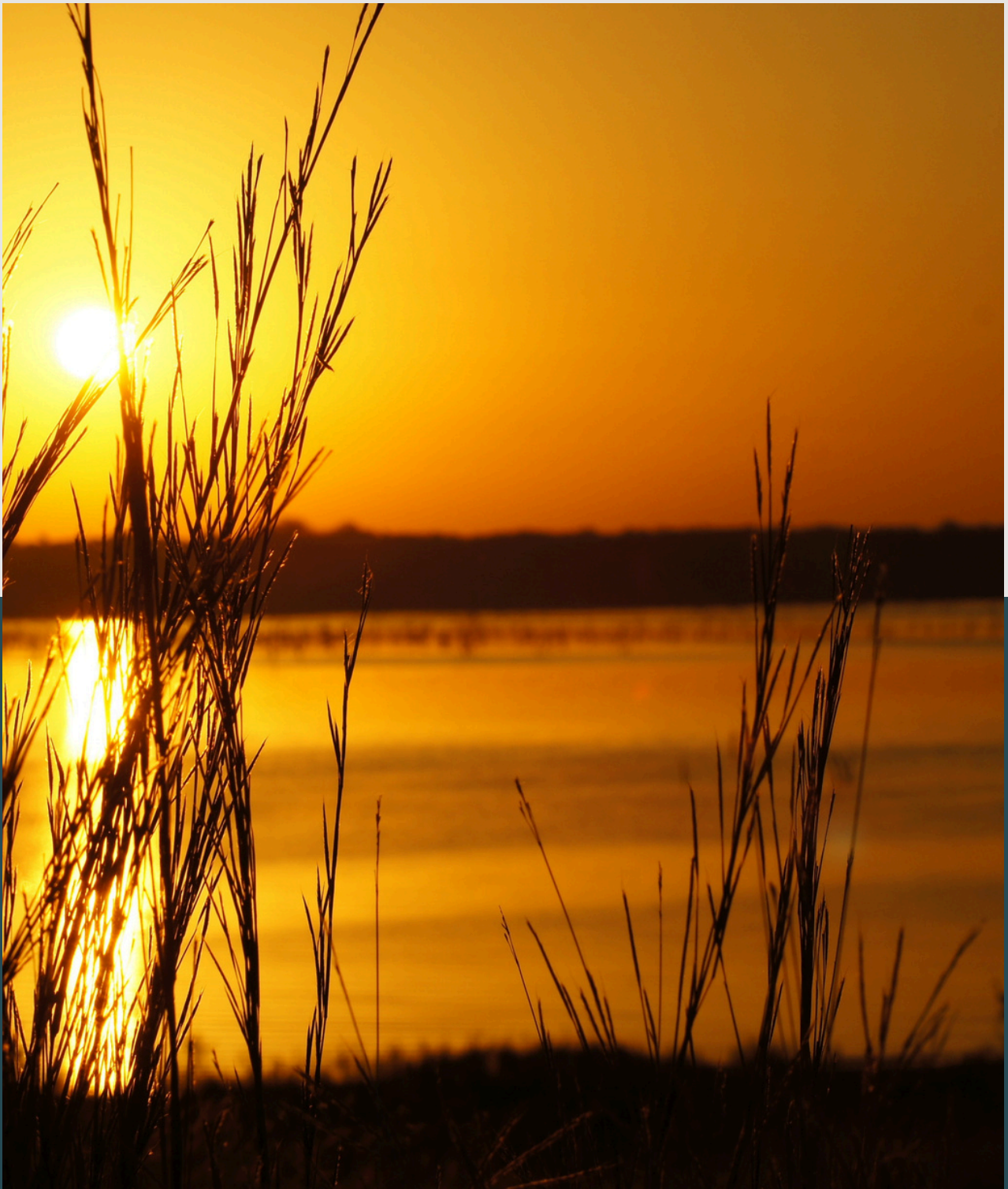


FIND YOUR FOREVER HOME WITH US



CITY OF LUCAS  
*Public Works Director*

# *Our* COMMUNITY



The City of Lucas, Texas is located in Collin County and is in the northeast region of the Dallas-Fort Worth metropolitan area.

It is a charming bedroom community that has unique features such as an appealing rural atmosphere and friendly neighborhoods. The City of Lucas has the best of both worlds. A peaceful residential existence within a close proximity to exceptional shopping and restaurants. The City of Lucas has amazing housing options that offer stunning design choices located on beautiful large lots with an abundance of trees with many locations having frontage along picturesque creeks.

With a population of over 9,200, Lucas is expected to grow steadily as people leave the more urban areas of the metroplex seeking the higher quality of life that Lucas offers its residents. The crime rate in Lucas is low, making it an ideal place to raise a family. Lucas thrives with a stable economy, reaping the rewards of a robust metropolitan economic environment. Many Lucas residents work outside of the City limits and commute to the Dallas area for employment. Its convenient location relative to local and regional economic and recreational centers perpetuates its ability to be a stable and attractive community outside the pressures and restrictions of intense urban life. Lucas continues to maintain an exceptional quality of life focused on family and friendly neighborhoods.

*The jewel of Collin County*

# THE CITY

*Organization*

The citizen is at the heart of everything we do, and we have the values to prove it

The City of Lucas was incorporated in 1959 and adopted its Home Rule Charter in 2008 and operates under the Council-Manager form of government. The City Council is composed of seven members, including the Mayor and six council members elected at-large and is responsible for enacting local legislation, adopt budgets, determine policies, and provide for the adoption and execution of the laws of the City.

The City currently has 44 full-time employees who staff departments in Administration, Finance, Development Services, Public Works/Engineering, and Fire-Rescue. While the City operates without a dedicated police department, it proudly partners with the Collin County Sheriff's Office, ensuring the community's safety through assigned deputies who diligently patrol Lucas.

The City is in excellent financial position with AA+ bond rating and current annual budget of \$18.9 million. The City has one of the lowest property tax rates in the Dallas-Fort Worth Metroplex. The current property tax rate is \$0.256758 cents per \$100 of valuation. The City's strong financial position is evidenced by its ability to receive the prestigious Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association for the 13th consecutive year.

The City has an established organizational structure with a Leadership Team that reports to the City Manager. The Leadership Team consists of department directors and other key leaders in the organization and strives to ensure a positive workplace culture and the successful completion of city goals.



# City of Lucas VALUES



Our organizational culture is largely driven by leadership, but also includes a wide variety of other factors from organizational values and teamwork. The City has established “LUCAS” organizational values based on the following principles to ensure the provision of extraordinary public service:



## 1

### Leadership

Influencing the behavior of others through positive role-modeling.

## 2

### Understanding

Exercising good judgment and being tolerant of diverse perspectives.

## 3

### Communication

Embracing transparency through the sharing of information.

## 4

### Aspire

Demonstrating the desire to achieve.

## 5

### Service

Having a passion for helping others.



# Community INSIGHTS

## OUTSTANDING LEARNING EXPERIENCES

The City of Lucas offers an exceptional educational system that includes easy access to many highly rated colleges and universities as well as elementary, middle, and high schools that are rated in the top ten in the State of Texas. The City of Lucas enjoys a fruitful and beneficial relationship with its schools and has a successful Art in Public Places program with the Lovejoy Visual Arts Program that gives students the opportunity to display their creative pieces at City Hall.



## QUALITY OF LIFE

Lucas has three public parks available to the public: Lucas Community Park, Kenneth R. Lewis Park, and Forest Creek Park. The Trinity Trail at Lavon Lake borders along the eastern boundaries of Lucas and is a 25-mile trail available for horse riding, hiking, or running. Lucas also borders along Lavon Lake, offering residents convenient access to two boat ramps and excellent fishing opportunities, enhancing their ability to fully enjoy recreational activities on the lake.

The City of Lucas has many events to create a sense of community and to provide an opportunity to socialize. Some of its premier events include the Lucas Farmers Market, Founders Day Country Fair, Lucas Car Show and Country Christmas. The Lucas Farmers Market, guided by the mission statement, 'To create a safe and pleasant social experience for our community and visitors by providing access to local farmers, food producers, and artists,' earned the prestigious ICMA Program Excellence Award for Community Partnership in September 2022. The Founders Day Country Fair is a delightful homage to our heritage, featuring historical displays and activities that capture the essence of a Country Fair atmosphere. Our car show is one of our newest events to give our residents an opportunity to display their horsepower in a family-friendly atmosphere and raise funds for charitable activities. As the year concludes, Lucas celebrates the festive season with a visit from Santa and his Elf, illuminating the holiday tree and offering a winter wonderland of activities including ice skating, a movie night, food trucks, and a holiday market. Lucas loves to have fun!

*Annual traditions.  
forever memories.*

# IDEAL *Candidate*

The City of Lucas is seeking an exceptional leader for the role of Public Works Director, someone who embodies the values of servant leadership and demonstrates impeccable work ethic, integrity, judgment, and management acumen. As a vital member of our community, the Public Works Director will play a pivotal role in maintaining and enhancing our city's infrastructure and services.

The City of Lucas is looking for a Public Works Director who will:

- Manage a team of ten full-time employees, including direct reports from the Capital Improvement Projects Manager and Public Works Supervisor.
- Oversee construction projects, environmental management, drainage, public utilities infrastructure, and roadway maintenance activities.
- Attend and participate in committee and board meetings, including but not limited to the City Council, Planning and Zoning Commission, and Parks and Open Space, when items related to Public Works/Engineering are on the agenda and when requested.
- Execute complex project management tasks, including planning, scheduling, budgeting, and resource allocation, to ensure the successful completion of public works and engineering projects.
- Cultivate a culture of exceptional customer service among departmental staff, fostering positive relationships with residents, businesses, and other stakeholders, and promptly addressing concerns and inquiries.
- Collaborate closely with city officials, engineers, contractors, and other external partners to coordinate project activities, address technical issues, and ensure alignment with city objectives and priorities.



# *Ideal Candidate* QUALIFICATIONS



- Minimum of seven (7) years of comprehensive experience in a local government Public Works environment or private sector position with substantial experience in providing relevant services to local governments, with at least five (5) years in a management/administration leadership role.



- A Bachelor's degree in engineering, construction management, public administration, or a related field is required for this position. A Master's degree in a relevant field is preferred, demonstrating a commitment to advanced knowledge and expertise.

- Registration as a Professional Engineer (PE) in the State of Texas is preferred.

- Class C Water License or the ability to obtain such a license within twelve (12) months is required.



- Must possess a valid Texas driver's license.

- Any equivalent combination of education and experience, with equivalence to be determined by the City of Lucas.

# Compensation and BENEFITS



The City of Lucas is offering a competitive salary commensurate with experience and a comprehensive benefits package.

The City of Lucas also offers an excellent benefits package which includes:

- Health, Dental & Vision Insurance: 100% paid coverage for employee premiums.
- Life Insurance and Accidental Death & Dismemberment (AD&D): 100% paid coverage.
- \$50,000 employee life insurance coverage: 100% paid coverage for employee.
- Teladoc: 100% paid coverage for employee.
- Employer provided Health Reimbursement Account (HRA): \$300 yearly paid for employee.
- Long Term Disability paid coverage for employee.

Texas Municipal Retirement System (TMRS): Full-time employee contribution is 7% and the City of Lucas matches 2 to 1.

- Deferred Compensation: A voluntary 457 Deferred Compensation Plan is available for employee participation with the added benefit of a Roth option.
- Holidays: 12 fixed holidays per year.
- Vacation Leave: Starting at 10 days (or 80 hours) per year.
- Sick Leave: 96 hours per year (max accrual of 480 hours).
- Longevity Pay: \$4.00 per month upon completion of a full year of service.



To be considered for this outstanding job opportunity, please apply online at:  
[www.lucastexas.us/job-opportunities](http://www.lucastexas.us/job-opportunities)

To apply, submit the following to Human Resources:

- Application
- Resume
- Cover Letter
- Experience Highlights - Describe your experience in the following categories (please limit response to one page):
  1. Experience in overseeing a public works department
  2. Project Management
  3. Fiscal aptitude and budgetary responsibility
  4. Operational knowledge of a municipal water system

Following a review of the applications and documents received, only the most qualified candidates will be invited to participate in the interview process. Final appointment of the position will be contingent upon successful completion of a background investigation. The City of Lucas is an equal opportunity employer.

*Hiring*  
**PROCESS**





ISO Class 1 Ranking  
 Highest Public Protection Classification  
 Ranking Achievable



*Scenic City*

CERTIFICATION PROGRAM

Silver Certified City for Keep Lucas Beautiful  
 Program through the Scenic Texas  
 Organization



Governor's Community Achievement Award  
 from TxDOT and Keep Texas Beautiful



Lucas Farmers Market  
 ICMA's 2022 Community Partnership Award

*Let's get in touch*

City of Lucas  
 Human Resources Department  
 665 Country Club Road  
 Lucas, Texas 75002  
 Telephone: (972) 912-1204  
 Email: [hr@lucastexas.us](mailto:hr@lucastexas.us)