

City of San Luis Obispo Public Works Director



What We Do

Preserve and enhance City infrastructure for an accessible, safe, and inclusive community experience.

How We Do It

Partner for excellence, provide results.

Why We Do It

Inspire you to have the best day you've ever had.



CALLING SLO HOME



SLO HAS

The City of San Luis Obispo (SLO) embraces Healthy And Smart (HAS) as our City wide organizational culture.

Healthy is demonstrated through our commitment to openness and transparency, collaboration with stakeholders throughout the community and organization, commitment to lifelong learning through professional organizations and our Leadership and Learning Academy, employee recognition, and a collegial executive team.

Smart is clear when you meet City employees that are extremely knowledgeable in their disciplines, implement state of the art tools and technology, and think strategically.



What SLO HAS to Offer

- 47,000 residents
- 315 days of sunshine per year
- 4th lowest commute time in the US
- One of the largest ongoing and most vibrant Farmer's Markets in the nation (Thursday night)
- A nationally ranked technical university, Cal Poly San Luis Obispo
- Named one of the "happiest" towns in North America by Dan Buettner author of Thrive and Blue Zones
- Only ten minutes to the Pacific Ocean
- Bicycle friendly commuter status recognized by the League of American Bicyclists Gold Level Award
- 3,775 Acres of Open Space with abundant trails for hiking and biking
- 28 Parks with amenities such as a Skate Park, ball fields, and playgrounds

The Public Works Department has a lot to offer as well:

- An annual budget of \$13.3 million for fiscal year 2020-21
- 84 Full time Employees with additional contract and supplement staff
- Divisions include: Administration, Parks Maintenance, Swim Center Maintenance, Urban Forest Services, Facilities, Streets Maintenance, Traffic Signals and Lighting, Fleet, CIP Engineering, Transportation Planning and Engineering, Stormwater and Flood Control
- Two Enterprise Funds under Public Works: Parking Services and Transit Services
- Maintains and oversees 197 miles of street, 69 miles bike network, 19,000 trees, 582 acres of Park Space, 320 City Vehicles, 1 million transit riders, 2,400 downtown public parking spaces and much more!
- Key leader in three of the City's five Major City Goals for the 2019-2021 Financial Plan: Downtown Vitality, Climate Action, and Sustainable Transportation

THE IDEAL CANDIDATE



The next Public Works Director must be a collaborative, creative, and engaged leader, dedicated to providing exceptional public services. The ideal candidate will have experience with community partnerships, public engagement and collaboration, as well as employee development. The Department has teams with shared goals and opportunities for innovation. Knowledge of managing capital improvement projects, transportation infrastructure, maintenance operations, transit services, civil engineering, planning, policy development, budget and fund management are required. The next Director should be a strategic thinker who values complete work, has the ability to make informed decisions, and enjoys “rolling up” his or her sleeves to work alongside staff on projects and during community interactions.

Job Summary

Serves as the principal administrator of the Public Works Department and member of the City’s Community Services Work Group. Performs highly responsible and professional work in managing, planning, organizing, developing, and directing divisions, programs, and activities of the Public Works Department; formulates departmental policies, goals, and directives; provides expert professional assistance to City management staff on public works matters and interfaces with public officials, residents, and other agency leadership

This position has department level responsibility for overall policy development, program planning, fiscal management, and operation of varied functional areas, including engineering (capital projects, development review, design, inspection, and survey), maintenance (facilities, fleet, parks, trees, and streets), transportation, parking, and transit. Reporting to the Assistant City Manager, the incumbent has responsibility for developing and implementing department goals, objectives, and work standards in addition to furthering City goals and objectives.

The Director of Public Works is distinguished from the other department management staff by its broader scope of functional responsibility, budgetary authority, and decision-making authority in matters affecting the prioritization of departmental services, as well as its greater external interfaces with other departments, the City Council, and external stakeholders.



JOIN OUR TEAM!

Compensation & Benefits

The City is committed to providing competitive compensation as part of an overall strategy to attract and retain highly qualified employees who exemplify our organizational values.

Salary

The salary range for the Director of Public Works is \$139,074 to \$173,914 annually. Placement within the range is dependent on qualifications and experience.

Relocation

Reimbursement of expenses up to \$15,000

Health Insurance

City contributions to health are dependent upon your medical enrollment. Current monthly family contribution toward medical coverage is \$1,572.

Retirement

CalPERS Classic Members are enrolled in the 2% @ 60 formula and New Members are enrolled in the 2% @ 62 formula. The City does not participate in Social Security, however, employees pay the full member contribution to PERS plus, an additional 1.5% which effective July 2020 will increase to 3%. Employees may contribute to deferred compensation plans as well.

Schedules and Time Away from Work:

9/80 work schedule available, 15 days of vacation per year increasing to 20 days after 20 years, 12 days of sick leave annually, 80 hours of administrative leave annually, and 13 paid holidays.

Professional Development:

The City supports a variety of programs to ensure we have qualified employees who continue to learn and grow. Programs include coaching, mentoring, sharing career journeys, internships, and job shadowing. Tuition assistance is also offered for training opportunities and participation in professional memberships and conferences are supported.

HOW TO APPLY:

Please apply for this exciting opportunity online at <https://www.slocity.org> (click on job openings at the top) by **5:00 pm on Thursday, March 5, 2020** and attach your resume.

Be sure to provide 3-5 confidential professional references (only to be contacted in the final stage of the process) when you submit your application.

The Assistant City Manager asks that candidates who are invited to participate in the City's comprehensive Leadership Team selection process reserve the following days and times:

Thursday, April 2, 2020 (afternoon only), Friday, April 3rd (all day), and Saturday, April 4th (morning only).

The City anticipates an appointment in **April/May**.