

The City Of  
**Vallejo**  
California

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We Are Now Accepting  
Applications For The Role Of  
**WATER ENGINEERING  
MANAGER**







## THE CITY

The City of Vallejo is located in Solano County and has a population of approximately 121,000 residents. Vallejo is a rapidly changing, highly diverse community located midway between the cities of San Francisco and Sacramento. It is a friendly, active waterfront community that attracts innovative, hardworking people and takes great pride in its 148-year history and maritime heritage. Residents of Vallejo are situated to take advantage of the best of what the area has to offer. Golf, museums, performing arts, boutique shopping, brewpubs, and a wide selection of restaurants are all available in Vallejo. Residents and visitors alike enjoy Vallejo's delightful historical downtown area, weekly downtown farmers market, and beautifully restored Victorian homes and business facades. Vallejo is also home to Six Flags Discovery Kingdom, one of America's only combination wildlife, oceanarium, and theme parks.

## THE ORGANIZATION

The Vallejo Water Department is a dynamic organization engaged in growth and positive change for the benefit of the City's customers and community. The Department provides potable water to 150,000 customers in three different water systems – the community of Vallejo, as well as Travis Air Force Base, and the rural unincorporated community of Green Valley. Vallejo's high quality drinking water is delivered through a highly complex system including multiple raw water sources, three treatment plants, a sludge dewatering facility, 600 miles of distribution pipes, eight pressure zones, 27 pump stations, and 38,000 service connections. Vallejo Water is a Treatment-5/ Distribution-5 system, managing water rights in the Delta, Lake Berryessa, and three small lakes in Solano and Napa counties. The Water Department's strategic goals include: infrastructure reliability, public trust, sustainability, organizational performance, and financial viability.







## THE POSITION

Under direction from the Water Operations Manager, the Water Engineering Manager is the division manager responsible for supervising, assigning, reviewing and participating in the work of staff responsible for providing engineering services within the Water Department. The Water Engineering Manager may also be required to represent the City at Solano County Water Agency, and other interagency meetings and negotiations.

The Water Engineering Manager partners with the Water Resources Manager in the development of Department goals, objectives, and budget requirements related to water engineering projects that support the Department's strategy for long-term success. The Manager provides direct and close supervision of professional engineers and other professional and technical staff for the development of water engineering projects, plans and specifications, studies, and reports. The Manager may make presentations to various elected and appointed councils, boards, commissions, committees, and community groups, and champions the implementation of sustainable initiatives within the City.

## QUALIFICATIONS

### Education/Training:

Bachelors degree from an accredited college or university or equivalent experience with course work in utility or civil engineering, or a related field.

### Experience:

**Four years** of responsible experience in the engineering, operation, modification, and maintenance of water utility systems including **two (2) years** of supervisory or management experience.

### Licenses and Certificates:

Possession of, or ability to obtain, a Grade IV Treatment Plant Operator Certification is desirable.

Possession of registration as a Professional Engineer issued by the State of California.

## IDEAL CANDIDATE

The ideal candidate should demonstrate collaborative, strategic team building with effective communication and interpersonal skills. They should be confident in their ability to build and maintain strong relationships both internally and externally with regional, state, and federal agencies; environmental entities; customers; staff; and the City Council. A strong base of knowledge in water systems, water issues, regulatory compliance, business practices and principles, project management, supervision, and the budget process are essential to be successful in this position.

The preferred candidate will be an energetic, optimistic, self-starter who can coach and motivate staff and deliver results. We are looking for a manager who is self-motivated with good judgment and high ethical standards, excellent verbal and written communication skills along with the ability to multi-task and organize.





# BENEFITS

**Salary - \$154,914.03 - \$188,298.86 Annually**

The current benefits include:

**Retirement:** The City participates in CalPERS. The retirement formula for Classic members is 2.7% @ 55 formula with a 9% employee contribution. For employees covered under PEPR, the retirement formula is 2% @ 62 formula with a 7.75% employee contribution.

**Social Security:** The City participates in Social Security and pays the employer share of the contribution.

**Health Benefits:** The City pays the difference between the PEMHCA minimum and maximum 80% of the Kaiser Region 1 rate through a Section 125 cafeteria/Flexible Benefits Health and Welfare Plan. Employee pays the difference between the City contribution and full premium for the plan selected.

**Life Insurance:** City offers optional life and AD&D insurance program.

**Deferred Compensation Plans:** The City offers a voluntary 457 plan.

**Holidays:** 12 paid holidays annually accrued upon hire as well as 2 "floating" holidays (use it or lose it).

**Vacation:** 80 hours (0-4 years of service); 120 hours (more than 4 years – 10 years of service); 160 hours (more than 10 years – 20 years of service); 200 hours (more than 20 years – 26 years of service); 224 hours (more than 26 years of service).

**Sick Leave:** Employees accrue at the rate of 12 hours for each full month of employment (eight hour day).  
**Bereavement Leave:** Up to three days.

**Management Leave:** 60 hours per calendar year. (pro-rated for new hires)



## APPLICATION PROCESS

**CLOSING DATE | October 24, 2025**

To apply for this exciting career opportunity, please send a compelling cover letter and your detailed resume electronically to:  
**[apply@bobhallandassociates.com](mailto:apply@bobhallandassociates.com)**.

Should you have any questions regarding this position or the recruitment process, please contact **Maria Fierner** at (925) 448-0660.

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 in-person interviews and/or Zoom meetings, with final interviews with the Water Operations Manager and the Water Director. Appointment is subject to completion of a thorough background and reference checks, and pre-employment medical exam.

**Apply today and be a part of an amazing team!**

