

the city of
Salinas, California
rich in land • rich in values



invites your interest for the position of

**SENIOR CIVIL
ENGINEER**

RECRUITING SERVICES PROVIDED BY



THE COMMUNITY

The City of Salinas is the 33rd largest city in the state with a population of approximately 163,542. Salinas is located in beautiful Monterey County and is the County seat. Just 40 minutes south of the heart of the nation's high-tech industry, Silicon Valley, the City has the largest population in California's Central Coast, is a multicultural and diverse community and a key asset in today's global economy. The region also boasts spectacular scenery, from breathtaking mountains and valleys to the beauty of the sun, sand, sea, and soil. Salinas serves as the main business, governmental and industrial center of the region. The marine climate is ideal for the floral industry, grape vineyards, and vegetable growers. Salinas is known as the "Salad Bowl of the World" for its large, vibrant agriculture industry. The City is rich in diversity with an approximate 75% Hispanic population and a median age of 34, which allows for various cultural family activities and world class annual events such as the California Rodeo Salinas, Salinas International Airshow, Forbes Ag Tech Summit, and world-renowned amenities right next door, including the Pebble Beach Golf Resort and the Monterey Bay Aquarium. Salinas is home to Hartnell, a robust community college, along with being just minutes from Cal State Monterey Bay. The City is also home to a wealth of cultural and historic assets, including the California Welcome Center/ Regional Heritage Center and the National Steinbeck Center – the only museum in the country devoted to a single author - along with Steinbeck's family home. Salinas is the birthplace of John Steinbeck.

Although agriculture forms the economic base, more than 100 manufacturing, financial, and medical related firms call Salinas home. Salinas has a global reputation as an agriculture and innovation hub, it is a source for agricultural research and resources developing the latest technology and advancements. Some of the largest employers in the City include the County of Monterey, Taylor Farms, D'Arrigo Bros, and Salinas Valley Health.

CITY GOVERNMENT

The City of Salinas was incorporated in 1874 and became a Charter City in 1903. The City operates under a City Council-Manager form of government. The seven-member City Council includes six members elected by district to serve four-year staggered terms on a non-partisan basis, plus the Mayor who is elected at-large and serves a two-year term. The City employs 546 full-time staff with 149 additional temporary employees. The City's total budget is \$231.4 million. The City Manager leads and directs eight departments: Administration, Community Development, Finance, Fire, Human Resources, Library and Community Services, Public Works, and Police Service of Salinas. The City Attorney oversees the City's Legal Department.



UPCOMING & ONGOING PROJECTS

- Citywide Pavement Rehabilitation
- Citywide Sidewalk Repair
- Traffic Calming
- Citywide Restriping
- Active Transportation Plan
- Alisal Safe Routes to School
- Harden Safe Routes to School
- Boronda Road Traffic Congestion Relief

RECENTLY COMPLETED PROJECTS

- Bardin Safe Routes to School
- Pedestrian Crossing Enhancements
- Downtown Complete Streets
- Downtown Revitalization
- Sanitary Sewer Master Plan
- Urban Forestry Master Plan
- Sherwood/Front St Adaptive Traffic Control
- Vision Zero Plan



THE DEPARTMENT

The City of Salinas Public Works Department consists of Administration, Engineering, Maintenance Services, GIS and Municipal Airport. The Engineering Division is comprised of the Capital Improvements Division, Traffic and Transportation Division, Development Engineering Division, Stormwater Compliance Division and Water, Waste and Energy Division.

The **Capital Improvements Division** provides management of the City's public infrastructure, plans and implements public capital improvements, provides oversight of the city's ADA transition plan, and serves as the City's record keepers.

The **Traffic & Transportation Division** is responsible traffic operations, curb markings, traffic calming, striping and signage and long term transportation planning and implementation.

The **Development Engineering Division** is responsible for engineering reviews of private development plans/proposals as well as inspection services for new subdivisions and public improvements, and the issuance of permits for street vendors and encroachment in the public right-of-way.

The **Stormwater Compliance Division** is responsible for implementation of the National Pollutant Discharge Elimination System (NPDES) permit including inspection and implementation of greening projects.

The **Water, Waste, and Energy Division** is responsible for oversight of the solid waste agreement, expanding the urban forest, sanitary sewer system, industrial waste system and treatment along with lighting and implementation of sustainable programs.

THE POSITION

Essential functions of the position may include but are not limited to the following:

- The current Senior Civil Engineer vacancy is in the **Development Engineering Division**.
- Oversees, supervises, and directs all division work
- Provides support and guidance for the development, planning, permitting, surveying, design, construction, and inspection of infrastructure projects
- Prepares and makes presentations to City Council, City commissions and other boards, as assigned
- Participates in the planning, development, and implementation of the Public Works budget
- Oversees plan review and inspection of private development including compliance with NPDES permit requirements
- Issues and inspects encroachment permits for activities in the public right-of-way
- Provides assistance to the City Engineer in implementing floodplain management and maintains FEMA compliance documents
- Please visit the City website for a complete job description

IDEAL CANDIDATE

The City is seeking an experienced Senior Civil Engineer to organize, direct, assign, manage and coordinate the work of the Development Engineering division of the Public Works Department. Trust, confidence, and professionalism will be highly valued traits. The ideal candidate will promote cooperation and communication. A high-functioning, productive self-starter with the ability to analyze facts and exercise sound and independent judgement in decision-making.

At a minimum, candidates must possess a Bachelor's degree in Civil Engineering and five years of increasingly responsible supervisory and professional civil engineering experience. Must become a registered Civil Engineer in the State of California within one year of hire; Qualified Stormwater Pollution Prevention Plan (SWPPP) Developer (QSD) highly desirable.

APPLICATION AND SELECTION PROCESS

OPEN UNTIL FILLED | APPLY IMMEDIATELY

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

apply@bobhallandassociates.com

Please contact Bob Hall at (714) 309-9104 should you have any questions regarding this position or the recruitment process.

Application materials will be screened in relation to the criteria described in this brochure. Candidates deemed to be the most highly qualified will be invited to participate in the selection process. The selection process will include phone interviews with the most qualified candidates, panel interviews, and final interviews with the City Engineer. Job offer is contingent on applicant passing a reference check including education verification and a criminal history investigation with the Department of Justice.



BENEFITS

The City of Salinas is offering a **HIRING INCENTIVE BONUS of \$20,000** for newly hired Senior Civil Engineers. The incentive will be paid in four (4) installments: \$5,000 will be paid upon hiring, \$5,000 will be paid six months from date of hire, and \$5,000 will be paid on the first and second anniversary of employment.

The monthly salary range for the Senior Civil Engineer is **\$9,685 - \$12,361**. Placement in the range is dependent upon qualifications. The City offers an attractive benefits package including:

Health Insurance: The City currently pays 100% of the cost of the Delta Dental plan and Vision Service Plan (VSP) for employees and their eligible dependents. The City contributes up to 95% of the PERS Platinum health plan premium. Other PERS health coverage may be available depending upon residence. An employee may elect to decline health insurance and instead receive monthly cash payment equal to \$684.11.

Annual Leave: May be used for vacation and/or sick leave. Leave is currently accrued at a rate of 248 hours per year for the first five years with additional longevity increases in annual leave depending on years of service.

Life Insurance – Term life insurance up to \$150,000.

Bilingual Premium Pay: \$75 per pay period. Eligibility is determined by City Manager and subject to passing a City-administered bilingual exam.

Holidays: 12 per year.

CalPERS Retirement Plan: The City participates in the California Public Employees' Retirement System (CalPERS) under a 2% @ 55 formula for Classic members. New members, as defined by PEPR, are under a 2% @ 62 formula. The City also participates in Social Security.

The above-listed benefits are subject to change and do not constitute a contract. Please visit the City website for a full description of benefits for Association of Management Personnel of Salinas.