



**SEDALIA**

*Let's Cross Paths*

# City Engineer

*Sedalia, Missouri*

EXECUTIVE  
RECRUITMENT  
PROVIDED BY



## ■ The Community

The City of Sedalia, Missouri is looking for an experienced professional engineer with project management skills and broad technical expertise to become its new City Engineer.

Founded in 1860 as a railroad town, Sedalia is a community rich in history. But just as the rail system has evolved, so has this west-central Missouri city of approximately 22,000.

Sedalia has always been at the center of things. Where the railroad once provided easy access to larger cities, now highways 50 and 65 serve as the crossroads to compass points beyond and have made Sedalia the retail and manufacturing hub for five counties. Combine that with warm, welcoming, and hard-working residents, and it's no surprise the seat of Pettis County continues to flourish.

This is a place where friends, family, neighbors, and visitors enjoy crossing paths, whether it's in one of the community's beautiful parks, at a kids' sports game over the weekend, at a downtown event, or along the Katy Trail – and where hundreds of thousands of visitors descend each August for the Missouri State Fair at the third-largest fairground in the country. Anchored by beautiful surroundings and a packed calendar of community events, Sedalia offers something for everyone.

Katy Trail State Park features one of the longest rails-to-trails projects in the U.S., spanning 240 miles popular for hiking, biking, and views of the Missouri River, and Knob Noster State Park just outside the city encompasses over 3,000 acres of forests, prairies, and open fields. You can be on the waters of Truman Lake or the Lake of the Ozarks in an hour, with opportunities for boating, fishing, swimming, sailing, kayaking, and camping. And nearby Bothwell Lodge State Historic Site combines natural beauty with historical significance, plus panoramic views of the Ozark hills.

Within its 14.32 square miles, the City itself boasts over 300 acres of parkland across seven parks, and residents enjoy playgrounds, skate amenities, an archery range, sports facilities, trails, splash pads, two swimming pools, and more. Just last year, the community also opened the state-of-the-art Heckart Community Center, which features fitness and aquatic amenities, community center rooms, three full sized gymnasiums, and convention space. Just outside the community is a beautiful 18-hole golf course. Also, within an hour and a half you can be in Kansas City to take in a perennial super bowl contending Chief's game among other amenities.

Residents and visitors enjoy coming together throughout the community, and the year, Sedalia hosts the Scott Joplin International Festival every June, celebrating one of the best-known composers of the ragtime era and the city's unique place in American music history. The calendar also spotlights the St. Patrick's Day Parade, Hot Air Balloon and Kite Festival, Christmas Parade, Downtown Trick or Treating, professional rodeo and bull riding events, various cultural festivals, and more.



The historic downtown is packed each month for First Thursday Celebrations, and weekends provide opportunities to explore the Daum Museum of Contemporary Art, Liberty Center Association for the Arts, Historic Liberty Park Stadium, Sedalia Heritage Foundation, and a historic Carnegie library housing the City's public collection. Visitors enjoy the charming boutiques of downtown, and locals fill the tables at beloved one-of-a-kind restaurants like Kehde's Barbeque, Goody's Steakhburgers, the No. 5 Bistro and Bar, and the Ivory Grille.

The Sedalia 200 School District is home to over 5,000 students in pre-kindergarten through 12th grade, and those who prefer a private option have their choice of Sacred Heart Catholic School, St. Paul Lutheran School, World of Life Christian Academy, and Applewood Christian School. Opportunities also abound for those seeking higher education, including Central Methodist University, State Fair Community College, the University of Central Missouri, and the University of Missouri.

The median household income in Sedalia is about \$49,315, and homes in the community are approximately \$128,900 on average. The average rental cost in the City is \$902 per month.

## ■ Economic Vitality

Sedalia's economy continues to shift from the railroad-based economy of the 1900s to today's increasingly diverse manufacturing and service economy. New and modernized manufacturing operations continue to expand, and a budding service industry is helping drive regional development. Still, much of the area surrounding Sedalia remains active farmland, keeping the community rooted in its past while growing toward the future.

In the last six years, business openings and expansions in Sedalia and Pettis County have accounted for nearly 1,000 new jobs, \$408 million in capital expenditures, and 1,645 retained jobs. Projections estimate another 1,500+ new jobs will be created in Sedalia in the next five years thanks to its business-friendly environment, economic development efforts, and destination developments.

Significant additions in recent years include Sedalia Rail Industrial Park, the first BUILD project to break ground in the nation and one of the largest, exclusively rail-served industrial parks in the United States; Nucor's \$400 million steel plant; and investments by Prysmian Group, Maxion Wheels, Simcote, Impact Signs, and WireCo WorldGroup Inc.

## Major Employers

- Bothwell Regional Health Center
- Nucor
- Pro Energy
- Inter-State Studio
- Duke Manufacturing
- Stanley Black & Decker
- Prysmian Group
- Maxion Wheels
- WireCo WorldGroup, Inc.
- Josten's



# Vision, Mission & Values

## Vision:

Dynamic life and comfortable living in Greater Missouri

## Mission:

The City of Sedalia is committed to meeting the needs of our community through professional leadership and operational excellence. We deliver efficient, quality municipal services, create opportunities for growth and protect the quality of life which has made our community a desirable place to live.

## Our Priority is S.E.R.V.I.C.E.

- **Safety of the Public:** The city will provide for the safety of its citizens and visitors. Across all city services, protecting the people and places of Sedalia is our highest priority.
- **Economic Growth:** Sedalia will promote economic development by utilizing innovative and high-quality business practices to enhance the quality of life for all members of our community.
- **Residential Neighborhoods:** Residential areas throughout Sedalia will be safe, diverse, and accessible for all of our citizens and will have well-maintained neighborhoods that instill a sense of pride and community.
- **Vibrant Downtown:** The city will support efforts to ensure that its historic downtown is well-designed and pedestrian-friendly with a permanent combination of professional, commercial, residential and public uses.
- **Investments in the Future:** The city will make strategic decisions that benefit the long-term, sustainable priorities of Sedalia and will encourage partnerships within the community that do the same.
- **City Government:** City government in Sedalia will provide fair treatment and exceptional service by being efficient, accessible, responsive, accountable, and financially responsible to the community and government agencies.
- **Employee Excellence:** The city honors its staff team as both the greatest asset of the city and the reason for the quality of our organization. The city supports employee development and encourages our employees to seek opportunities for personal and professional growth.



## ■ Governance & Organization

Sedalia is among Missouri's 3rd Class cities operating with a mayoral/city administrator form of government. The City's elected leadership includes a mayor elected at large to four-year terms and eight council members, two elected in each of four wards for two-year terms. None of the council positions face term limits.

In addition to setting a vision for the community, passing legislation, and approving the annual budget, the City Council appoints the City Administrator, Police Chief, City Attorney, and all board and commission members.

City Administrator Kelvin Shaw began his career with Sedalia as its Finance Director in 2014 and was promoted to the top spot in 2017. He leads a team of 420 employees and manages a nearly \$59 million annual budget.

Recent achievements include the \$10.1 million Rail Spur, \$5 million Police Station, \$28 million Community Center, Katy Trail Connection Project, an airport hangar purchase and construction, sewer lift station upgrades, streetscaping, and completion of the Comprehensive Plan and water and wastewater master plans. Current projects include stormwater, TAP, TEAP, and SS4A grant projects, the Central Wastewater Treatment Plant upgrade, and the North Wastewater Treatment Plant Replacement Project.

## ■ About The Department

Working seamlessly together to deliver excellent customer service and preserve the City's infrastructure and beauty, the Public Works Department is responsible for the community's streets, water and sewer, sanitation, and vehicle maintenance.

Department staff members manage capital projects, contractors, and consultants; ensure the safety of water and the treatment of wastewater to state and federal standards; issue permits and inspect work performed in the City right-of-way; assess traffic control plans; review plans for public and private infrastructure projects; and work alongside Community Development and other City staff in guiding and supporting the continued growth of the community. The department is operating with 83 employees and nearly \$38.27 million budget this year.

In addition to the City Council, department staff also work closely with the Citizens Traffic Advisory Board, Department of Natural Resources, MoDOT, and Pettis County.



## ■ About The Position

Under the supervision of the Engineering Director the City Engineer performs complex advanced technical and administrative work supervising the planning, development, and construction of a variety of Public Works facilities constructed in the city by public agencies and private developers. The City Engineer ensures the public health, safety, and welfare of the public and maintains City standards, codes, and ordinances.

The successful candidate will manage the city residential subdivision review and commercial/industrial site plan process, maintain project file databases and coordinating all submittal schedules and meeting activities, and respond to public inquiries and complaints regarding traffic, signs, streets, parking, etc.

They will also prepare design drawings, plans, specifications, and bidding documents for City projects, and may supervise various subordinate staff in their daily work activities. They will coordinate the work of consulting engineers, other municipal departments, other utility providers, and other government agencies with active and planned work projects within the City, represent the Department at meetings and serve as a point of contact for new development projects.

The City Engineer will update and maintain engineering design and construction standards adopted as City Code, manage grant applications and coordinate consultant services including requests for qualifications, monitor contract deliverables and evaluation of recommendations made by consulting engineers, and perform special assignments as requested and other duties assigned per the posted job description.

## ■ Succession Plan

The City Engineer position is a critical component of the succession plan that is in place for when the current Engineering Director retires. It is expected that the Engineer will ascend to the role of Engineering Director at that time.

## ■ Opportunities & Challenges

A water system improvements master plan approved in 2022 includes a listing of cost estimates and projects needed in the areas of storage, distribution, treatment and infrastructure/equipment repair or replacement. Discussions are also underway regarding wastewater treatment facilities, as one of the City's three facilities needs to be replaced and one upgraded. The City is seeking to voluntarily enter into a Consent Order with the Missouri Department of Natural Resources to undertake this work, and it will be the new director's priority project.

City leaders would like to see the new City Engineer settle into their role, becoming part of the organization and community at large and establishing positive relationships with Public Works staff, other senior leadership, citizens, and community partners.

The selected candidate will bring a fresh perspective in evaluating current operations and staffing and help provide clarity of purpose, vision, priorities, and best practices to their role. While the department is performing well, Sedalia takes a continuous improvement approach to customer service and responsiveness.

The City Engineer will also be asked to review the Capital Project list, associated engineering studies, and cost estimates to develop an action plan for project funding and implementation. As part of the Comprehensive Plan, desired projects include safe streets initiatives, sidewalk and trail upgrades, streetscape improvements, and street lighting.



## ■ Ideal Candidate

The City of Sedalia is searching for an experienced and customer-focused servant leader eager to get their hands dirty.

The community's next City Engineer will have broad technical expertise, excellent project management skills, and experience with streets and traffic, solid waste and recycling, water and wastewater treatment operations, storm and sewer maintenance, and infrastructure financing. They will understand the relevant federal, state, and local laws, regulations, and policies regulating their industry and the customer service and community relations expectations of City leaders.

The right person for this position has experience developing and implementing short- and long-range goals and objectives, an annual departmental budget, and a Capital Improvements Program. They work well under pressure, have the organizational skills needed to oversee multiple high-profile capital construction projects and initiatives, and have the communication and people skills to work in a typical municipal environment focused on collaboration and cooperation.

The ideal candidate is open-minded, adaptable, and strategic. They excel in building relationships with colleagues, elected leaders, consultants, engineers, architects, contractors, and stakeholder agencies, and they will take the time to settle in and learn about the organization and community to help ensure their success.





## ■ Education & Experience

This position requires a bachelor's degree in Civil Engineering or a related field from an accredited college or university and five years of progressively responsible in public works, utilities, engineering, or any combination thereof.

Candidates must also have knowledge of municipal government accounting practices and planning and a valid driver's license. Certification as a Project Manager is preferred. A professional engineering license (PE) is preferred. Candidates possessing an E.I.T are also encouraged to apply.

## ■ Compensation & Benefits

The salary range for this position begins at \$100,000 and may be higher based on the selected candidate's experience and qualifications. The City is implementing a new merit-based pay plan and discontinuing its traditional "step" plan which will provide opportunity for increased compensation. The City also provides a robust benefits package, including insurance, paid holidays and leave, an employee wellness program, family membership to the Community Center, and flexible schedules as approved. The City will also offer a relocation reimbursement of up to \$10,000 (based on where the candidate will be moving from).

The organization participates in the Missouri Local Government Employees' Retirement System and offers an elective, supplemental retirement plan.

## ■ Application Process

[Please apply online](#)

For more information on this position, contact:

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540-820-0531



*The City of Sedalia is an Equal Opportunity Employer and committed to being fair and inclusive in its hiring and advancement practices. Applicants selected as finalists will be subject to a comprehensive background check.*

## ■ Resources

[City of Sedalia](#)

[FY23-24 Budget](#)

[5 Year Capital Improvements Plan](#)

[Public Works Department](#)

[Sedalia Comprehensive Plan](#)

[Economic Development Department](#)

[Sedalia Chamber of Commerce](#)

[Sedalia Convention & Visitors Bureau](#)

[Community Promotional Video](#)



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