



Inviting applications for

DEPUTY PUBLIC WORKS DIRECTOR / CITY ENGINEER



I THE COMMUNITY

The City of Alameda is a 10.6 square mile island community located in the San Francisco Bay.

Alameda is a diverse community with a population of approximately 78,000 located east of San Francisco and adjacent to City of Oakland.

According to *Money Magazine*, the City of Alameda compares favorably to the “best places to live” in America. That is in part due to the small town feel of this Bay Area community. It has a high median family income, many educational institutions nearby, more than double the number of restaurants and libraries as the “best places average,” excellent air quality, and better than average weather.

I CITY GOVERNANCE AND SERVICES

In 1916, Alameda became a charter city and was one of six cities that were the first in California to adopt the council-manager form of government. Under this form, the City is governed by a five-member City Council. The Mayor and Council members are elected at large in staggered years and are subject to two elected term limits. As chief executive officer, the City Manager provides the leadership and organizational direction for the operation and management of 12 City departments and 470 FTEs.

The City provides a broad range of services including police and fire protection; construction and maintenance of streets, parks, storm drains and other infrastructure; recreational and cultural activities, including a golf complex comprised of two 18-hole executive golf courses and one nine-hole executive course, and the main library with two branches; and general government and administrative support services. Additionally, the City provides power to residents through its electric utility, Alameda Municipal Power (AMP).





I PUBLIC WORKS DEPARTMENT

The Public Works Department is accredited by the American Public Works Association and serves as the steward of Alameda's public infrastructure, responsible for its design, construction, and maintenance. The department's mission is to deliver reliable, high-quality infrastructure and services that support the environment and quality of life in the City of Alameda. The department is comprised of three divisions: Maintenance, responsible for day-to-day operations, maintenance, and repair; Engineering Services, which designs and oversees the Capital Improvement Program, Transportation and Land Development; and Administration, which provides overall management, supervision, and administrative support.

The department administers an ambitious Capital Improvement Program that includes a range of simple to complex projects, including collaboration with Recreation and Parks to develop new parks; total overhaul of the city's aging sewer infrastructure; "complete streets" and other Vision Zero driven projects; oversight of new infrastructure

at Alameda Point (former Naval Base); climate adaption and sea level rise projects; and the maintenance and management of 44 buildings, over 20,000 street trees, and hundreds of miles of streets, sidewalks, storm drains, and shoreline. The adopted capital improvement program can be reviewed here:

<https://www.alamedaca.gov/files/content/public/departments/public-works-department/our-road-to-resiliency/alameda-cip-our-road-to-resiliency-final.pdf>

The department also manages the garbage and recycling franchise (currently a \$17 million contract); develops and implements sewer and storm water programs; performs graffiti abatement and street maintenance; manages the City's special districts; operates Alameda's paid parking program; maintains signal and streetlights; and maintains the City's urban forest, fleet, and facilities. The FY 2021-2022 Adopted Budget has allocated approximately \$44.5M, with a general fund budget of \$3.8M, and 70 FTEs.



I THE OPPORTUNITY

The Deputy Public Works Director/City Engineer serves as the second in command of the Public Works Department and has responsibility over the City's Engineering Division, while also serving as the City Engineer.

The Ideal Candidate

The ideal candidate will have a comprehensive organizational view; be a detail-oriented, collaborative, and an innovative problem solver; and possess strong management skills. They will be experienced in land use development and transportation as well as a seasoned administrator of a citywide capital program. The selected individual will be expected to foster a culture of mutual respect and continuous improvement where team members are always striving to be better.

The successful candidate will be able to demonstrate relevant experience in the following areas:

- Ability to organize and balance technical and administrative demands with the need for **long-range planning and sustainability** for both infrastructure and staffing.
- **Excellent written and oral communication skills** with a proven ability to successfully communicate highly technical issues to a lay audience. Demonstrated ability to present to, and lead discussions with boards, commissions and the City Council.
- Ability to build and refine **workflow management** within Engineering Services Division and its units and creating strong relationships with other Public Works divisions and other City departments.
- **A collaborative style** and ability to build and maintain relationships with internal and external stakeholders to effectively move City initiatives forward.
- Demonstrated **mentorship skills** to lead a talented technical staff currently comprised of six licensed engineers, and seven technical support personnel (assistant engineers, project managers, and inspectors).
- **Management experience** for all engineering activities including: Citywide engineering, land development, transportation and capital improvements.





I EDUCATION AND EXPERIENCE

Any combination of education and experience that provides the required knowledge and abilities is required. A typical way to obtain the knowledge and abilities would be a bachelor's degree from an accredited college or university with major course work in civil engineering, city or regional planning, construction management, business or public administration, or a related field and seven years of broad management and supervisory experience in Public Works, preferably in a public agency or governmental setting.

Registration as a Professional Engineer in the State of California is required.

I SALARY AND COMPENSATION

The salary range for the Deputy Public Works Director/City Engineer is \$148,911 - \$181,003 annually based on a 36 hour, 4-day work week; placement within the range is dependent upon qualifications. The City also offers a competitive benefits package, including:

- **Retirement Program** – CalPERS retirement formula of 2% @ 55 for classic members or 2% @ 62 for PEPRA (new) members. Classic members pay 7% as pre-tax contribution and also 1.868% as pre-tax City contribution. New members pay half the normal cost as determined by PERS. The City does not participate in Social Security; however, employees contribute 1.45% for Medicare.
- **Medical, Dental & Life Insurance** – Pre-tax monthly allowance up to \$2,475.48 is provided by the City for PERS health depending upon health plan and number insured; dental insurance for the employee and all eligible dependents and a \$100,000 life insurance policy for the employee.
- **City Vacation** – 75 hours of vacation per year, increasing according to length of service time up to a max of 187.5 hours annually.
- **Holidays** – 10 observed plus 3.5 floating holidays.
- **Sick Leave** – 90 hours per year. Unused sick leave may be converted to PERS service credit upon retirement.
- **Long-Term Disability** – The City provides LTD insurance up to \$8,000 per month.
- **Optional Benefits** – Several optional insurance plans are available to eligible employees including vision, flexible spending account, dependent care program, long-term care, additional life insurance and 457 deferred compensation plans.



TO BE CONSIDERED

Interested candidates should apply by August 25, 2021 via the link below

[APPLY HERE](#) or visit our website at www.managementpartners.com

Please contact Nancy Hetrick with Management Partners at 408-437-5400 or nhetrick@managementpartners.com with any questions