



DEPUTY CITY MANAGER

City Manager's Office

Annual Salary:
\$186,000–\$224,000 DOE/DOQ

City of Maricopa, Arizona

Are you a forward-thinking, politically astute municipal leader who can build consensus, strengthen relationships, and help guide a rapidly growing community? If so, apply to be the City of Maricopa's next Deputy City Manager!

We're looking for an exceptional, collaborative leader who is:

- A strategic thinker and champion of continuous improvement
- An effective communicator and relationship builder
- An innovative yet humble leader with strong municipal management and fiscal knowledge

As a key member of the executive leadership team, the Deputy City Manager will help ensure City operations align with Maricopa's mission, objectives, and strategic priorities while providing executive leadership across assigned areas.

Come build a city with us – read on to learn more about this opportunity!

The City does not require residency within City limits.

ABOUT THE COMMUNITY

Maricopa offers the close-knit atmosphere of a smaller community alongside the amenities and opportunities of the greater Phoenix region. Residents value the city's family-friendly environment, recreational opportunities, educational resources, community events, and the opportunity to help shape the future of a young and rapidly growing city.

The community has experienced significant growth. The U.S. Census Bureau estimates Maricopa's population at 78,362 as of July 1, 2025, an increase of 34.8% from its April 2020 population. The community also has a high rate of homeownership, with 83.6% of housing units owner-occupied.

Recreation and quality of life are central to Maricopa's identity. The City's strategic priorities call for continued investment in outdoor recreation, trails and interconnected bike routes, public art, cultural experiences, and partnerships that expand opportunities for residents. The City is also working to establish top tier facilities.

Maricopa was incorporated in 2003, making it a relatively young city with an opportunity to intentionally shape its future as it continues to grow.



POPULATION
78,362



MEDIAN HOUSEHOLD INCOME
\$96,391



MEDIAN HOME VALUE
\$377,200

AVERAGE MONTHLY RENT
\$1,998

History



Tourism



GOVERNANCE & ORGANIZATION

The City of Maricopa operates under a Council-Manager form of government. The governing body consists of seven members, including the Mayor, who are elected at-large to four-year terms with no term limits. The City Manager, Municipal Court Judge, and City Attorney are appointed and/or confirmed by the governing body.

Maricopa has 585 employees and an operating budget of approximately \$86.1 million, along with a \$181.2 million Capital Improvement Program for FY27 and a 10 year Capital Improvement Plan totaling \$1.02 Billion.

The City's strategic priorities focus on six major areas:

- Transportation
- Housing
- Becoming a Destination City
- Job Creation & Business Development
- Quality of Life
- Public Safety

Strategic Priorities



ABOUT THE JOB

The Deputy City Manager (DCM) is a key member of Maricopa's executive leadership team, responsible for ensuring the day-to-day operations of assigned areas function at an optimal level and align with the City's mission, objectives, and strategic priorities. The DCM directly oversees assigned Directors and Division Managers and other assigned staff while helping drive innovation, organizational effectiveness, and continuous improvement.

Reporting to the City Manager, the new Deputy City Manager will:

- Provide visionary executive leadership and collaborate with the City Manager and Executive Team on strategic initiatives.
- The previous incumbent oversaw various public safety departments. The reporting structure for this department will be determined based on the strengths of the selected candidate in conjunction with the needs of the City.
- Build high-performing leadership teams through coaching, mentoring, succession planning, and professional development.
- Oversee programs, policies, budgets, organizational structures, and operations within assigned areas.
- Advise City leadership on complex municipal, community, legislative, and policy issues.
- Champion positive organizational change, innovation, accountability, and continuous improvement.

Full Job Description



OPERATIONAL SCOPE

- Executive oversight of assigned Directors and other assigned staff
- Citywide strategic initiatives and organizational improvement
- Policy and administrative analysis
- Budget and resource stewardship
- Intergovernmental and community relationships

ORGANIZATION QUICKFACTS



CITY EMPLOYEES

585



OPERATING BUDGET

~\$86 MILLION



FY27 CAPITAL IMPROVEMENT BUDGET

\$181.2 MILLION

KEY CITYWIDE PROJECTS FOR 2026–2027

- **Expand economic opportunity:** Support efforts to attract high-paying jobs and advance business development, including the City's focus on a Maricopa Business Park and strategic partnerships.
- **Address transportation and connectivity:** Help advance solutions for transportation infrastructure and regional connectivity, including priorities associated with State Route 347.
- **Address floodplain challenges:** Help develop solutions associated with Maricopa's position at the downstream end of several floodplain areas.
- **Launch the City's in-house ambulance service:** Assist with implementation of the ambulance service planned for 2027, including the broader public-safety preparations needed to support its launch.
- **Enhance quality of life:** Partner with the City Management Team to expand recreational, cultural, and other quality-of-life opportunities for residents.



THE IDEAL CANDIDATE

Maricopa's ideal Deputy City Manager will be a consensus builder and relationship-driven executive who can establish trust internally while developing productive partnerships throughout the region and state. The successful candidate will understand the political environment of municipal government and know how to navigate complex issues with professionalism and sound judgment.

The City seeks a forward-thinking leader who embraces innovation and continuously looks for ways to improve organizational performance. This individual should understand municipal fiscal budgeting and possess the strategic perspective necessary to help move a growing organization forward.

Communication skills will be essential. The Deputy City Manager must effectively communicate with elected officials, employees, community stakeholders, and external partners. Above all, Maricopa seeks a strong but humble leader who empowers others, unifies teams, anticipates future needs, and approaches public service with integrity.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree from an accredited college or university with major coursework in public administration, business administration, finance, communications, or a closely related field.
- Five years of management experience in administration, finance, or management with a local government agency or business in a supervisory or managerial capacity.
- Local government experience is necessary for this position.
- Must possess and maintain a valid Arizona driver's license or obtain one within 30 days of hire, unless a qualifying military-related exception applies.

Preferred:

- Master's degree.
- Executive-level experience as a City Manager, Assistant City Manager, Deputy City Manager, or comparable position.

SALARY & BENEFITS

- **Compensation:** \$186,000–\$224,000 DOE/DOQ.
- **Health Benefits:** Medical and prescription drug coverage, dental, vision, telehealth, Life and AD&D insurance, and Employee Assistance Program. The City's HDHP coverage is 100% for the employee and 86% for family coverage. Employees participating in the City's wellness program may receive a \$100 monthly HSA contribution.
- **Paid Leave:** Includes 40 hours of Executive Leave annually, in addition to applicable leave/PTO. Placement within the leave accrual schedule may be negotiable based on years of service.
- **Retirement:** Arizona State Retirement System. After one year of continuous employment, employees are also eligible for an employer match of up to 2% of eligible wages to a 457(b) Deferred Compensation Retirement Plan.
- **Four-Day Workweek:** Maricopa operates on a four-day work schedule with Fridays off.
- **Winter Break:** City Hall closes from noon on December 24 through January 2.
- **Vehicle Allowance:** \$400 per month.
- **Phone Allowance:** \$50 per month.
- **Recreation:** Free membership to Copper Sky Recreation Center, including access to the gym, child watch, and aquatic center.
- **Relocation:** Relocation reimbursement may be considered.



HOW TO APPLY

Apply Here



For more information on this position, contact:

Marsha Reed, Senior Vice President, Executive Recruitment

marshareed@governmentresource.com | 806-789-9641

The City of Maricopa is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability. Applicants selected as finalists for this position will be subject to a comprehensive background check.