



San Joaquin County is recruiting for: Director of Public Works

THE POSITION

San Joaquin County is seeking an experienced public works/engineering professional with strong leadership skills to provide direction for all of the activities of the Public Works Department and to serve as the County Road Commissioner and County Flood Control Engineer. An ideal candidate will possess demonstrated leadership experience and will be knowledgeable in the management of public works operations and public projects. The incumbent is appointed by the Board of Supervisors and is responsible for managing and administering the programs, functions, budgets and activities of the Public Works Department programs. The incumbent is expected to model a strong work ethic and leadership skills, including accountability for oneself and others.



Human Resources
44 N. San Joaquin Street
Third Floor, Suite 330
Stockton CA 95202
Phone: (209) 468-3370
Fax: (209) 468-0508

The Public Works Director supervises four direct reports: Deputy Director of Engineering, Deputy Director of Development Services, Deputy Director of Operations, and the Public Works Business Administrator. The department is comprised of 20 operational areas including: Administration, Community Infrastructure-Engineering, Development Services, Engineering Services, Fleet Services, Flood Channel Maintenance, Flood Management, Road Maintenance, Solid Waste Administration, Surveyor, Utility Districts, and Water Resources. The department's operating budget for FY2014-2015 is approximately \$133.8 million and with 374 full-time allocated positions.

THE DEPARTMENT

The Department of Public Works is responsible for planning, designing, constructing, operating, and maintaining public roads, bridges, water, wastewater systems, flood control, and solid waste facilities for the County. In addition, support is provided to various agencies such as the Planning Commission, Board Water Committee, County Advisory Water Commission, Groundwater Basin Authority, Flood Control Technical Advisory Committee, Delta Counties Coalition, and the Delta Coalition.

The overall mission of the department is to protect the health and welfare of the public, preserve the County's infrastructure investments, and develop Countywide long-term plans and programs for transportation systems, water quality and supply needs, flood management interests, and special districts.



**Exempt Recruitment
Announcement:**
0814-HC1100-EX

SAN JOAQUIN COUNTY

A land of beauty, recreation and natural riches-from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts seven cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

ARTS, CULTURE, AND RECREATION



The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and the Children's Museum of Stockton are popular spots.

The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures.

San Joaquin County government provides nine community parks for boating, camping, picnicking, swimming and organized sports. Annual family events include Stockton's Asparagus Festival, attended by thousands of fun-seekers from the county and beyond, held in downtown Stockton.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The county-owned and operated Micke Grove Park offers a zoo, rides and a historical museum to delight both children and adults. The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor north to Sacramento and offering access to the San Francisco Bay.

AGRICULTURE

The county is one of the most agriculturally rich regions in California and is the number one producer, statewide, of asparagus. Twenty-four thousand acres of county farmland are dedicated to production of this crop. In recent years, the leading crop in the county has been wine grapes, and wineries and vineyards have sprung up from Stockton to Lodi.



EDUCATION

From preschool to higher education, the county has it covered with an abundant array of opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus - Stockton Center, Humphreys College and School of Law, National University and San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The county's 17 school districts provide families with a wide choice for children's educational development.

HOUSING

Homes and apartments are plentiful and the median home price in the county is still affordable when compared to other nearby areas.

Affordable, comfortable housing is available in most sections of the county and new homes abound in both the south and north area, with historic homes found mostly in central Stockton and downtown Lodi.

San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from unique cultural, recreational, and educational opportunities, that the area provides.



DIRECTOR OF PUBLIC WORKS

TYPICAL DUTIES

- Plans, organizes, directs, and coordinates the activities of the San Joaquin County Public Works Department, including engineering, surveying, roads, bridges, solid waste operations, transportation, utilities, water resources, flood management, fleet services, and other programs.
- Manages department operations through subordinate management staff; maintains control of assignments of a large and diverse workforce; reviews and mediates personnel problems.
- Oversees the development and implementation of programs and systems which result in efficient and effective public works operations.
- Coordinates County engineering activities and projects with Federal, State, County or related agencies.
- Directs and oversees the County Surveyor function through subordinate staff, or through contracted services.
- Represents the County and confers with officials of Federal, State, and local agencies, and others regarding public works matters of mutual interest for establishing policies, programs, funding initiatives, cooperative agreements and contracts.
- Acts as consultant on technical engineering matters for other County departments.
- Directs and is responsible for the preparation of annual department and special district budgets and ensures that budget expenditures are properly controlled to ensure conformance with approved funding.
- Develops and reviews department policies and programs as required.
- Reviews and analyzes, or directs the review and analysis of the effect of Federal, State, or local legislation on departmental and County operations, and makes appropriate recommendations.

THE IDEAL CANDIDATE

In addition to being a registered Professional Civil Engineer, the ideal candidate will possess:

- A Masters degree in Civil Engineering, Business Administration or Public Administration.
- Demonstrated senior management experience in a public agency performing public works activities.
- Outstanding leadership skills and a strong background managing diverse public works projects and programs.
- Experience as a successful leader and a technical expert.
- Well-developed organizational and decision making skills as well as superb interpersonal skills.
- The ability to inspire, motivate and empower staff in their professional development and to achieve established goals.
- Knowledge of laws and regulations pertaining to the department's programs and initiatives.
- A high level of integrity and strong sense of ethics.
- Strong analytical skills, sound judgment, and a positive attitude.
- Excellent written and verbal communication skills and the ability to synthesize complex information about public works projects for the community and interested parties.



DIRECTOR OF PUBLIC WORKS

COMPENSATION PACKAGE

Annual Base Salary: \$146,286- \$177,819

In addition to the base salary, the County offers:

- ◆ Cafeteria Plan in the amount of \$24,023 annually which may be used to purchase medical, dental, and vision coverage. Unused monies are included in salary.
- ◆ A 5% employer contribution to the County's 457 Deferred Compensation Plan (valued from \$7,314 to \$8,891)
- ◆ Vacation cash-out up to 15 days annually (valued from \$8,440 to \$10,259)
- ◆ An annual car allowance of \$7,020

Potential Cashable Compensation:

	Step 1	Step 5
Annual Base Salary	\$146,286	\$177,819
5% Deferred Comp	\$7,314	\$8,891
Vacation Cash Out - 15 days annually	\$8,440	\$10,259
Cafeteria	\$24,023	\$24,023
Car Allowance	\$7,020	\$7,020
Total	\$193,083	\$228,012

- ◆ 1937 Act plan with reciprocity with CalPERS
- ◆ 125 Flex Benefits Plan
- ◆ 12 days of sick leave annually with unlimited accumulation
- ◆ 15 days of vacation leave a year (20 days after 10 years. 23 days after 20 years)
- ◆ 14 paid holidays per year
- ◆ 10 days administrative leave per year

www.sjgov.org/hr/Programs/Benefits

RECRUITMENT INCENTIVES*

- ◆ Reimbursement of qualifying moving expenses up to \$5,000
- ◆ Vacation accrual rate consistent with candidate's total years of public service
- ◆ Sick leave credit up to 160 hours of unreimbursed sick leave from prior employer

*Recruitment Incentives may be available. Incentives must first be approved by the San Joaquin County Administrator.

This position is exempt from the San Joaquin County Civil Service system. Appointments to exempt positions are at-will and are not governed by the Civil Service Rules.

DESIRABLE QUALIFICATIONS

Education: Masters degree in business administration, public administration, civil engineering or a related field.

Experience: Demonstrated senior-level management experience with responsibility for diversified engineering and related activities in a large public works organization with at least five years as a Civil Engineer.

REQUIRED QUALIFICATIONS

- Possession of valid Certificate of Registration as a Civil Engineer issued by the California State Board of Professional Engineers, Land Surveyors and Geologists.
- Possession of a valid California driver's license.

For a complete job description, please visit our website at www.sjgov.org/hr.

APPLICATION AND SELECTION

Completed application package including the supplemental application must be submitted to the Human Resources Division by the final filing date:

September 19, 2014

Apply Online Today: www.sjgov.org/hr

Or submit your application, supplemental questionnaire and resume to:

San Joaquin County Human Resources
 Attn: Marie Sneed
 44 N. San Joaquin Street Suite 330
 Stockton, CA 95202
 Tel: 209.468.9755
 Fax: 209.468.0508

If warranted by the number of candidates, applications may be reviewed by a screening panel to determine those selected to participate in a screening interview.

Final candidates will be interviewed by the County Board of Supervisors in a closed session interview tentatively planned for October 21, 2014.

A background investigation will be required for all final candidates. Final appointment will be conditional upon passing a drug screening test as well as DOJ Live Scan fingerprinting.

San Joaquin County is an Equal Opportunity Employer



DIRECTOR OF PUBLIC WORKS

SUPPLEMENTAL QUESTIONS

Please submit responses to the following questions along with your employment application to the San Joaquin County Human Resources Division. Please number your responses and address each question separately and limit one page per question. When answering the questions below related to your experience, please provide a detailed description that includes **the name of your employer, your dates of employment, and your job title.** These questions will be reviewed by the screening panel in evaluating your qualifications.

1. Provide an overview of your senior level administrative or senior level managerial experience in a public agency performing diversified public works projects. Include the programs and operations for which you were responsible.
2. Describe your experience analyzing current and potential legislation and your experience working with representatives from local and state agencies as well as law makers in State and Federal Government.
3. Describe your budget experience, including the size, complexity of the budget, and level of responsibility.
4. Describe your experience presenting information, both orally and in writing to Boards and Commissions.
5. Please attach a copy of your Certificate of Registration as a Civil Engineer issued by the California State Board of Professional Engineers, Land Surveyors and Geologists.
6. Please provide an organizational chart which reflects your current position and level of responsibility in the agency.