

San Joaquin County Employment Opportunity
Director of Public Works



Recruitment Announcement
0720-HC1100-EX

Equal Opportunity Employer

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

SAN JOAQUIN
— COUNTY —

Greatness grows here.

San Joaquin County Employment Opportunity **Director of Public Works**

About the Department

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.

The Department of Public Works supports 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. Many of the department's award-winning infrastructure projects have been recognized on the state and national levels.

About the Position

San Joaquin County is seeking an experienced public works/engineering professional with strong leadership and communication 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.

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 12 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 FY2020-21 is approximately \$154.8 million with 405 full-time allocated positions.

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 experience 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 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.

Values of San Joaquin County Leadership

We are committed to service and outcomes

We are fiscally responsible

We are accountable

We treat people with respect

We work as a team

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Make San Joaquin County your new home!

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 Stockton Children's Museum 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, and picnicking, swimming and organized sports. Annual family events include the Asparagus Festival, attended by thousands of fun-seekers from the County and beyond.

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 to north of Sacramento and offering access to the San Francisco Bay.



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Education

From preschool to higher education, the County has it covered with an abundant array of public or private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus-Stockton Center, Humphreys College and Law School, National University, and the 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.



Agriculture

The county is one of the most agriculturally rich regions in California. Grapes are the leading commodity, with 98,000 bearing acres, much of that in wine grapes. Over 85 wineries within the Lodi Appellation offer opportunities for tasting and special events.

Almonds, walnuts, tomatoes and cherries round out the top crops, with an abundance of other produce. Weekly farmers markets throughout the county offer a cornucopia of fresh fruit and vegetables. Fruit stands and pick-your-own produce farms dot the countryside.

Housing

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.

Housing ranges from new developments to 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 the unique opportunities - cultural, recreational, and educational - that the area provides.

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Compensation and Benefits

Annual Base Salary: **\$158,184- \$192,275**

In addition to the base salary, the County offers a Cafeteria Plan in the annual amount of \$24,023 which is considered the employer's benefit contribution and may be used to purchase medical, dental, and vision coverage.

Depending on the health plan selected, premiums not paid by the Cafeteria Plan allowance will be the employee's responsibility through a pre-tax deduction. Unused monies are paid as additional salary.

- A 5% employer contribution to the County's 457 Deferred Compensation Plan (valued from \$7,909 to \$9,614 annually)
- Vacation cash-out up to 15 days annually (valued from \$9,126 to \$11,093)
- An annual car allowance of \$7,020

| Potential cashable compensation | Step 1 | Step 5 |
|---------------------------------|------------------|------------------|
| Annual Salary | \$158,184 | \$192,275 |
| 5% Deferred Comp annual | \$7,909 | \$9,614 |
| Vacation Cash-out | \$9,126 | \$11,093 |
| Cafeteria | \$24,023 | \$24,023 |
| Annual Car Allowance | \$7,020 | \$7,020 |
| Total | \$206,262 | \$244,025 |



Compensation and Benefits

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

For more information, please access the [County's benefits website](#).

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 the prior public sector employer.

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

Wellness



San Joaquin County is dedicated to providing its employees with a great benefit package and is interested in their overall well-being. Through our [SJC Engage](#) wellness program, San Joaquin County employees and eligible dependents are offered support in the way of various workshops, courses, and programs in areas such as Physical and Mental Wellness, Professional Wellness, and Financial Wellness. Employees also enjoy special employee pricing through Perks at Work.

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Desirable Qualifications

All interested candidates are encouraged to apply.

Education: Graduation from an accredited university with a master's degree in business administration, public administration, civil engineering, or a closely-related field.

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

Required Qualifications

License: Possession of a valid California Driver's License.

Certificate: Possession of a valid Certificate of Registration as a Civil Engineer issued by the California State Board of Professional Engineers, Land Surveyors and Geologists;

Application Submittal

The competitive process includes submittal of a completed San Joaquin County Employment application and Supplemental Questionnaire by the final filing date.

Final Filing Date: **August 14, 2020**

Resumes will not be accepted in lieu of a complete application package.

To apply, visit our [webpage](#) or scan this QR code with your smartphone's camera.



Supplemental Questions

In addition to the standard application, responses to the following questions will be required:

- * 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.
- * 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.
- * Provide an example of a creative and innovative solution or improvement you suggested that is still being used today.

Selection Process

If warranted by the number of candidates, applications may be reviewed by a screening panel. If utilized, the screening panel will select those most qualified to be considered for participation in the selection process.

Final candidates will be subject to a background investigation and reference checks prior to the closed session selection interviews with the Board of Supervisors.

Offer of employment will be conditional upon successfully passing a DOJ Live Scan and drug screen.

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.