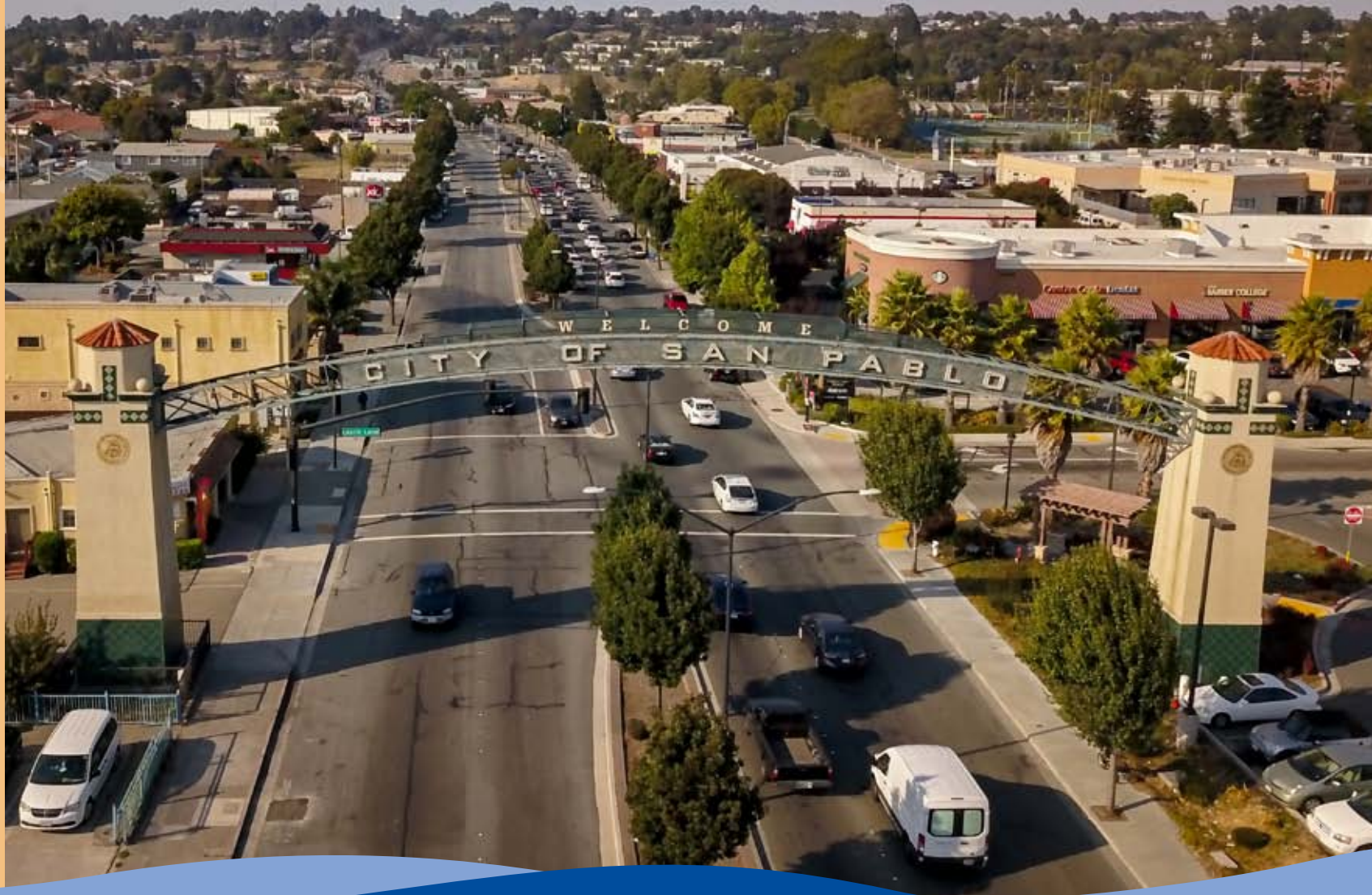




Public Works Director/City Engineer

CITY OF SAN PABLO, CALIFORNIA



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THE COMMUNITY

The City of San Pablo is located in West Contra Costa County off Interstate 80, minutes away from the Bay Area cultural centers of Berkeley, Oakland and San Francisco. Interstate 80 is the principal arterial route between the Bay Area and Sacramento where San Pablo is nestled between the cities of Pinole and Richmond and the neighboring cities of El Cerrito and Hercules. Historically one of the oldest Spanish settlements in the region, the San Pablo City Hall Fountain and Plaza reflect that heritage.

The City of San Pablo was incorporated in 1948 as a general law city under the laws of California and operates under the Council-Manager form of Government. Over the years, this city of 29,720 has become a thriving residential and business community. One mile away from City Hall, Contra Costa College, the community college for West Contra Costa County, serves an average of nine thousand (9,000) active students each semester. The college offers green job training programs and other certificate programs in addition to preparing students to enter four year universities and colleges.

Within its 2.6 square miles, San Pablo provides a business friendly atmosphere and a well-balanced mix of goods, services and a wide-range of housing options. San Pablo is on the move and its city government is receptive to working with business owners and homeowners to facilitate new construction, renovations, and other improvements.

The 2010 Census shows San Pablo as an ethnically diverse population that consists of the following: White (10%); African American (16%); Hispanic or Latino (57%); and Asian (15%) consisting of Lao, Mein and Vietnamese. 68% of the city's residents speak a language other than English at home and 43% are foreign born. The median household income is \$43,000 with 36% of residents having completed some college education.

San Pablo's diverse community, affordability, and access to the entire Bay Area region are advantages that are found only in the City of San Pablo. For more information on the region please visit Contra Costa County's website at www.contracosta.ca.gov.

THE CITY OF SAN PABLO WINS 2014 ALL-AMERICA CITY AWARD AND 2017 ROBERT WOOD JOHNSON FOUNDATION PRIZE

2014 ALL-AMERICA CITY AWARD SPOTLIGHT ON HEALTHY COMMUNITIES

In 2014 the National Civic League announced that the City of San Pablo had won the All-America City Award, the country's most prestigious award for outstanding, community-based civic accomplishments. The All-America City Award, created in 1949, is the oldest community recognition program in the nation.

The award had a special focus on successful efforts to address the underlying conditions that affect the health of communities. The City submitted an application listing three examples of successful community change, civic engagement, collaboration and innovation. The three examples used were:

1. Development of a Health Element and the Childhood Obesity Prevention Task Force. To bring awareness and collectively provide

resources to combat childhood obesity and other health disparities in San Pablo.

2. Foundation of the San Pablo Economic Development Corporation (SPEDC). To create jobs as well as shift the needle in a positive direction for workforce and business development.
3. San Pablo Police Department Community Partnership Programs. To create programs that concentrate on intervention and prevention on issues relating to firearms, drugs, and gangs, especially with youth.

In 2014, the City of San Pablo was the only city in California, and only one of ten in the nation, to receive this outstanding award!

2017 ROBERT WOOD JOHNSON FOUNDATION PRIZE

San Pablo received this prize for excelling in the following ways:

1. Defining Health in the Broadest Possible Terms
 - a. Work with small business, schools, and other groups with broad range of goals
 - b. Affordable tattoo removal service
 - c. Breadth of accomplishment across County Health Rankings factors
2. Committing to Sustainable Systems Changes and Policy-Oriented Long-Term Solutions
 - a. Passing multiple voter-approved measures dedicated to different community needs
 - b. Forming the Economic Development Corporation
 - c. Significant investments in the physical environment, such as the new community center and the new health campus
3. Cultivating a Shared and Deeply-Held Belief in the Importance of the Equal Opportunity for Health
 - a. Seeing health as a social justice issue and working to remove barriers
 - b. Engagement of youth and aging residents
 - c. Pride and celebration in being an immigrant community
 - d. Community policing efforts, including changing name of police academy
4. Harnessing Collective Power of Leaders, Partners, and Community
 - a. Role played in community by youth, seniors, volunteers, and longtime city leaders
 - b. Engagement of small business community and building their capacity
 - c. Engaging youth through Youth Commission to become motivated to lead
5. Securing and Making the Most of Available Resources
 - a. Fostering entrepreneurship with upstream investments
 - b. Utilizing New Markets Tax Credits
 - c. Repurposing of land for sports complex
 - d. Non-financing resources, including human capital and power of residents
6. Measuring & Sharing Results
 - a. Substantial decreases in juvenile arrests and violent crime rates
 - b. Other national recognitions, such as the All American City Award

The fact that the City of San Pablo received these two prestigious awards is a testament to the progressive and forward thinking values in the organization, constantly looking to innovate and work collaboratively across departments and agencies to provide excellent public service to the community served. Employees truly have an opportunity to make a positive impact on the community and thereby gain personal professional fulfillment from their efforts.

THE POSITION

This opportunity is due to the upcoming retirement of the current Public Works Director/City Engineer in December of 2017. The Public Works Director/City Engineer, reports directly to the Assistant City Manager, and leads the Public Works Department which has 26 employees, with a 2018 Departmental Operating Budget of \$5,011,215 and a four year proposed CIP budget of \$87,375,000. The Public Works Director/City Engineer is responsible for planning, organizing and directing the activities of the three Public Works Divisions: Engineering, Environmental Services, and Maintenance functions. The selected candidate will be responsible for: administration of public works and capital improvement projects, street lighting and landscaping, environmental programs, public works maintenance, street maintenance, street sweeping, sidewalks, storm water management, traffic and water supply.

The City has approximately 48 miles of paved streets and with the help of a street pavement management program has been very successful in prioritizing work plans and identifying specific areas in need of maintenance and rehabilitation. Through these efforts the Pavement Condition Index (PCI) for the City is now at 78, which is considered "very good."

There are many current projects underway in the City, including:

- Plaza San Pablo – acquisition of properties started in 2001 for this 15-acre site deemed by City leaders as the most important economic tool for the community. The current vision embodies an economically thriving job center and health services



- campus complete with retail, public uses, offices, medical services, a new state-of-the art library, a new City Hall, housing and recreational space.
- Possible expansion of BART through the City of San Pablo
- The construction of "Complete Streets" projects on San Pablo Avenue and Rumrill Boulevard (two of the City's major arterials)
- Ongoing geotechnical/ hillside stabilization efforts
- ADA upgrades to municipal buildings and various locations citywide.
- Future Citywide Municipal Broadband Project
- Archway Signage Restoration
- New Fire Station Project
- Contra Costa College Transit Village Master Plan
- PW Corporation Yard Facility replacement

For more information on the incredible efforts being put forth by the City of San Pablo please visit their website at www.sanpabloca.gov.



THE IDEAL CANDIDATE

The City of San Pablo is seeking a strong leader with exceptional interpersonal skills who is collaborative, decisive, creative, progressive, and who is capable of taking the department to the next level in providing excellent service to its internal and external customers and is adept at moving capital improvement projects from conception to completion.

The new Public Works Director/City Engineer will be articulate, comfortable speaking in public situations, a strong presenter, and have a team oriented can do attitude toward solving problems. S/he must be loyal, honest, solution oriented, balanced in people skills as well as technical skills, have a sense of humor and be willing to work hard toward implementing the City's vision. The new Public Works Director/City Engineer will have strong budgeting and financial skills and the ability to implement all local, State and Federal public works and traffic related grant funding.

Critical to the success of this position is the ability to take technical concepts and terms and make them understandable to a variety of audiences including the general public and elected officials.

Any combination equivalent to experience and education that could likely provide the required knowledge and abilities would be qualifying. A typical way to obtain the knowledge and abilities would be five years of professional engineering and administrative experience in the field of public works operations and possession of a Bachelor's Degree from an accredited four-year college or university with major course work in civil engineering.

Possession of a current certificate of Registration as a professional Civil Engineer in the State of California is required.

COMPENSATION AND BENEFITS

The salary range for this outstanding opportunity is from \$163,728 to \$199,008 depending upon qualifications and experience. In addition, excellent benefits will be offered including: PERS (Public Employees Retirement System) for "classic members" 2.5% at age 55; and for "new members" 2% at age 62; choice of health plans – employee pays a portion of the monthly premium; Delta dental plan of California with 50/50 orthodontia coverage for children; dual medical reimbursement (employees covered through another source); vision plan; 15 days administrative leave; vacation (10 days minimum up to 30 days maximum, per year; 12 days sick leave; \$60,000 life insurance policy; 13 paid holidays per year; 1 floating holiday per year; employee assistance program; \$5,250 per calendar year educational incentive program; this position is a part of the Executive Management Employees Group.

Appointment will be based on best fit, education, training, competency, and experience as it relates to the position of Public Works Director/City Engineer, successful completion of a thorough background investigation, reference checks and physical exam.



SEARCH SCHEDULE

Resume filing deadlineDecember 11, 2017
Preliminary interviews
..... January 3 through January 11, 2018
Recommendation of CandidatesJanuary 16, 2018
Finalist Interviews Late January 2018

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

THE RECRUITMENT PROCESS

To apply for this exciting career opportunity, please send your resume and cover letter electronically to:

Peckham & McKenney
apply@peckhamandmckenney.com

Resumes are acknowledged within two business days. Call Phil McKenney toll-free at (866) 912-1919 for more information.

The City of San Pablo is an Equal Opportunity Employer.



www.peckhamandmckenney.com