

PUBLIC UTILITIES DIRECTOR

Annual Salary:
$115,283 – $129,827 (DOQ)

Lake Alfred, Florida

Are you an experienced water and wastewater leader who wants to see the results of your work in the field and in the community? Are you ready to guide a growing utility through more than $70 million in infrastructure investment? If so, the City of Lake Alfred invites you to apply to become its next Public Utilities Director.

Reporting to the City Manager, the Public Utilities Director leads water and wastewater operations, capital project delivery, and a dedicated field team in a fast-growing Central Florida city.

We're seeking a practical, engaged leader who is:

- A hands-on utility professional with deep field operations knowledge
- A capable manager of construction, consultants, and capital projects
- A coach who builds accountable, independent teams

Read on to learn more about this opportunity!

Executive Recruitment Provided by SGR

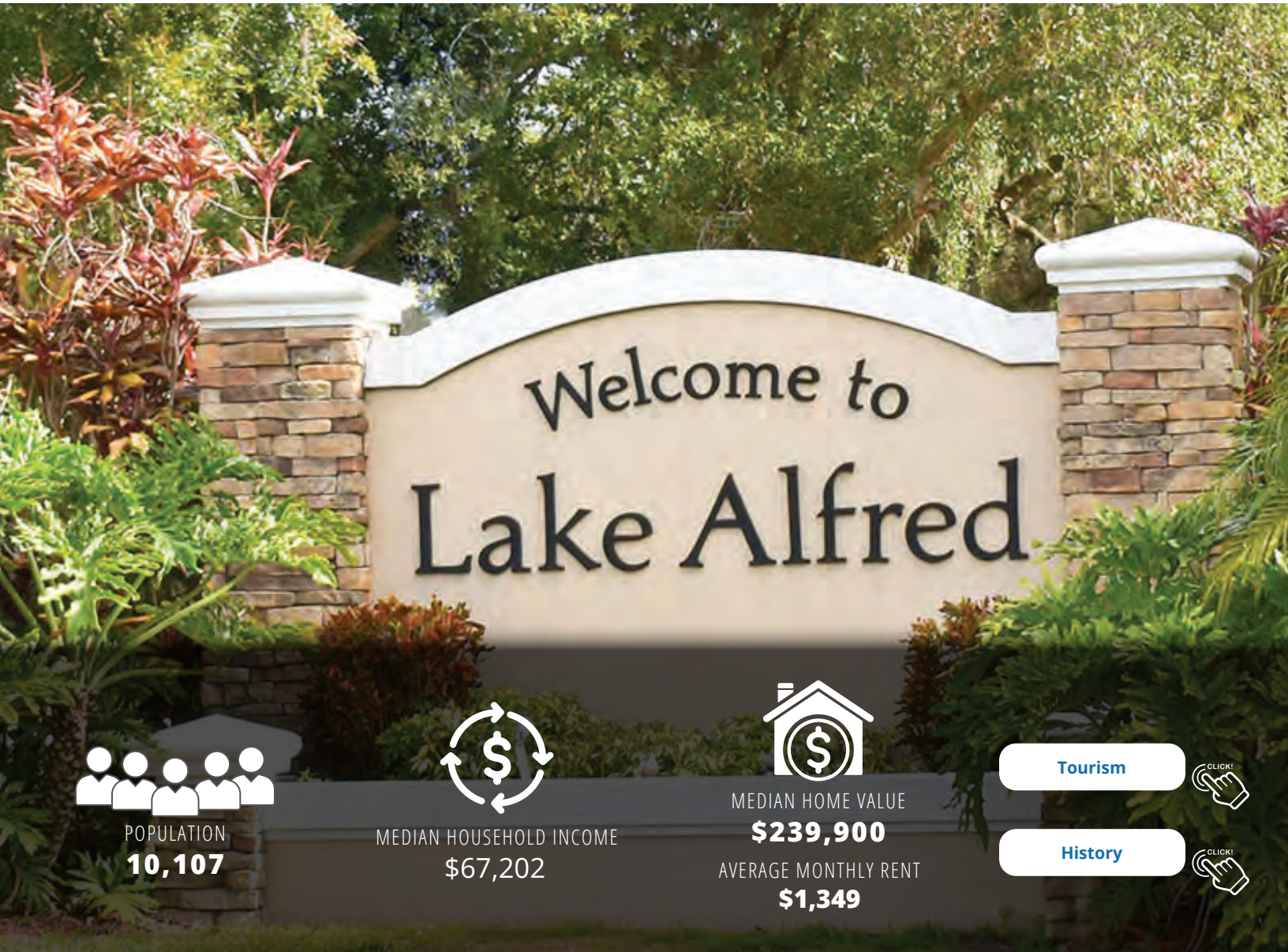
ABOUT THE COMMUNITY

Nestled among the rolling hills and sparkling lakes of central Polk County, Lake Alfred offers the best of both worlds: a welcoming small-town atmosphere with convenient access to the opportunities of Central Florida. Located between Tampa and Orlando, the city keeps residents within easy reach of two major metropolitan areas, international airports, and world-class attractions, while preserving the relaxed pace of living that makes it feel like home.

Lake Alfred's roots run deep. The community grew up along the railroad, supported by a sawmill, turpentine still, and crate mill, and was incorporated as the City of Fargo in 1913 before taking the name Lake Alfred in 1915. As the timber gave way, citrus groves became the community's livelihood, a legacy that continues today at the University of Florida's Citrus Research and Education Center, which has called Lake Alfred home for more than a century.

Residents take pride in their strong community spirit, family-friendly environment, safety, and high quality of life. Mackay Gardens and Lakeside Preserve offers a lakefront walking trail with views of wading and migratory birds, while the area's lakes invite boating, fishing, and water skiing. Local favorites range from a longtime oyster bar to a charming tearoom.

Lake Alfred is also growing. The city's population has climbed from about 6,400 in 2020 to more than 10,000 today as new families discover its combination of natural beauty and small-town charm. That growth brings energy to the community, and a clear need for the reliable utility infrastructure this position will lead.



ABOUT THE CITY OF LAKE ALFRED

The City of Lake Alfred is a full-service municipality with a FY 2026–2027 budget of $45,029,796, an ad valorem millage rate of 6.750, and 129 employees. As a small and growing organization, the City values flexibility, shared responsibility, and cross-department collaboration. Leaders here are expected to build cooperative relationships rather than work in silos.

The City's service philosophy is simple: treat employees, residents, contractors, and partners with professionalism and respect, and "treat them better than they deserve." That commitment shapes everything from day-to-day customer interactions to the way the City plans for its future, including major investments in water and wastewater infrastructure that will support residential and commercial growth for decades to come.





GOVERNANCE & ORGANIZATION

Lake Alfred operates under a commission-manager form of government. The five-member City Commission, including the Mayor, is elected at large to four-year terms with no term limits. The Commission appoints the City Manager, the City Attorney, and members of the City's advisory boards. The City Manager oversees the daily operations of all City departments.

The Public Utilities Director works closely with the City Manager and partners with Finance, which manages utility billing, rate studies, and debt management, as well as with engineers, consultants, contractors, developers, and regulatory agencies.





ABOUT THE JOB

The Public Utilities Director reports to the City Manager and provides executive-level leadership for the City's water and wastewater utility, a position designated as Mission Critical. The Director provides strategic leadership, long-range system planning, regulatory oversight, financial management, and operational direction to ensure safe, reliable, and compliant service to a growing community.

This is a visible, hands-on role. The Director maintains a consistent presence at plants, lift stations, and construction sites, serves as the primary link between field operations and executive leadership, and translates strategic direction into measurable project outcomes.

The successful candidate will provide executive leadership for:

- Water treatment and distribution, wastewater collection and treatment, and reclaimed water systems
- Capital project delivery from design through construction and closeout
- FDEP and other regulatory compliance, reporting, and testing programs
- Budget development, procurement, and project cost control
- Supervision, coaching, and development of Utilities and Public Works personnel

Job Description



DEPARTMENT STRUCTURE

The Public Utilities Department delivers the water and wastewater services that support continued residential and commercial growth throughout Lake Alfred.

Functions Within Public Utilities

- Potable water production and distribution
- Wastewater collection and treatment
- Reclaimed water systems
- Lift station operations
- Infrastructure maintenance and repair, including water mains, sewer lines, and hydrants
- Water quality and regulatory compliance
- Capital planning and utility system expansion

Organizational Quick Facts

- **Operating Budget:** $5.6 million (FY 2026–2027, excluding capital projects and debt service)
- **Department Employees:** 11
- **Major Capital Investments Underway:** More than $70 million
- **Reports To:** City Manager

KEY INITIATIVES

The next Public Utilities Director will step into a period of substantial infrastructure investment, leading projects that will shape Lake Alfred's utility system for decades.

John Deaton Water Plant (Water Treatment Plant No. 2)
The approximately $20 million John Deaton Water Plant is scheduled to be completed and transition into operation in March 2027. The Director will guide the plant through completion, startup, and integration into the City's water system.

Wastewater Treatment Facility Expansion
An approximately $35 million expansion of the City's wastewater treatment facility will add the capacity needed to support future growth. The Director will oversee consultants, contractors, and construction to keep the project on schedule and within budget.

Alternative Water Supply Receiving Station (Water Treatment Plant No. 3)
Supporting Lake Alfred's participation in the Polk Regional Water Cooperative, this approximately $15 million project will help secure a sustainable, long-term water supply for the community.

CR 557 Water Main Relocation
Approximately $1 million in utility relocation work will accompany the County's widening of CR 557, calling for close coordination with County partners and careful attention to service continuity and site restoration.

Asset Management, Master Planning & Team Development
Beyond major projects, the Director will strengthen preventive maintenance and asset management, address aging infrastructure, and advance water and sewer master planning. Just as important, the Director will assess organizational needs and build a team that can anticipate and respond to service demands.





THE IDEAL CANDIDATE

The ideal candidate is a practical, engaged utility leader who brings substantial field operations knowledge, management experience, and the ability to oversee utility construction. Experience reading plans, working with engineers, managing consultants, and understanding the effects of development on utility systems will be valuable.

City leadership emphasizes practical expertise and demonstrated results. An engineering degree is not considered essential, and operator credentials are most valuable when supported by broader leadership and management experience. Lake Alfred seeks a confident leader with sound judgment, emotional intelligence, and a collaborative approach, someone who establishes clear expectations, holds employees accountable, and coaches staff to work more independently.

An engaged presence in the field, professional conduct, and consistent follow-through will be important. The next Director will communicate effectively with residents, respond constructively to concerns, and maintain high standards for repairs and site restoration, while practicing careful stewardship of funding and coordinating productively with Finance.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree from an accredited college or university in Engineering, Public Administration, Business Administration, Environmental Sciences, or a related field
- Eight (8) years of progressively responsible experience in water or wastewater utilities
- Five (5) years of supervisory or administrative leadership experience
- Florida Department of Environmental Protection (FDEP) Water or Wastewater Operator certification (Class "B" minimum)
- Valid Florida Commercial Driver's License (Class B), or the ability to obtain one within one (1) year
- An equivalent combination of education, training, and experience may be considered

Preferred:

- FDEP Class "A" Water or Wastewater Operator certification
- Municipal government or governmental operations experience
- Public Works experience
- Certified Public Manager (CPM) certification, or the ability to obtain within three (3) years

SALARY & BENEFITS

The salary range for the Public Utilities Director is $115,283 – $129,827, DOQ. The City of Lake Alfred also offers a competitive benefits package, including:

Compensation

- Longevity pay, with a five-year service credit toward longevity and vacation accrual
- Severance of 4 to 12 weeks of pay for eligible involuntary separations

Health & Wellness

- Medical, dental, vision, and basic life insurance
- $100 per pay period health insurance allowance

Retirement

- Florida Municipal Pension Trust Fund (FMPTF) 401(a) defined contribution plan with a 10% employer contribution
- 100% employer match of employee contributions up to 5% through the 457(b) Deferred Compensation Plan, for a potential total retirement contribution of 20% of compensation
- $100 per pay period deferred compensation contribution
- Employer contributions vest over five years, beginning at 25% after two years
- Social Security participation

Paid Leave

- 40 hours of vacation and 40 hours of sick leave upon hire
- Vacation accrual of up to 80 hours per year, increasing with tenure to 160 hours per year, with a five-year service credit
- Sick leave accrual of 8 hours per month
- 12 paid holidays plus one floating holiday

Other Benefits

- City-issued take-home vehicle and cell phone
- City-provided computer and technology

This is an extraordinary opportunity to lead a consequential public enterprise, strengthen its long-term financial and organizational capacity, capitalize on historic economic-development opportunities, shape a high-performing executive team, and deliver measurable results for the entire community.

HOW TO APPLY

Apply Here



For more information on this position, contact:
Kevin Knutson, Senior Vice President, Executive Recruitment
kevinknutson@governmentresource.com | 727-754-0407

The City of Lake Alfred is an Equal Opportunity Employer and a Drug-Free Workplace, and participates in Veterans' Preference hiring practices.