



DANE COUNTY, WISCONSIN

HIGHWAY AND TRANSPORTATION COMMISSIONER



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EXECUTIVE RECRUITMENT

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Dane County (pop. 583,533) is in the heart of Wisconsin and is the home of the City of Madison, the second largest city in the State and the Wisconsin state capital, and to the University of Wisconsin – Madison. Madison has a small, college town feel with big city amenities. Identified by Money magazine as the best place to live in the United States, Madison is routinely ranked at the top of many "best of" polls including: Top 25 Most Uniquely American Cities and Towns, Number One College Sports Town by Sports Illustrated, Healthiest City in the United States by Men's Journal magazine, Best Places to Retire, and Best Places for Businesses and Careers.

Madison, nestled in the center of Dane County is in south-central Wisconsin near the Illinois border, conveniently located 77 miles west of Milwaukee and 122 miles northwest of Chicago. The city is known as "The City of Four Lakes," comprised of Lake Mendota, Lake Monona, Lake Waubesa, and Lake Kegonsa that surround the area.

State Street joins the University of Wisconsin with the Capitol Square and comprises the downtown area. This bustling one-mile street is burgeoning with restaurants, cafes, shops, and food carts. Only pedestrians, buses, and bikes are allowed on this thoroughfare.

In addition to this pedestrian and bike friendly corridor, most streets in Madison and surrounding communities have designated bike lanes and Dane County has one of the most wide-spread, well-maintained, bike trail systems in the nation. Madison is one of only five cities nationwide to reach platinum-level status as a Bicycle Friendly Community, according to the League of American Bicyclists. In addition to an extensive bicycling infrastructure, an extensive bus system covers the region and provides ample routes and buses from most of the heavily traveled areas of the city.

Dane County is also home to a wide range of communities from Shorewood Hills on the shores of Lake Mendota to Blue Mounds in the rural southwest portion of the county. All of these communities have exceptional schools and amenities which provide a wide variety of environments and levels of development to suit almost everyone.



DEMOGRAPHICS/AMENITIES

Average Age **39**

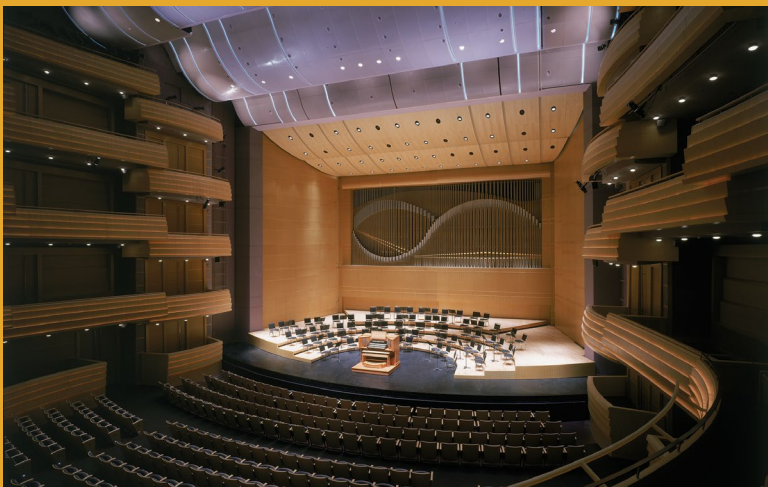
White **84%**

Hispanic/Latino **7.8%**

African American **5.8%**

Asian **6.6%**

Average House Price **\$301,900**



The Dane County region is home to 12 state parks and the Ice Age National Scenic Trail, a thousand-mile footpath that winds throughout Madison and Wisconsin, providing access to some of the state's most scenic natural areas. With 282 parks across Madison, the city's park system was rated among the top 10 in nation by the Trust for Public Lands. Further, Dane County Government maintains 39 parks, forests, natural areas, and cultural areas. Surrounding communities also feature excellent parks.

Besides boasting natural beauty and outdoor recreation, Madison, and Dane County play host to cultural offerings, distinctive and unique restaurants, exceptional music venues, and diverse and eclectic shopping. As a true Midwest college town, the University of Wisconsin- Madison, Edgewood College, and Madison College attract scholars from around the world. These educational institutions enrich the Madison Metro area with a vast array of cultural and intellectual events.

One common summer tradition is the Dane County Farmers' Market which is held around the Capitol Square. This market, the largest in the country, attracts vendors from across Wisconsin who sell fresh-grown produce, meats, and a variety of well-known Wisconsin cheeses. On Wednesday evenings throughout the summer, the Wisconsin Chamber Orchestra performs free concerts on the capitol's lawn.

Art museums include the UW-Madison's Chazen Museum of Art, and the Madison Museum of Contemporary Art, and numerous independent studios, galleries, and independent arts organizations, with events, presentations, and gallery nights throughout the year.

The Madison Opera, Symphony Orchestra, Wisconsin Chamber Orchestra, and the Madison Ballet are some of the resident companies of the Overture Center for the Arts. Situated in the State Street corridor, the Overture Center is known for notable performances from across the world.

During the winter, outdoor enthusiasts enjoy a variety of activities on the four lakes and open countryside including ice skating, ice hockey, ice fishing, and cross-country skiing. During the rest of the year, outdoor recreation includes sailing, boating, or kayaking, bicycling, hiking, fishing, and camping.



K-12 education is important throughout Dane County and south-central Wisconsin. With more than 64 school districts and a high school graduation rate of over 90 percent across Dane County.

Dane County has several top hospitals in the state – UW Hospitals & Clinics, Mercy Health Hospital, SSM Health St. Mary's Hospital, and UnityPoint Health – Meriter all ranked among the top hospitals in U.S. News & World Report. In addition, American Family Children's Hospital is a world-class children's medical and surgical center, also named a Best by U.S. News & World Report. The University of Wisconsin Hospital and Clinics is a world-renowned teaching hospital and regional trauma center, with extensive specialties and significant research in oncology, digestive disorders, and endocrinology.

Dane County is among the more affordable living regions in the Midwest. Mortgages in the Madison metropolitan statistical area are comparable with the national average. In addition, residents in Dane County enjoy rents below the national gross median. Madison and surrounding communities offer a variety of housing options, including new and existing neighborhoods, as well as luxury condominiums in downtown Madison areas.

Wisconsin state government and the University of Wisconsin–Madison are the two largest Madison public employers, with a recent shift to consumer services and a high-tech base in the health, software, biotech, and advertising sectors. The rapid launch of high-tech companies has been significant, fueled by UW–Madison incubators which transfer the results of academic research into real-world opportunities and options, especially bio and health-tech applications. Companies in the Madison area include Epic Systems (the world's largest healthcare software company), Google, Microsoft, Broadjam, CDW, Full Compass Systems, Raven Software, TDS Telecom, Exact Sciences, Covance, US Cellular, and Promega.

In addition to health-tech related organizations, Madison is home to many national and international companies such as Spectrum Brands, Alliant Energy, the Credit Union National Association (CUNA), MG&E, Aprilaire, Sub-Zero & Wolf Appliance, Fiskars Brands, and Trek as well as several large insurance companies like American Family Insurance, CUNA Mutual Group, and National Guardian Life.

THE ORGANIZATION

Dane County provides a wide range of governmental services. Services and Facilities include but are not limited to: the Dane County Regional Airport, the Henry Vilas Zoo, the Alliant Energy Center, a county park system, a county Human Services Department, the Dane County Courthouse and Dane County Jail, the Dane County Sheriff's Office, and a number of other general government services.

Governance is provided by an elected County Executive and a thirty-seven-member Board of Supervisors. The County Executive is elected to a four-year term and the thirty-seven Board Supervisors are elected to coterminous two-year terms. There are six elected department heads (Clerk, Register of Deeds, Sheriff, Clerk of Courts, Treasurer, and District Attorney).

In addition, the County has numerous non-elected department heads who are appointed by the County Executive to manage their departments. The Highway and Transportation Department is organized as a County Department and the Highway and Transportation Commissioner is appointed by the County Executive and confirmed by the County Board of Supervisors.

THE HIGHWAY DEPARTMENT

The Dane County Highway and Transportation Department is responsible for planning, designing, constructing, and maintaining 513 centerline miles of the Dane County Highway System. Further, under a contract with the Wisconsin Department of Transportation, the County Highway and Transportation department is responsible for maintaining interstate and state highways in Dane County. The highway department has eight garage facilities with salt sheds and three additional salt storage facilities.

Currently, the Highway and Transportation department also manages the Dane County Parking Camp, which provides 1000 vehicle parking spaces in downtown Madison for County employees and other public visitors to county facilities and the greater downtown Madison area.

The Department has an annual operating budget of \$34 million, an annual capital construction project budget of \$15 million, and an annual capital equipment budget of \$10 million.

The Department consists of 154 employees across three separate divisions: Engineering, Field Operations/Vehicle Maintenance, and Business Operations/Accounting.

For additional information, see the department's [operating budget](#) and [adopted positions](#).

THE POSITION IN BRIEF

This position serves as Dane County's Highway Commissioner under Wisconsin Statutes. The Highway Commissioner is responsible for the management, administration, and construction of the County highway system. This position oversees the Dane County Department of Highway and Transportation. The position performs related work as required.



INNOVATIVE POLICIES

The County has enacted innovative policies regarding transportation and climate change to meet the needs and desires of the counties residents and leaders. These include but are not limited to, RNG snowplow and truck conversion, making renewable fuels a priority, and investing in bicycling infrastructure.

EXPECTATIONS AND PROJECTS

This position reports to the County Executive on highway maintenance and construction policies and programs and is responsible for overseeing all day-to-day operations of the Dane County Highway and Transportation Department. This position manages personnel, directs the planning, administration, coordination and management of the maintenance and construction activities for an extensive system of County roads and highways. This position is responsible for budget administration, including planning projects, accounting, purchasing, and control of expenditures related to highway maintenance and construction. This position assigns projects, sets standards of performance and reviews work in progress and upon completion. This position engages with the community regarding transportation plans and improvements and addresses civic groups, clubs, news media and other governmental officials concerning highway programs and policies.

CANDIDATE REQUIREMENTS

- A bachelor's degree in computer science, information technology, business management, or related field. A Master's degree is preferred.
- A combination of experiences equivalent to five years of leadership, oversight, or management in a related field including but not limited to: public administration, finance, accounting, business administration, government, or civil engineering.
- Knowledge of budget administration, control of expenditures and project management.
- Public speaking with the ability to address civic groups, public meetings, clubs and other County departments and local government officials and effectively communicate with them regarding projects, initiatives and collaborations as desired by the County Executive.
- Ability to work with a diverse employee group and effectively communicate department goals and objectives in an effective and collaborative manner including diplomacy.
- Knowledge of the principles and practices of highway construction and maintenance; knowledge of personnel management.

The Ideal Candidate Will Be

- A motivating, empathetic and transformational leader who can build cross-organizational relationships.
- Skilled in budgeting and prioritizing technology/ environmental initiatives, possessing the ability to tactfully manage stakeholders' expectations.
- Naturally curious, politically astute and situationally aware.
- A skilled manager who can relate to the team, and assess and elevate their talents.
- Excellent at communicating effectively both orally and in writing, with the ability to explain projects and goals along with related plans and programs to policy makers and staff in non-technical language.
- Interpersonally skilled to build collaborative, effective relationships within and among supervisory staff and across the entire department and County leadership.
- Driven by a service orientation.





COMPENSATION, BENEFITS AND THE ORGANIZATION'S CULTURE

Commitment to Equity & Inclusion

Dane County strives to provide a work environment where diversity and differing opinions are valued, creativity is encouraged, continuous learning and improvement are fostered, teamwork and open/honest communication are encouraged, and meeting customers' needs through quality service is a shared goal. All employees must be able to demonstrate multicultural competence - the awareness, knowledge, and skills needed to work with others who are culturally different from self in meaningful, relevant, and productive ways. Applicants from traditionally underrepresented populations including women, racial and ethnic minorities, and persons with disabilities are especially encouraged to apply.

The minimum salary is \$164,200 and negotiable based on qualifications and experience. The County offers [exceptional benefits](#) including the Wisconsin Retirement System, optional 457 deferred compensation plan, retirement enhancement plan, Prime Choice at retirement, two health plans, full dental, voluntary plans, FSA account, Life Insurance and exception leave time benefits.

HOW TO APPLY

The recruitment for this position is being handled by GovHR USA. Candidates should apply by December 15th, 2023 with resume, cover letter and contact information for five work-related references to www.GovHRjobs.com to the attention of:

David De Angelis, Senior Vice President, GovHR USA
630 Dundee Road, #225, Northbrook, IL 60062
Tel: 224-326-1280

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