

Compensation and Benefits

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

- ◆ Salary range is \$140,202 - \$189,111 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 – City contributes 3% of salary.
- ◆ Short/Long Term Disability – City pays premium for employee.
- ◆ Auto Allowance - \$250 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 – Employees age 50 or older contribute 2% of salary; 60% 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



The final filing date for this position is: May 1, 2015.

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



The City of Camarillo



*invites your interest
for the position of*

**Director of
Public Works**

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 many exciting and challenging projects including: North Pleasant Valley Desalter; Metrolink Station Pedestrian Undercrossing; Library Addition; Santa Rosa Road Widening; and Reclaimed Water Pipeline Extensions.

The Director and the Department will also be playing a major role in the development of former Redevelopment Agency projects, including a hotel and convention center; a 12-acre recreation center; the Cedar-Oak Old Town Mixed-Use project; and Fire Station Reuse project.

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 Director of Public Works plans, directs, manages, and oversees the activities and operations of the Public Works Department, including civil and traffic engineering, capital projects, transportation planning, transit operations, street maintenance, storm drainage systems, public landscaping maintenance, water production, treatment, and distribution, and wastewater collection and treatment.

The Director of Public Works reports to the City Manager and serves as a key Member of the City's Executive Management team. The ideal candidate will be a strategic, big picture thinker and creative problem solver with the proven ability to deliver excellent and innovative results to an organization and a community with high service expectations.



The new Director will be expected to quickly assimilate into a culture of collaboration, teamwork and proactive communication within the City operation and throughout the community. Given the wide range of responsibilities, which include water, wastewater, stormwater, land development, and road improvement and maintenance, the Director is expected to be a highly experienced public works generalist who can efficiently and effectively manage complex capital improvement projects, navigate rigorous regulatory processes, manage multiple budgets, and be accessible and responsive to the public.

A background that includes strong land use and CEQA regulations, as well as strong skills in traffic planning and mitigation will be needed as the city continues to attract residential and commercial development. Experience with unstable geology and emergency services response will also be helpful as the City will continue to monitor the Camarillo Springs landslide impact zone and technically assist affected homeowners into the foreseeable future.

The new Public Works Director will possess a combination of education and experience with a concentration in civil engineering, construction, public administration, facility management or related field equivalent to a Bachelor's degree. The ideal candidate will also have a minimum ten years of broad and extensive experience in public works and engineering administration, or related experience including three years of management and administrative responsibility. A Master's degree is desirable.