



City of Soledad

Public Works Director

THE OPPORTUNITY

The City of Soledad seeks a progressive Public Works Director who will be an active organizational leader and partner with the City management team to provide exceptional service to the community.

THE COMMUNITY

Having a National Park, a California Mission, and the Santa Lucia Highlands wine country in your backyard is pretty amazing! The City of Soledad has a growing population of over 26,200 people and is located in the center of the Salinas Valley, nestled between the beautiful Santa Lucia Mountains to the west and the picturesque Gabilan Mountains to the east. Soledad is surrounded by the Salinas Valley's booming agricultural community, home to fields of lettuce, broccoli, and asparagus, as well as row upon row on some of the finest wine grapes in the state.

The City of Soledad continues to be a model of economic vitality and resilience through the implementation of infrastructure improvements to city parks, roads, schools, and water treatment systems. Renewable energy, water reclamation, and downtown revitalization are at the heart of our mission to provide a sustainable future for our residents, businesses, and visitors.

Since the early 2000's, the City of Soledad has played a major role in fostering and increasing much-needed units of affordable housing to support the diverse needs of Monterey County's growing workforce. Since 2015, the city has been working closely with developers to add single family and multi-family housing to areas approved for development before 2008. This housing development boom is increasing economic development opportunities for small businesses, franchise businesses, service providers, medical facilities, entertainment venues, and large retailers who seek to expand to an

untapped market. The Community also has numerous attractions such as La Mission De Maria Santisma, Nuestra Señora de la Soledad, the Soledad River Road Wine Corridor, as well as the beautiful and picturesque Pinnacles National Park.

CITY GOVERNMENT

The City of Soledad uses the council-manager form as its system of local government and is made up of five members including a mayor. This is the legislative and policy entity of the city and responsible to the residents of Soledad for all municipal programs and services. City Council members also serve as the Soledad Successor Agency of the former Redevelopment Agency for the City. The City Council appoints members of the community to commissions, committees, and boards. It also provides policy direction on a broad spectrum of issues. The City Manager is appointed by the Council to implement policy and ensure the entire community is being served.

City government is comprised of the City Manager's Office (City Manager also serves as City Clerk), Community and Economic Development, Public Works, Parks and Recreation, Information Technology, Community Engagement, Finance, Human Resources, and the Police Department. Fire services are contracted through Cal Fire. The City's balanced FY 20-21 General Fund budget was \$12.1 million. The Public Works Department has 32 FTES and includes the divisions of: Administration, Engineering Services, Fleet, Parks, Wastewater, and Water Quality Control.

THE POSITION

The new Public Works Director will be a progressive and active organizational leader and will partner with the City management team in providing exceptional services to the community. This service first mentality is expected to permeate throughout city operations and the new director will facilitate and model the behavior envisioned by the senior leadership team. Equally, the active level of projects and development requires a hands-on and engaged management style.

The new Public Works Director will have an active role, as there are a number of key priorities that need to be addressed. The new Director will need to complete the updated five-year CIP, lead the City through the Orchard Lane Park project, manage the Corporation yard upgrades and Toledo Basin Park, and assist in the development of the Miramonte Specific Plan project. Long-term there are a number of key projects that will need to be completed including: the Pinnacle Parkway bypass, as well as a \$3 million storm water upgrade.

IDEAL CANDIDATE

The ideal candidate will be a collaborative team builder that places a premium on communications, community relations and engagement with the staff. The Director will be expected to manage “upwards” in maintaining active communications and providing solutions and recommendations to the City Manager and as appropriate to city policy makers. This proactive communication with the City Manager is especially critical as the Manager operates as a big picture, strategic thinker and expects the City leadership team to operate independently without daily oversight.

EDUCATION AND EXPERIENCE

The Public Works Director is expected have at least five years of progressively responsible and varied work experience including construction, maintenance and operation of a variety of public works systems and facilities with specific experience in wastewater and water utilities. This includes at least three years of management with direct responsibility for staff, budgets and administration.

A BA/BS degree from an accredited college or university in engineering, construction management, public administration or a related field is required. A P.E. in civil engineering and bi-lingual proficiency are highly desirable, but not required in this role.

COMPENSATION AND BENEFITS

The City of Soledad offers an attractive compensation and benefits package. The current salary range for this position is \$134,757 - \$160,700 annually, with final salary dependent upon qualifications.

A competitive benefits program includes:

- California Public Employees’ Retirement (CalPERS 2% at 60 years for classic members or 2% at 62 years for new members)
- Health, Dental and Vision Insurance, including coverage for dependents. Employee participates in premium cost.
- Long Term Disability, Life and AD&D Insurance.
- Leave Benefits – a combination of 11 paid holidays, 10 days of vacation and 12 days of sick leave per calendar year.
- Voluntary 457 Deferred Compensation Plan through MissionSquare Retirement.
- The City participates in Social Security program.

APPLICATION AND SELECTION PROCESS

The position will be open until filled. To be considered for this exceptional opportunity,

please submit your letter of interest, resume, Statement of Qualifications and email addresses for five work-related references to Maura Twomey at mtwomey@ambag.org no later than October 8, 2021. References will not be contacted until after an interview takes place.

Application materials will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview.

An appointment to the position will be made after completion of comprehensive reference and background checks to be coordinated with the successful candidate.

The City of Soledad is an Equal Opportunity Employer.