

## Compensation and Benefits

The City of Camarillo offers an attractive and competitive compensation package, including:

- ◆ Salary range is \$108,242 - \$146,003 annually, DOQ.
- ◆ CalPERS Retirement ("Classic" members: 2% at 55, full City paid employee contribution; "PEPRA" members: 2% at 62, employee contributes 6.75% of salary).
- ◆ Defined Contribution 401a plan – City contributes 7% of salary.
- ◆ Health Insurance – City contributes \$122 per month towards a selection of plans; coverage is effective the first of the month after date of hire.
- ◆ Flex Benefit/Cafeteria Plan - \$1,247 per month which may be applied toward health insurance premiums; unused money may be taken as cash, payable twice a month.
- ◆ Dental/Vision Insurance – City pays premium for employee and dependents; coverage is effective the first of the month after date of hire.
- ◆ Deferred Compensation 457 Plan – Employee has option to contribute.
- ◆ Short/Long Term Disability – City pays premium for employee.
- ◆ Auto Allowance - \$200 per month.
- ◆ Education Reimbursement Program.
- ◆ Employee Assistance Program.
- ◆ Life Insurance (1x salary, plus \$5,000, rounded up to next increment of \$5,000).
- ◆ Vacation, Management, Sick, and Holiday Leave.
- ◆ Retirement Health Savings (RHS) Plan – Employee contributes 100% of eligible sick leave upon separation from City.



## The Process

To be considered for this exciting career opportunity, please submit (email preferred) your cover letter, resume, salary history and contact information including email addresses for five work-related references (references will not be contacted until mutual interest is established) to:

Bill Avery or Ann Slate  
Avery Associates  
3 ½ N. Santa Cruz Ave., Suite A  
Los Gatos, CA 95030  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)

The finaling filing date for this position is: May 15, 2015.

If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424 or Ann Slate at 805.459.5132.



# The City of Camarillo



*invites your interest  
for the position of*

## Deputy Director of Public Works/ Transportation

## The Community

Camarillo is located on the Pacific coastal plain, halfway between Santa Barbara and Los Angeles on U.S. Highway 101 in western Ventura County. Only 15 minutes from the ocean, it has a mild year-round climate and is surrounded by scenic mountains and hills and highly productive agricultural land.



Camarillo is the fifth largest City in the County with a population of more than 67,000 residents. The most recent census indicates that Camarillo has a high percentage of college-educated and professionally employed residents, ranking fourth among Ventura County's 10 cities in median family income. Both Naval Base Ventura County Point Mugu, and California State University Channel Islands are within the City's Area of Interest and play significant roles in the City's economy and future planning.

The City of Camarillo possess all the benefits of a suburban-rural community with a small town quality. There is a variety of housing available, from new residential developments to existing homes in established, well-maintained neighborhoods. Nearly 80% of the housing is single family dwellings, the majority of these less than 30 years old, with prices ranging from the mid-\$300s to well over \$1 million.

A variety of business enterprises provides a strong economic base in the community, with many leading high-technology companies choosing to locate in Camarillo because of its favorable climate, skilled work force, and proximity to major transportation centers. Camarillo sits at the hub of a retail market population of nearly a half-million shoppers, and is home to many successful retail businesses, a combination of small, local specialty retailers and the 160-store Camarillo Premium Outlets.

Excellent schools, many recreational facilities, shopping, quality housing and a safe, small-town atmosphere all combine to make Camarillo a great place to "live, work, and play."

## The Organization and the Department

The City of Camarillo has approximately 140 employees in six departmental areas: City Manager, City Clerk, Community Development, Finance, General Services and Public Works. Police services are provided through a contract with the Ventura County Sheriff's Department. Fire protection, library and park/recreation services are provided by either the County of Ventura, special-purpose districts, or by private contract.

The City is led by a highly experienced, five-member City Council, which contributes to the political stability of the organization. The City Council, City Manager and departmental staff have an excellent working relationship, with each group respecting and honoring the other's roles and responsibilities. Employee turnover is extremely low, and most employees (including department heads) have worked in the organization for many years.



Camarillo is a fiscally well-managed city with a \$135 million budget. Supported by a sales-tax base anchored by California's second largest outlet mall, and continued residential and commercial development, the City's financial position is enviable among cities of like size. The City's \$152 million Five-Year Capital Improvement Program is fully funded in accordance with City Council policy, by which funds are accrued each year to fund all identified projects during each succeeding five-year cycle. The Capital Improvement Plan contains over \$41 million worth of streets and transportation projects.

The Public Works Department is comprised of several divisions that include: Administration, Engineering, Land Development, Capital Improvement Program, Traffic and Transit, Streets, Water, Wastewater and Stormwater. The Department has a total staff of 78. Plan checking is accomplished with a combination of City Staff and contractors; public works and storm water inspection is contracted with Charles Abbott and Associates. The Public Works Director has seven direct reports including the Assistant Director, Deputy Director/Environmental, two Deputy Directors/Transportation, Principal Civil Engineer (CIP), Public Works Maintenance Superintendent, and the Administrative Services Manager.

## The Position and Ideal Candidate

The Deputy Director Public Works/Transportation directs, manages, supervises and coordinates the activities and operations of the Transit/Transportation division and the Street/Landscape Maintenance division within the Public Works Department which includes the engineering and operational functions of traffic engineering, transportation planning, transit operations, and street maintenance.

The Transit/Transportation division consists of two Deputy Directors/Transportation, an Assistant Engineer, a Supervising Traffic Signal Technician, and two Engineering Technicians. The Street/Landscape Maintenance division consists of one Public Works Maintenance Superintendent and 18 personnel.

The position reports to the Director of Public Works, and serves as a key member of the Public Works management team. The ideal candidate will be a strategic, big picture thinker and creative problem solver, as well as being a highly trained and detail-oriented technical specialist in the areas of traffic planning and mitigation analysis, traffic signal timing and installation, traffic safety analysis, transit planning and operations, and street, median, and parkway maintenance, with the proven ability to deliver excellent and innovative results to an organization and a community with high service expectations.

The Deputy Director Public Works/Transportation is expected to have excellent rapport with the general public, with the ability to respond to, and resolve, difficult and sensitive citizen inquiries and complaints.

The new Deputy Director Public Works/Transportation will possess a combination of education and experience with a concentration in traffic or civil engineering or related field equivalent to a Bachelor's degree. The ideal candidate will also have a minimum eight years of increasingly responsible professional traffic systems engineering experience including two years of administrative and supervisory responsibility. Possession of a State of California Certificate of Registration as a Traffic Engineer is required.

