

CITY OF OAK CREEK

DIRECTOR OF PUBLIC WORKS



The City of Oak Creek invites accomplished municipal and construction professionals to consider an opportunity to be a leader in one of southeastern Wisconsin's most dynamic and growing communities.



McMAHON
ENGINEERS ARCHITECTS

WHY CONSIDER A CAREER IN OAK CREEK?

A career with the City of Oak Creek offers the opportunity to:

- ✓ Serve a growing and engaged community of nearly 39,000 residents.
- ✓ Make a visible impact on a city experiencing significant development and growth.
- ✓ Work in a diverse municipal environment encompassing public safety, infrastructure, community development, parks and recreation, libraries, utilities, administration, and more.
- ✓ Join a professional, competent, highly motivated Management team to advance an ambitious 2023-2027 Strategic Action Plan which can be found here [City of Oak Creek Strategic Plan 2023-2027](#)
- ✓ Enjoy a very supportive and stable group of elected officials that respect staff's skills and judgement.
- ✓ Live in a community that balances growth with quality of life, offering neighborhoods, recreation, civic amenities, and economic opportunity.
- ✓ Enjoy an exceptional regional location with convenient access to Milwaukee, Chicago, Lake Michigan, and southeastern Wisconsin.



Oak Creek is a community on the move, large enough to offer meaningful opportunities yet connected enough to maintain a strong sense of community. For professionals seeking a rewarding place to build both a career and a life, Oak Creek offers an exceptional combination of opportunity, quality of life, and future potential. Our 24 City parks encompassing 318 acres and our vast network of trails and sidewalks provide outdoor recreational opportunities for all.

Wisconsin



A GROWING COMMUNITY WITH A STRONG QUALITY OF LIFE

Oak Creek is a dynamic, growing community located along the western shore of Lake Michigan in southeastern Milwaukee County. Situated immediately south of Milwaukee and along the I-94 corridor, Oak Creek combines the advantages of a thriving metropolitan area with the character, neighborhoods, open spaces, and quality of life of a well-

planned suburban community. With 24 parks encompassing 318 acres, Oak Creek offers opportunities for all outdoor enthusiasts. Oak Creek's careful and thoughtful planning to preserve environmental corridors has resulted in a tree canopy coverage higher than most other Milwaukee County municipalities.

Today, Oak Creek is home to approximately 38,860 residents, reflecting substantial growth over the past several decades. The Wisconsin Department of Administration projects continued population growth, with the community expected to exceed 40,000 residents by 2030.





THIS IS YOUR OPPORTUNITY

The next Director of Public Works will be expected to:

- ✓ Lead a high-performing Public Works Department
- ✓ Provide clear direction, accountability, and support to a professional workforce while fostering a culture built on teamwork, service, safety, innovation, and continuous improvement.
- ✓ Have core competencies with tasks related to street maintenance, parks and open space maintenance, snow and ice control, equipment maintenance and repair, refuse and recycling collection, special refuse pick up program, recycling yard, special events, and forestry operations.
- ✓ Ensure the City's streets, public facilities, equipment, parks and other infrastructure assets are

maintained effectively and strategically over their full life cycles.

- ✓ Manage a \$7.2 million operating budget and a \$6.7 million 5-year Capital Improvement Program budget while planning for growth and advancing capital project planning.
- ✓ Join a high-functioning management team to help advance the City's ambitious 2023-2027 Strategic Action Plan which can be found here [City of Oak Creek Strategic Plan 2023-2027](#)
- ✓ Help the City anticipate and respond to infrastructure demands associated with residential, commercial, industrial, and mixed-use development.
- ✓ Manage an Urban Forestry program which provides a tree canopy which covers approximately 36%, roughly 6,500 acres, of the City of Oak Creek per Wisconsin Department of Natural Resources.
- ✓ Develop and implement practical, financially sustainable capital improvement strategies that address both immediate needs and long-term community priorities.
- ✓ Deliver exceptional customer service.
- ✓ Maintain a strong service orientation and ensure that residents, businesses, elected officials, and other stakeholders receive responsive, professional, and transparent service.
- ✓ Build collaborative relationships and work effectively across City departments and with elected officials, regional agencies, developers, consultants, contractors, utilities, and community organizations.
- ✓ Evaluate emerging technologies, operational practices, asset-management strategies, and service-delivery models that can improve efficiency, reliability, and value to taxpayers.
- ✓ Coordinate operations across City departments primarily with the Engineering and Utility departments.



THE IDEAL CANDIDATE

Oak Creek is seeking a strategic, collaborative, and highly capable professional who understands that successful public works leadership is about much more than infrastructure; it's about creating a community where people want to live, work, invest, and build their future. Candidates must have a minimum of a bachelor's degree in construction management, project management, engineering, public or business administration, or a closely related field from an accredited college or university and a minimum of seven (7) years' experience in municipal administration, public works and street maintenance operations, public/private utilities, related construction work, including five (5) years at a supervisory level including supervision of public works contracts. Any combination of education and experience that provides the required knowledge and skills may qualify.

The ideal candidate will bring:

- ✓ Significant progressively responsible experience in municipal public works, infrastructure, engineering, utilities, construction, transportation, or a closely related field.
- ✓ Demonstrated leadership experience managing complex operations, programs, projects, and personnel.
- ✓ A strong understanding of municipal infrastructure and public works practices.
- ✓ Experience developing and managing capital improvement programs and budgets.
- ✓ The ability to translate technical issues into clear recommendations for elected officials and the public.
- ✓ Strong financial and organizational management skills.
- ✓ A track record of building effective teams and developing employees.
- ✓ Excellent communication, interpersonal, and relationship-building skills.
- ✓ Sound judgment and the ability to make thoughtful decisions in a complex public environment.
- ✓ Experience working effectively with elected and appointed officials.
- ✓ Appreciation for customer service and the responsibility that comes with managing public resources.
- ✓ The ability to operate comfortably at both strategic and operational levels.



In Oak Creek, you will be visible, your decisions will matter, and your leadership will help shape the Community's future!

THE OAK CREEK-FRANKLIN JOINT SCHOOL DISTRICT



The Oak Creek-Franklin Joint School District serves all of the City of Oak Creek and a 7-square mile portion of the City of Franklin. With the support of the community, the dedication of staff, and the commitment of the families served, the Oak Creek-Franklin Joint School District continues to demonstrate academic excellence and holds an outstanding reputation in the State of Wisconsin. Their mission is to work together to engage, challenge and inspire every student every day.

A COMPETITIVE PUBLIC-SECTOR EXECUTIVE OPPORTUNITY

Oak Creek recognizes that attracting and retaining exceptional municipal professionals requires a competitive total compensation package and a collaborative organizational structure.

- ✓ Salary Range is \$108,473 - \$135,591 based on qualifications.
- ✓ Includes an exceptional retirement package through the Wisconsin Retirement System (WRS).
- ✓ Comprehensive health and insurance benefits.
- ✓ Generous paid time off.
- ✓ Professional development opportunities.
- ✓ Support for continuing education and professional association participation.
- ✓ An organizational culture which emphasizes employee development and organizational excellence.



GENEROUS PAID TIME OFF

The City of Oak Creek provides personal time off (PTO), bereavement leave, parental leave and 10 holidays. Employees start with PTO equivalent to 23 days per year.



COMPREHENSIVE HEALTH & INSURANCE BENEFITS

Coverage for eligible medical and prescriptions, including spouse and minor dependents. Fully funded Dental Plan, an optional Vision Plan, Flex Spending Account and Long-Term Disability.



EXCEPTIONAL RETIREMENT

The City of Oak Creek is a Wisconsin Retirement System (WRS) Employer and offers a Deferred Compensation Plan.

STRATEGIC ACTION PLAN 2023-2027

THE COMMITMENT OF THE CITY OF OAK CREEK

Our Vision

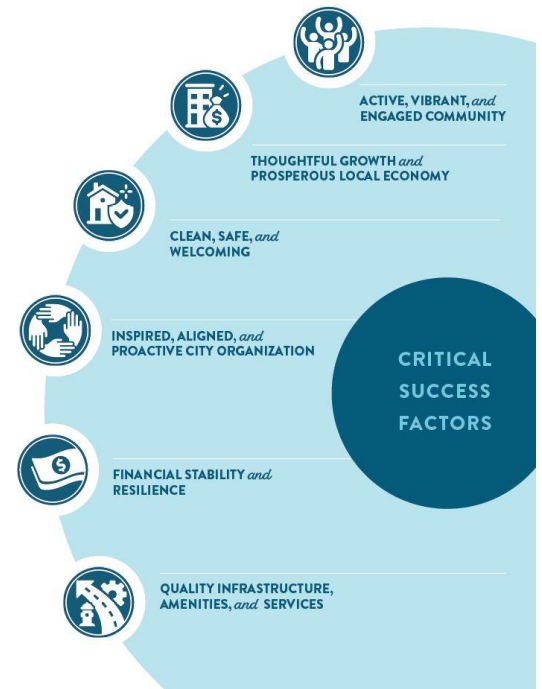
Oak Creek: A dynamic regional leader driving the future of the south shore.

Our Mission

We are an organization dedicated to providing high-quality services that positively impact Oak Creek residents, businesses, and visitors.

Our Critical Success Factors

Critical Success Factors featuring blue circles highlighting six different components of Oak Creek's Strategic Action Plan. Critical success factors are the major areas the City must get right to achieve its vision. They serve as the guiding themes for the goals established through Oak Creek's strategic planning process.



You can find the entire 2023-2027 Strategic Action Plan here [City of Oak Creek Strategic Plan 2023-2027](#)



CHECK OUT OUR VIBRANT COMMUNITY

Oak Creek offers an inviting mix of lakefront beauty, outdoor recreation, and community energy. Residents and visitors can enjoy scenic Lake Michigan views at Bender Park and Lake Vista Park, explore trails and green spaces throughout the City's park system, and gather at Drexel Town Square for dining,

shopping, farmers markets, concerts, festivals, and seasonal events. With family-friendly amenities, vibrant public spaces, and convenient access to Milwaukee and southeastern Wisconsin, Oak Creek is a community where work, recreation, and quality of life come together. Take a virtual tour and check out all that Oak Creek has to offer.

[Oak Creek - Creating a Future With Purpose](#)

[Purposeful Growth in Oak Creek](#)

[Gather in Oak Creek](#)

[Oak Creek: Celebrating Our Diversity](#)

APPLICATION PROCESS

Interested professionals should submit application material to khackbarth@mcmgrp.com at McMahon Associates, Inc. During the application period, interested professionals should submit the following:

- ✓ **Cover Letter**
- ✓ **Resume**
- ✓ **Professional References**

Qualified candidates should apply by **5:00 PM Friday, October 23, 2026** with complete application materials. All questions should be directed to Ray Maurer, Senior Public Management Specialist with McMahon Associates, Inc., at RMaurer@mcmgrp.com.

For more information and to view the full job description, please visit our website at [City of Oak Creek Director of Public Works position on the McMahon website.](#)

Additional information about the City of Oak Creek can be found on the city website:

<https://www.oakcreekwi.gov/>

The City of Oak Creek is an equal opportunity employer.

