



BUCKEYE, ARIZONA CITY MANAGER



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COMMUNITY INFORMATION

BUCKEYE, AZ (Pop: 125,000 est.) - Buckeye is located in Maricopa County and is the westernmost suburb in the Phoenix metropolitan area. For several years, it has been one of the fastest growing cities in the United States. At 640 square miles, Buckeye is the largest city by land mass in Arizona and with about 16% of area currently built out, there are many decades of expected growth. By 2040, population estimates indicate the population will be just under 300,000.

Founded in 1880 as a 440-acre agricultural community, Buckeye embraces their history while providing a great quality of life for their residents. In January of 2014, Buckeye changed from a town designation to a city, to better reflect the growth and vision of the future, while maintaining a neighborly atmosphere for residents and high ethical standards for employees.

Buckeye takes great pride in balancing their western and agricultural heritage with their rapid growth to ensure residents experience a great quality of life, where they are proud to raise their families. Their focus is to continue to attract new employers and retail and services to the community. There are currently more than 9.2 million square feet of development either under construction or in the development stage with more on the horizon.

Buckeye is located on a robust transportation corridor that provides direct access to Interstate 10, State Route 85 and future Interstate 11 and AZ State 30 with interconnections to Interstate 8, Loop 303 and other major highways. Combined with direct access to the Union Pacific Railroad and the growing Buckeye Airport, this transportation system, combined with significant available land, a growing workforce, and a lower cost

environment has resulted in significant new employment growth in the community, primarily in advanced manufacturing, distribution/logistics, health care and energy related industries. Overall, Buckeye has been attracting several thousand new jobs every year.

As the "Western Gateway to the Valley of the Sun," Buckeye is just a short drive to downtown Phoenix. Because of this location, Buckeye serves as a key gateway between Arizona, California, and the broader western United States. Buckeye has poised itself to become a premier hub for growth and opportunity in the region.

Through its continued mission to be "The Community of Limitless Possibilities.", the city exists to serve this fast-growing community. Their commitment is to provide a safe and sustainable quality of life to all who live and work there, to foster economic growth and stability, and plan, implement and maintain reliable infrastructure.

They are committed to working as a team to nurture a culture that enables our shared success as an innovative, fiscally responsible, high-performing organization. Together, we honor our past while embracing new ideas that will lead us into the next phase of our journey, balancing what is needed now with planning for a future filled with limitless possibilities. We put the community first and are relentless in delivering outstanding outcomes for Buckeye's residents, businesses and visitors. We recognize the value of teamwork while appreciating the different ways each of us contributes to the whole. We are passionate about what we do and making the city of Buckeye a great place to work, one where everyone is welcomed, respected and valued.



BUCKEYE CITY GOVERNMENT

Buckeye operates under a council-manager form of government. The seven-member City Council consists of six members elected by district who serve staggered four-year terms. The Mayor is elected at-large for a four-year term and serves as a voting member of council. All city elections are non-partisan. The City Council is responsible for passing ordinances, adopting the budget, appointing members of commissions, and hiring the City Manager. The City Manager carries out the policies and ordinances of the City Council, oversees the day-to-day operations of the city and appoints the various department directors.

The City provides traditional municipal services such as public safety (police, fire, and city court), general aviation airport for business and recreational flying, road construction and maintenance, parks, recreation and culture, planning and zoning and general administrative and support services. Water and wastewater utility services are provided to many of the residents through the city's enterprise funds.

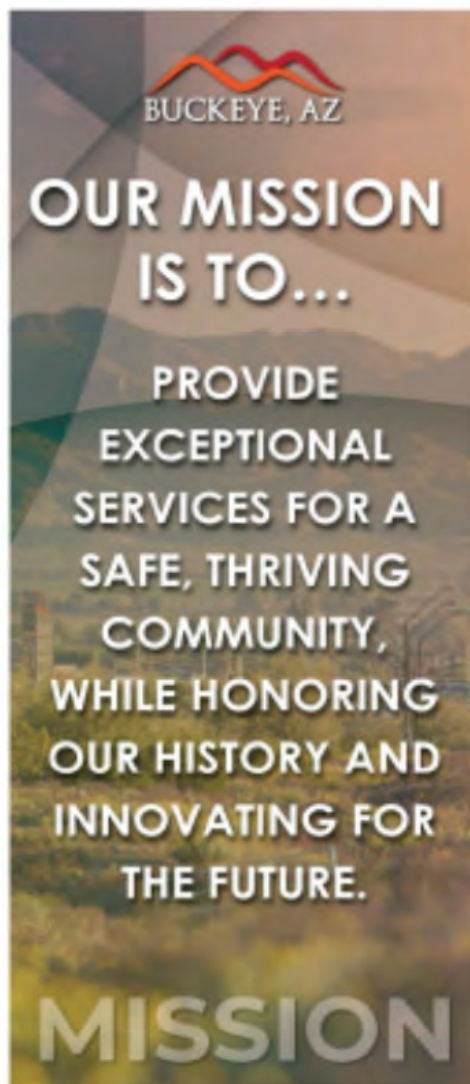
Sanitation, refuse collection and recycling services are provided through a separate enterprise fund. The City provides or will provide street lighting and maintenance for developing areas through legally formed street lighting and maintenance improvement districts. The City provides and accounts for several community facilities districts and improvement districts designed to provide funding for the construction and acquisition of public infrastructure improvements.

Buckeye is a fiscally-conservative driven community placing value on keeping the financial stability of the community at the forefront of their capital planning and growth; this excellent financial management resulted in the City receiving a AAA bond rating in May 2025. They are a value-driven organization dedicated to responsive, respectful and courteous customer service. The total budget for 2025 -2026 including all funds is approximately \$819.7M with a general fund budget of \$206M. When fully staffed, the city has approximately 860 full-time equivalent employees.



CITY OF BUCKEYE'S CULTURE – MISSION, VISION AND VALUES

"We are Buckeye, an exceptional city government that exists to serve one of the fastest growing cities in the country. Our commitment, which is supported by our Strategic Plan, is to provide a safe and sustainable quality of life to all who live and work here, to foster economic growth and stability, and plan, implement and maintain reliable infrastructure. Doing this takes all of us. That is why we work as a team to nurture a culture that enables our shared success as an innovative, fiscally responsible, high-performing organization. Together, we honor our past while embracing new ideas that will lead us into the next phase of our journey, balancing what is needed now with planning for a future filled with limitless possibilities. We put the community first and are relentless in delivering outstanding outcomes for Buckeye's residents, businesses and visitors. We recognize the value of teamwork while appreciating the different ways each of us contributes to the whole. We are passionate about what we do and making the city of Buckeye a great place to work, one where everyone is welcomed, respected and valued. Collectively, this is what makes us "US" - Team Buckeye."



CHALLENGES/OPPORTUNITIES FOR THE CITY MANAGER

Buckeye is expected to remain one of the nation's fastest-growing communities for years to come, facing ongoing challenges in infrastructure, resource management, revenue generation, and public services. Strategic planning and investment will be essential to support sustainable growth and maintain quality of life.

Buckeye places a high value on quality of life through its commitment to tourism, open space, and medical, educational and recreational activities in the community, and providing exceptional venues for them. This will be a continued focus as the community grows.

Buckeye will need to keep a pulse on the services being offered and how to make them as efficient and effective as possible. The ability to fully understand organizational development and streamlining processes as growth continues will be imperative for the City Manager. The City has recently begun a "Continuous Improvement" program designed to find ways to become more efficient in everything it does.

Buckeye continues to seek ways to provide water to the growing community. The City Manager will need to fully understand how water is distributed to Buckeye and the requirements of Buckeye to continue to have enough water to serve the fast-growing community.

The development community is a major partner with the City as well as a contributor to the growth of Buckeye. Providing excellent customer service to the development community as well as residents of the community is vital. The next City Manager will need to champion and

drive existing processes for continuous improvement. Enhance how services are delivered and regularly evaluate the effectiveness of those processes. Ensure how service delivery continues to support and foster quality growth of the community.

With the recent passage of two significant general obligation bonds for public safety improvements and street transportation improvements, the City Manager will be responsible for ensuring the scope and construction of these improvements will remain on time and on budget.

The City Council is seeking candidates who are strong leaders and are experienced in city management with a proven record of providing effective leadership in a complex organization. Ideal candidates will be innovative and creative, willing to look outside the traditional government structure to solve problems, as well as the ability to move agendas forward in a multi-stakeholder environment. The successful candidate will demonstrate excellent communication skills and significant career success and have demonstrated experience in building and maintaining collaborative and effective relationships. Additional experience in strategic planning, budgeting and project management and complex problem solving with the ability to work effectively in a wide variety of governmental disciplines is critical.

The following factors of education, experience, and leadership and management skills have been identified as ideal attributes for the City Manager to possess to function effectively in the position.





EDUCATION AND EXPERIENCE

- A bachelor's degree in public or business administration or related field. A master's degree is strongly preferred. An International City/County Manager Association (ICMA) designation as a Credentialed Manager (CM) is also preferred.
- Ten years or more of progressively responsible experience as a city manager or an assistant/deputy city manager, including considerable experience at a senior level interacting with elected officials and other stakeholder groups. Significant and relevant experience leading a municipality, similar in scale and complexity as the City of Buckeye, as a city manager, assistant/deputy city manager or a related administrative/managerial capacity is essential. In lieu of public sector experience, candidates should possess comparable executive level experience including direct Board of Director interface.
- Strong understanding of governmental finances and budgetary preparations. Demonstrated ability to formulate a budget including capital improvement plans in a collaborative manner. Once drafted, present the proposed budget to City Council and the community in an easily understood and transparent manner that provides the most accurate information.
- Possess strong analytical skills with the ability to examine programs, budgets and proposed policies for efficiency and effectiveness; Effectively use data collected through organizational assessments demonstrating how City services may adapt to the needs of a growing community.
- Experience in delivering clear and concise written and oral presentations to all levels of the organization including elected officials and community organizations.
- Consensus-builder with a collaborative approach to working with senior staff while maintaining accountability for all city departments.

LEADERSHIP AND MANAGEMENT SUCCESS FACTORS

- Buckeye is well positioned, with no immediate need for major or sweeping changes. As the new leader, the next city manager will focus on building relationships, understanding the existing structure and identifying areas for incremental improvements to enhance the City's success.
- Proven leader with a strong business acumen; experience in city management preferred. A solid track record of providing effective leadership in a complex organization.
- Knowledge and experience with Arizona specific water issues is highly preferred.
- A collaborative, open, friendly personality and management style and be one who can establish trust quickly with others. Be willing to go out into the public and listen to their concerns and provide timely follow up when requested or required.
- Superior listening skills and a willingness to work through challenges in a collegial, respectful manner with the ability to offer alternative ideas for problem-solving.
- Provide administrative insight and advice to the City Council and staff; be transparent when providing information to the Council to assist with their decision-making.
- Exhibit a style characterized by candor, directness, tactfulness, and diplomacy, with the ability to admit when mistakes were made, and when corrective action needs to be taken.
- Be flexible and open to change with a willingness to learn and ask questions. Be assertive, when necessary, yet empathetic.
- Genuine passion for public service from both an internal standpoint and for service to the community. Have a high energy level and enthusiasm for meeting the challenges and responsibilities of the City Manager's position.
- Ability to change courses when needed to keep the City moving forward as it continues to grow through residential, commercial, and industrial developments and fostering business-community relationships within the City.
- Ability to work collaboratively with the City Attorney and legal team to ensure City Council directives are implemented consistently with Arizona law, City Code and City Policies.

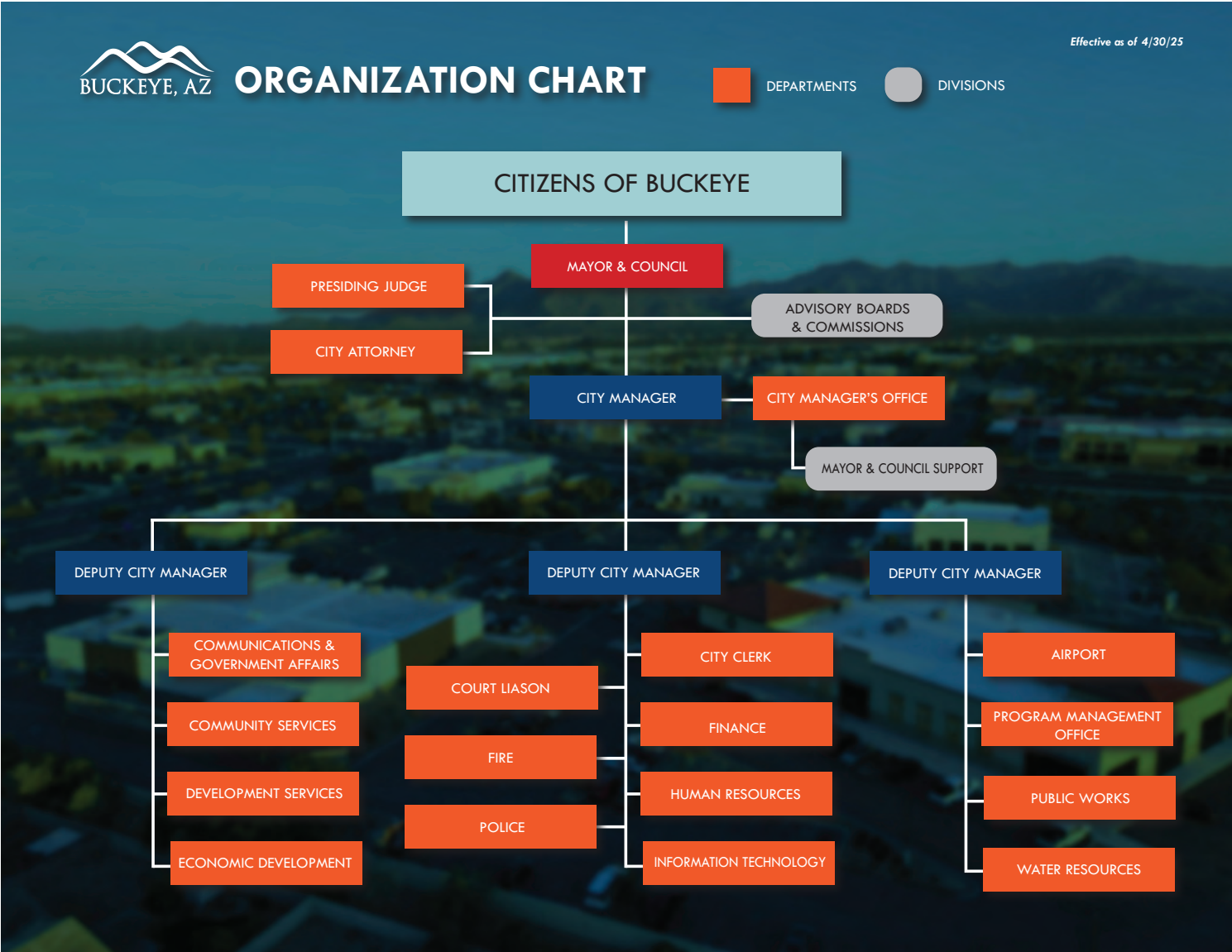


COMPENSATION AND BENEFITS:

Expected hiring range is \$295,000 - \$315,000 with a comprehensive benefits package. Link to benefits summary: City of Buckeye Benefits Summary

Interested candidates should apply online at GovHRjobs.com with a cover letter, resume, and contact information for at least five professional references. The position is open until filled. For further information, contact MGT Senior Consultant Sarah McKee at 847-380-3240 ext. 120.

The City of Buckeye is committed to compliance with the American Disabilities Act and is an Equal Opportunity Employer. Diversity and inclusion are critical to their success. They seek to recruit the most talented people from a diverse candidate pool and strongly encourage all qualified candidates to apply.



POPULATION

Current: 125,000 (City Est. May 2025)

Projections:

- 2030 – 193,600
- 2040 – 295,400
- 2050 – 397,000
- Full Build-out: 1 million +

DEMOGRAPHICS

- 62.1% Educational Attainment (Some College/ College Degree)
- Average Age: 35.8
- Median Household Income: \$99,178

RESIDENTIAL GROWTH

- 2024: Issued 3,100+ Single and Multi-Family Permits
- 2025 Permit Projection: 2,900 (City Est.)
- Five-Year Annual Average: 2,700 Permits

HOUSING

- Avg Home Value: \$493,713
- Executive Housing Options: up to \$4M+
- Entry Level Housing Options: \$300,000
- Senior Living

EDUCATION

- 27 Public Schools
- 2 Private Schools
- 10 Charter Schools
- 8 School Districts

FAVORITE ACTIVITIES

Buckeye is known for its family-friendly annual events! Here are some of our residents' favorites:

- Buckeye Marathon (January)
- Buckeye Days (January)
- Buckeye Air Fair (February)
- Independence Day Celebration (July)
- Halloween Carnival (October)
- Glow on Monroe Light Parade (December)

#6 Best place to live in the U.S

(elite personal finance)

Parkland - most parkland per capita of any city in Metro phoenix (AZ republic)

Housing - One of the best places for home ownership (nerd wallet)

#1 city in AZ

for income equality (homearea.com)

