

## A Great Opportunity to Advance your Career

Come join a forward-thinking team and play a central role in shaping a vibrant, equitable, and well-planned Toledo!

A national search is underway to recruit an experienced urban planning professional to serve as the next Director of the Toledo-Lucas County Plan Commission for the City of Toledo, Ohio. This is a great opportunity to advance your career by leading an exceptional staff through implementing the Forward Toledo comprehensive land use plan. You'll work alongside dedicated colleagues in a culture grounded in purpose, integrity, and respect where every voice matters, and every action serves.

The Toledo-Lucas County Plan Commission aligns its work with the City's strategic priorities to increase job creation and retention by supporting and catalyzing private sector investment, improving residential well-being, and enhancing neighborhood quality. The Director plays a crucial role in supporting the Lucas County Plan Commission, through a contract with the Board of Lucas County Commissioners, and the various township planning boards by providing professional planning expertise, technical assistance, and administrative guidance. This involves managing the staff assigned to monthly Lucas County Plan Commission meetings and cases, as well as offering advice on zoning ordinances, comprehensive plan updates, land use regulations, and development proposals. The Director helps ensure consistency and coordination in planning efforts across the county, facilitating communication and collaboration among different jurisdictional planning entities to promote cohesive and sustainable growth.

The Director of the Toledo-Lucas County Plan Commission reports directly to the City's Deputy Mayor and provides overall leadership and management of the Department. The Director will manage 19 full-time employees with a budget of approximately \$2.3 million.

### Forward Toledo

The Forward Toledo plan was adopted in September 2024. This plan will guide land-use planning in Toledo for the next 10-20 years. It is our community's collective statement on who we want to be and how we would like to grow as a city. Forward Toledo is organized into five themes. Each theme focuses on key topics: Move, Place, Play, Build, and Sustain. Below is a brief summary of each theme and a link to more detail about the goals and strategies that were identified by a group of local professionals as a starting point for a broader conversation with the public about how land is developed and used.

- How should we Move? This theme focuses on the proposed goals and strategies for increasing connectivity, supporting public transit, and encouraging walkability. <https://toledo.oh.gov/residents/forward/move>
- How should we make a better Place? This theme focuses on the proposed goals and strategies for placemaking, expanding opportunity, and building inclusive neighborhoods. <https://toledo.oh.gov/residents/forward/place>
- How should we encourage Play? This theme focuses on the proposed goals and strategies to increase park access, promote the arts, encourage tourism, and support childhood development. <https://toledo.oh.gov/residents/forward/play>

- How should we Build? This theme focuses on the proposed goals and strategies for design, use, and access to affordable housing throughout the city.  
<https://toledo.oh.gov/residents/forward/build>
- How should we Sustain? This theme focuses on maintaining our natural environment, accessing healthy food, and promoting efficient energy.  
<https://toledo.oh.gov/residents/forward/sustain>

(The full plan can be found here: [https://cdn.toledo.oh.gov/uploads/documents/Plan-Commission/20241216\\_Forward-Toledo-Final-Draft.pdf](https://cdn.toledo.oh.gov/uploads/documents/Plan-Commission/20241216_Forward-Toledo-Final-Draft.pdf)).

## **Comprehensive Review and Update of Zoning and Land-Use Policies**

The Director will also be a part of the Toledo team that is implementing a comprehensive update of the Toledo Zoning Code and Development Standards. The Plan Commissions together will develop a scope of work and progress deliverables; select a nationally recognized zoning update consultant through a competitive Request for Proposal process; plan and implement stakeholder and citizens engagement; provide consultant oversight; and facilitate necessary approvals for any proposed update.

An update to the zoning code will benefit low to moderate income (LMI) households through reducing barriers to affordable housing construction across the entire city of Toledo, in which about 57% of the population is classified as LMI. A zoning update will address the following key Land Use and Entitlement Strategy Areas identified by Forward Toledo and Toledo Together: Expanding by-right zoning for higher-density development; Expanding by-right zoning for missing middle housing types; Developing by-right zoning for infill development; Increasing transparency and predictability for development decision making.

Other possible outcomes of the zoning rewrite which would reduce barriers to affordable housing production include:

- Developing or updating overlays to encourage development or simplifying or changing overlays that pose barriers to affordable housing development or preservation.
- Reducing or eliminating parking minimums, building height, minimum lot size, etc. that restrict new development.
- Streamlining or eliminating requirements where possible that delay the permitting process or establish unreasonable thresholds for approvals.
- Rezoning to allow multifamily or mixed-use development including housing in office, commercial, and light industrial zones.
- Developing proposals for policies that incentivize mixed-income development, such as the inclusion of affordable units in market rate properties.

Complementing these proposed changes would be ongoing community engagement and education conversations to explain changes to the code before, during, and after the zoning update process. Resistance to change has been a significant barrier for many larger residential projects in Toledo and the intent is to reduce resistance through

community education that underscores the need and the reason for these changes. The review and updates to the zoning code will begin Summer 2025 with completion by February 2028. Benefits will begin after adoption of the updated code and will continue long past the end of the performance period.

## **Discover Toledo: A Growing and Exciting Place to Call Home**

Welcome to the Glass City! Toledo is more than just a place to live—it's a place to grow, engage, and belong. Nestled on the shores of Lake Erie and the Maumee River, this vibrant Midwest gem blends affordability, opportunity, and charm, making it ideal for living and working. Over recent years, Toledo has experienced unprecedented levels of private sector investment and momentum, leading to the creation of thousands of new jobs in the city's target sectors. This economic surge has been a catalyst for Toledo's urban renaissance, with over \$2 billion invested in the past decade and another \$1 billion of investment in the pipeline. This significant influx of capital has revitalized various aspects of the city, transforming it into a dynamic hub of growth and innovation. Downtown Toledo has emerged as the city's fastest-growing neighborhood, attracting new residents, cultural amenities, and a vibrant nightlife. The area has become a magnet for young professionals and families alike, drawn by the promise of modern living spaces, a thriving arts scene, and a host of entertainment options. New developments have brought an array of restaurants, bars, and music venues, making downtown a bustling center of activity.

Still, you might be saying, why choose Toledo?

### Live Affordably

Toledo is drawing national attention for its affordable real estate. In spring 2025, it was ranked the top housing market in the U.S., thanks to its median home price. Average home prices hover around \$155K–\$235K, significantly below the national median, nearly \$200,000 less than many major metro areas. Homes sell unusually fast, too—typically within 37 days.

### Build a Career for You and Your Family

From its industrial roots in automotive and glass manufacturing, Toledo has grown into a hub for healthcare, education, advanced manufacturing, and logistics. Key employers include ProMedica, the University of Toledo, Libbey Glass, Jeep, Owens Corning, and Dana Holding. Toledo was named one of 2024's hottest markets and continues to attract investment and new job creation (e.g. the Toledo Trade Center and solar innovation hub). The City's legacy of innovation continues with First Solar, the largest solar panel manufacturer in North America, which originated in Toledo. Both the glass and solar sectors are vital to the regional economy, driving global advancements.

### Thrive Culturally

Culture flourishes here. The internationally renowned Toledo Museum of Art features a world-class collection, including glass art and masterpieces by Van Gogh, Monet, and Picasso. Music, theater, and public art thrive through institutions like the Toledo Symphony, Opera, and Valentine Theatre. Living in Toledo also means being steps away

from one of the most beloved and impactful cultural institutions in Ohio: the Toledo Zoo & Aquarium. With over one million annual visitors, this AZA-accredited gem isn't just a local favorite—it's a global conservation leader, committed to excellence in animal care, education, and biodiversity preservation

In addition, Toledo boasts an exceptional library system, awarded the 2024 National Medal for Museum and Library Service, which highlights the city's commitment to community enrichment.

For sports fans, in 2024, Toledo was recognized as one of the "top minor league market" by Sports Business Journal. Toledo is proud of its world-famous Toledo Mud Hens and Toledo Walleye teams. Sports enthusiasts can also cheer for the University of Toledo Rockets or the Bowling Green State University Falcons. The city was also the host of the 2021 Solheim Cup, the world's largest professional women's golf tournament.

### Enjoy Nature

Outdoor lovers, rejoice. With easy access to Lake Erie, the Maumee River, and Metroparks Toledo (boasting over 12,700 acres across 19+ parks and 200 miles of trails), the city offers boating, hiking, picnicking, and seasonal fun all year long. Spots like Oak Openings Preserve and Maumee Bay State Park are renowned for natural beauty and trails, earning them the prestigious National Gold Medal Award from the National Recreation and Park Association.

### Benefit from Strong Educational Institutions

The University of Toledo, a major research institution, and its academic medical center fuel innovation and opportunity. ProMedica Toledo Hospital is the region's largest employer and a Level I trauma center, ensuring top-tier healthcare and jobs. In addition, Toledo and its surrounding area offer quality school districts with high graduation rates and advance placement opportunities. Toledo has a strong, ongoing commitment to education, providing exceptional opportunities from kindergarten through postdoctoral training. With nearly three dozen colleges and universities within a 60-mile radius, the region offers a rich array of post-secondary educational opportunities as well. This includes nationally recognized programs in engineering, medicine, pharmacy, education, business, and law.

### Be Well Connected

Toledo's central Midwest location with a major Great Lakes port, interstates, and rail corridors makes it ideal for business and travel. It's within a few hours drive of Detroit, Cleveland, Columbus, Cincinnati, Chicago, Pittsburgh and even Toronto.

Overall, Toledo is a diverse community where generations of residents have cultivated deep, lasting roots, drawn by the city's unique blend of opportunity, culture, affordability, accessibility, and beauty. The cultural and social investments made in the past continue to benefit and attract new generations today. Toledo offers an exceptional quality of life, making it a fantastic place to work, play, and raise a family. With its rich array of amenities and welcoming spirit, Toledo truly has something for everyone. The city's residents warmly embrace newcomers, ensuring that you and your family will feel right at home.

## City of Toledo Governance and Values

The City is governed by the Mayor and City Council with the assistance of various departments, agencies, and commissions. Mayor Wade Kapszukiewicz was sworn in as the 58th Mayor of Toledo on January 2, 2018, and was elected for a second 4-year term in 2021. The legislative authority in the City is vested in a twelve-member Council. Six members of the Council are elected at-large and six from districts, all for four-year terms. The City has more than 2,700 employees and an annual budget of approximately \$1,014,831,681.

The City of Toledo cultivates a mission-driven, service-first culture guided by a clear set of values that shape how staff connect with each other and with the community:

Service Mindset: Every action reflects a commitment to serving both colleagues and residents, emphasizing proactive and resident-focused solutions.

Belonging: Employees are encouraged to form positive, respectful connections—so each person feels valued and included.

Sense of Purpose: City staff are aligned with a shared mission. Understanding their role's importance and direction helps drive meaningful outcomes.

Accountability: Integrity matters—team members are expected to act consistently and responsibly, even when no one is watching.

Respect: The organization values every individual's contribution, regardless of background or viewpoint.

Efficiency: Delivering high-quality results with care, speed, and effective use of resources is central to the City's workplace ethos.

Transparency: Open and honest sharing of information and knowledge.

Growth & Development: Creating a growth-oriented atmosphere that empowers employees to develop knowledge and skills to advance in one's career.

Rooted in service, belonging, and accountability, our values shape a culture where every employee feels empowered to make a difference and every resident benefits from our shared commitment to excellence.

## The Ideal Candidate

The City of Toledo is seeking an experienced and visionary Director of Planning to lead the Toledo-Lucas County Plan Commissions. This executive role is responsible for overseeing comprehensive planning efforts, managing zoning and subdivision regulations, developing long-range strategies, and guiding growth in both urban and rural areas of Lucas County. This role will also be responsible for implementing the Forward Toledo plan as adopted in 2024.

The Director will supervise a skilled planning team, maintain and update the Master Plan, serve as the technical advisor to the Plan Commission, and collaborate closely with City leadership, Council, developers, and residents to shape the future of our city and region. This role combines strategic leadership, public engagement, technical expertise, and policy development.

A strong customer service ethic, a desire for long-term affiliation with the City of Toledo, and a highly professional approach to problem-solving are desired. The ideal candidate will also utilize continuous improvement methods and best practices, promote a cooperative team environment, and demonstrate integrity that aligns with organizational values.

#### Key Responsibilities:

- Lead and manage planning staff and department operations
- Prepare and update the City's Master Plan and zoning policies
- Lead the effort to comprehensively review and re-write the City's zoning code to ensure clarity, consistency, and alignment with community goals, best practices, and legal requirements.
- Coordinate with local governments and agencies on land use, development, and public improvements
- Advise city leaders and the Plan Commission on planning matters
- Oversee capital improvement planning, community engagement, and interdepartmental coordination
- Monitor and ensure compliance with planning laws, codes, and procedures

#### Qualifications:

- Bachelor's degree in Urban Planning, Public Administration, or related field (Master's preferred)
- Minimum of 5 years planning experience, including 2+ years of supervising planning activities as well as supervision of planning staff.
- Strong knowledge of zoning, subdivision regulations, land use law, and urban design principles
- Proven leadership, communication, and strategic thinking skills
- Valid driver's license and acceptable driving record

#### Final Selection and Appointment

The Search Committee, made up of plan commission and economic development professionals, along with city officials, will make recommendations to the Mayor and Deputy Mayor and identify finalists for the position. Appointment to the position will be made by the Mayor based on a combination of education, experience, and credentials that best fit the needs of the City of Toledo and the Toledo-Lucas County Plan Commissions.

## Compensation and Benefits

Shape the future of a dynamic, growing city while enjoying one of the most competitive public sector benefits packages in Ohio. **What we offer:**

### Compensation

Salary for this position ranges from \$97,672 to \$185,2690. The starting salary is negotiable based on qualifications.

### Outstanding Health Benefits – Starting Day One

- Medical, dental, vision & prescription coverage
- Low monthly premiums: starting at just \$94/month
- \$0 co-pay for generic prescriptions

### Generous Paid Time Off

- Up to 35 vacation days annually, depending on years of service
- 14 paid holidays + up to 2 discretionary holidays
- Sick leave accruals of 10 hours/month
- Prior public service in Ohio? Bring your vacation time with you!

### Invest in Your Growth

- Tuition reimbursement for eligible college courses
- Support for professional licenses and certifications
- Annual license/certification stipends up to \$5,200 for certain certifications

### Retirement You Can Count On

- Participation in the Ohio Public Employees Retirement System (OPERS)
  - Employee contribution: 10%
  - City contribution: 14%
- Optional 401(k) and 457(b) retirement savings plans

### Start Strong

- Advance vacation available in your first year
- No probation period for unclassified positions
- Stability, growth, and a chance to make a meaningful impact in the community
- Reimbursement of reasonable relocation expenses incurred by candidates, up to \$5,000. The following reasonable relocation expenses will be eligible for reimbursement with proper receipt provided:
  - Moving company or self-move expenses;
  - Storage;
  - House or apartment hunting expenses such as travel, lodging, meals;

- A security deposit or first month's rent;
- Miscellaneous additional costs approved by the Mayor's Office and Human Resources, including but not limited to, appliance installation, utility hook-up fees, mileage, etc.

## **The Selection Process**

Interested candidates may apply via the City's website here <https://www.governmentjobs.com/careers/toledooh/jobs/5051915/director-of-planning?pagetype=jobOpportunitiesJobs>. Applications will be accepted from September 2, 2025 to October 3, 2025.

Following review of qualifications, some candidates will be invited to participate in the screening process established by the Search Committee. Candidates may be interviewed several times and may be asked to complete a series of written responses for further evaluation and possible presentation as part of the final steps of the selection process. Final selection will be made by, and at the discretion of, the Mayor of the City of Toledo.

Ideally, the selected candidate will join the City of Toledo at a mutually agreed upon date. Interested individuals should be aware that the City will try to ensure confidentiality to the fullest extent possible under the law. References will not be contacted until mutual interest has been established. If you have questions or would like to discuss this opportunity further, please call Kelly Murphy at (419) 245-1523.

***Notice: In accordance with Ohio law, all applications and resumes for public positions are a matter of public record and will be disclosed to the media or public upon proper request.***

The City of Toledo is an equal opportunity employer and encourages all qualified individuals to apply for this exceptional career opportunity.