

Compensation and Benefits

The annual salary for this position is \$141,816 - \$172,380. The City offers an attractive compensation and benefit package, which includes:

- ◆ Retirement: PERS 2% at 55, highest single year earning for final compensation calculations. (Employees who have never been a member of CalPERS or a reciprocal agency or who have had a break in service of 6 months or more from a CalPERS/reciprocal agency will have 2% at 62 in accordance with State law).
- ◆ City contribution of \$990.00 employee only or \$1,115.00 employee + family towards Medical, Dental and Vision Care Insurance Plans
- ◆ \$725/month Auto Allowance
- ◆ \$65/month Cell Phone Allowance or City device
- ◆ City provides Term Life and Accidental Death & Dismemberment (AD&D) Insurance in the amount of one times annual salary
- ◆ Paid Vacation starts at the rate of 80 hours after one year
- ◆ 12 Holidays plus 18 hours of floating holiday time
- ◆ Administrative Leave of 80 hours per fiscal year; up to a maximum of 20 additional hours of administrative leave maybe granted for a total of 100 hours per fiscal year
- ◆ Accrual of 96 hours of Sick Leave annually
- ◆ Optional Deferred Compensation Plan available



The Process

To apply for this unique and exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume, salary history and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place.)

Bill Avery or Paul Kimura
Avery Associates
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Los Gatos, CA 95030
E-mail: jobs@averyassoc.net



The closing date is: August 23, 2017

If you have any questions regarding this position, please feel free to contact Bill Avery or Paul Kimura at 408.399.4424.



The City of San Bernardino



*invites your interest
for the position of*

Public Works Director

The Community

The City of San Bernardino, with a population of over 213,000, is located approximately 60 miles east of Los Angeles, 120 miles northeast of metropolitan San Diego, and 55 miles northwest of Palm Springs. For more than 100 years, the City of San Bernardino has been a major transportation link between the east and west coasts. With rail, freeway, two nearby International Airports and the Port of Los Angeles within an hour's drive, San Bernardino is the link to national markets, Mexico, and the Pacific Rim. In 2015, a new Transit Center opened further connecting the City to more than 10 cities in a two-county area and provides access to transcontinental bus connections. The Metrolink commuter rail service provides long distance transportation to commuters from the San Bernardino area to major centers of employment, such as downtown Los Angeles, and Orange County. Further enhancing commuter connectivity, a new light rail program is in development extending service through San Bernardino to nearby Redlands.



Providing quality education and programs to San Bernardino's youth is an important priority to City residents. Many schools in the San Bernardino Unified School District have been named California Distinguished Schools. Higher education is represented by the San Bernardino Valley College, Cal State University San Bernardino, a Loma Linda University campus and neighboring University of the Redlands.

San Bernardino has a wide variety of recreational and entertainment attractions. From playing golf at one of San Bernardino's three public and private golf courses, to a 30 to 45 minute drive to mountains, skiing, deserts, beaches, resorts, and world-class cultural and sporting events, a variety of activities for all ages is available to residents and visitors. San Bernardino is home to the Inland Empire 66ers, a Class A-Advanced Minor League affiliate of the Los Angeles Angels of Anaheim competing in the California League.

The arts and entertainment scene continues to thrive in San Bernardino. There are multiple art, performing art and concert venues in the City such as, the historic California Theater, Sturges Center for the Arts, Roosevelt Bowl, National Orange Show Events Center, San Manuel Amphitheater and the Garcia Center for the Arts. One of the city's most popular events is the annual Return to the Route 66 Rendezvous uniting the region's car culture community drawing thousands of people. The City of San Bernardino has a bright future, with new exciting projects, special events and new ways of doing business just over the horizon. San Bernardino is, now more than ever, a city of opportunity.

City Government

San Bernardino, with a newly voter approved City Charter, now operates under a Council-Manager form of government. The Mayor is elected by the voters at large, and each of the seven members of Council is elected by voters within their respective wards. The Mayor and Councilmembers serve four-year terms. The City Manager directs most City Departments, other than those governed by separate boards (Water Department and Library) and the offices of elected officials.

From a budgetary standpoint, the City of San Bernardino continues to make strides having just exited bankruptcy. The City initially filed for bankruptcy protection in August 2012 due to the depressed economy, a multi-million dollar deficit, and the loss of redevelopment funding. A focus on rebuilding public safety, economic development and improving the quality of life for stakeholders is at the center of the plan to recovery. With a citywide budget of \$158M, a General Fund of \$112M, reserves have been reestablished, revenues enhanced and the City continues to move forward fiscally.

The Department

The Public Works Department is made up of five divisions: Administration, Engineering, Operations & Maintenance, Fleet Management, and Facilities Management. The Administration Division is responsible for the overall management of the department including budget and financial systems. It also is responsible for the administration of the Franchise Agreement with Burrtec Waste Industries and works cooperatively with them on meeting state mandated waste management and recycling requirements.

The Engineering Division is responsible for the design and construction of the public infrastructure of the city, operations of the traffic management system, and management of city's real property. This includes the development and implementation of the City's Capital Improvement Program (CIP) which includes oversight of the design, construction, and inspection of the projects. They are also responsible for the issuance of permits to work in the public right-of-way and the review of development impacts to the existing infrastructure systems. Additionally, the division provides engineering and inspection services to the Inland Valley Development Agency (IVDA) and the Economic Development Agency (EDA), upon request.

The Operations & Maintenance Division is responsible for the maintenance of streets, sidewalks, curb and gutter, street signs, traffic signals, streetlights, graffiti abatement, street trees, medians and parkways, public right-of-ways, and storm drain systems.

The Fleet Management Division is responsible for the repair and maintenance of over 700 City vehicles including police vehicles, motorcycles, maintenance trucks, and other City owned vehicles. It also operates and maintains the diesel, unleaded gas, compressed natural gas (CNG), and liquid natural gas (LNG) fueling stations of the city. The CNG station is available to other governmental agencies and the public.

The Facilities Management Division provides maintenance service to 167 City structures. The division also provides custodial maintenance to 30 sites and is responsible for monitoring all utilities in public buildings. In all, the Department budget exceeds \$20.4 million and is authorized 111 FTEs.

The Ideal Candidate

While revenues will continue to be limited, expectations are likely to be high and demands even more so as San Bernardino emerges from bankruptcy. The City investment in its infrastructure has been very limited in the last 5+ years and there are investments needed throughout the system. It is critically important that the new Director of Public Works has the energy and passion to develop a strategic operational plan and realistic capital improvement program so expectations can be managed and infrastructure and asset maintenance can be addressed over the next decade. The CIP will be very active with \$22.9 million in projects allocated in the next fiscal year. This will require a "roll up your sleeves" and hands on approach to rebuilding the department's management team and leadership skills to inspire and motivate a staff burdened with high turnover and inadequate resources. The Director will have the opportunity to shape their own management team selecting the Deputy Director/City Engineer and Operations Division Manager for the department. A big picture thinker as well as an operational tactician with a keen understanding of best practices in operations and infrastructure management will be needed in this role. A positive attitude, a sense of humor and a relaxed, informal yet professional demeanor are also desired. Optimism, enthusiasm, and a commitment to public service will enable the successful candidate to develop effective relationships with the Council, City Manager, fellow department heads, staff and members of the community. This position will offer a unique set of challenges and will require a major commitment by the selected individual towards public service ideals. The return will be realized through community support, the sense of professional and personal satisfaction in undertaking and succeeding in this mission to transform the City of San Bernardino Public Works Department and ensure a positive future for the community.

The new Public Works Director will have at least 10 years of progressively responsible development and municipal public works experience including five years in a management capacity and a BS/BA degree in engineering, business management, public administration or a related field.

