The full salary range is \$134,575-\$162,876.

Residency is not required. The Village of La Grange offers a competitive benefits package that includes paid vacation, sick, holiday time; contributions to medical, dental, vision insurance; and Illinois Municipal Retirement Fund pension eligibility.

HOW TO APPLY

Apply online at www.GovHRjobs.com with a resume, cover letter and contact information for five professional references by February 17, 2025. Confidential inquiries may be directed to Ashley Eccles, MGT Senior Consultant, or Katy Rush, Authorized Independent Executive Recruiter at 847-380-3240.



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