

Compensation and Benefits

The City of Gonzales offers an attractive compensation and benefits package. The current salary for this position pays up \$100,000 annually, with final salary dependent upon qualifications. The City's benefits program includes the following:

- ◆ Retirement – Pension formula 2% @ age 60 or 2 % @ age 62 as determined based on provisions of the California Public Employees' Pension Reform Act (PEPRA). Pension benefit determined by final average compensation of three years. City pays a portion of employee's retirement contribution and participates in Social Security.
- ◆ Medical, Dental & Vision – City pays 100 % for employee and employee may purchase eligible dependent coverage.
- ◆ Deferred Compensation – City pays 2% of monthly plus an additional \$100.00 per month towards ICMA 457.
- ◆ Vacation Leave – 2 weeks for the first 3 years, 3 weeks for 3 years or more but less than 10 years, 3-1/2 weeks per year for 10 years but less than 15 years, and 4 weeks for 15 years or more.
- ◆ Sick Leave – 12 days per year.
- ◆ Holidays – 11 holidays and 1 floating holiday.
- ◆ Administrative Leave – 5 days per fiscal year.
- ◆ Bereavement Leave – 3 days.
- ◆ Life Insurance – City pays 100% of life insurance for employee only.
- ◆ State Disability Insurance – City doesn't contribute nor participates in State Disability Insurance.
- ◆ Long Term Disability – City pays 100 % of Long Term Disability Insurance premiums and has a 90 day waiting period with a 60% benefit.

The Process

To apply for this excellent career opportunity, please submit (email preferred) a cover letter of interest, 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:

Paul Kimura and/or Cris Piasecki
Avery Associates
3½ N. Santa Cruz Ave, Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

This recruitment will remain open until filled.

If you have any questions regarding this position, please contact Paul Kimura at 408.399.4424 or by email at paulk@averyassoc.net or Cris Piasecki at 408.234.2025 or crisp@averyassoc.net.



The City Gonzales



*invites your interest
for the position of*

**Public
Works
Director**

The Community of Gonzales

Gonzales, the “Wine Capital of Monterey County,” is located in the heart of the 90-mile long Salinas Valley. Situated between the scenic San Lucia and Gabilan Mountain ranges, the City is 30 miles southeast of the beautiful Monterey Peninsula, 18 miles south of Salinas and 111 miles north of San Luis Obispo. The City is surrounded by prime agricultural land and the view traveling on Highway 101 is a patchwork quilt of farms. The area has some of the most fertile soils in California making agriculture the area’s strongest economic industry.



Gonzales is a growing community of over 8,500 residents that enjoy a friendly small-town ambiance, mild year-round weather and the safe community environment. The City’s proximity to Salinas, the Monterey Peninsula, and the San Francisco Bay Area affords cultural and sporting opportunities within easy accessibility. Gonzales is proud of its small-town community environment, as well as its ability to maintain a fiscally sound city government that has successfully managed a progressive growth plan, while effectively addressing the necessary level of services for the entire community. Gonzales’ charm and rural atmosphere make the City an ideal setting to raise a family, start a business, or spend a day enjoying the beautiful Salinas Valley. Visitors and residents experience the warm hospitality and excellent service of local businesses and restaurants, and wine enthusiasts roam the nearby foothills enjoying world-class wineries and vineyards. The temperate climate of Gonzales provides comfortable summer time temperatures ranging from 70 to 80 degrees. Winter ranges fall between 40 and 60 degrees. The ideal weather supports the strong agricultural base of the City, which is home to several produce packing companies and agricultural related business.

The surrounding Monterey County area offers a wealth of recreational opportunities easily accessible to Gonzales residents and visitors. The nearby Pinnacles National Park, the nation’s newest National Park, the Arroyo Seco River, and San Lorenzo Park in King City all offer hiking and camping facilities. Lakes San Antonio and Nacimiento are popular destinations for boating, hiking, and camping. The Laguna Seca Recreation Area is the site of concerts, world-class car and motorcycle racing.

City Government and the Public Works Department

Gonzales is a General Law City incorporated in 1947. The City has a Council – Manager form of government with five City Council members elected to rotating four-year terms. The Council elects the Mayor on an annual basis. The City’s current operating budget is almost \$14 million and includes a General Fund of over \$3.5 million.



The City of Gonzales is a full service city with a staff of 37.5 FTEs providing a proactive community policing program; fire protection and emergency response; planning and building services; economic development; public recreation; and general City administration and management. There is a major emphasis on public – private partnerships related to sustainability efforts and economic development. Gonzales is poised to embark on significant economic and residential growth as the annexation of 2,000 acres on the City’s eastern corridor offers tremendous development opportunities.

The Public Works department operates a full service utility with a state of the art wastewater and water operations along with storm drainage facilities and handles a wide range of capital and maintenance programs. The Public Works Director and full time staff of nine employees operates with a departmental mission to enhance the quality of life for Gonzales’ residents in an environment of safety, courtesy, integrity, and respect. In order to do so, the Department: (1) recognizes quality service to its customers, and the residents of the community are the number one priority; (2) recognizes that a “can-do” attitude is the most valuable resource; (3) provides all services in an ethical, honest, and equitable manner; (4) demonstrates pride and commitment to the work being done by being enthusiastic and professional; (5) is committed to providing services that are responsive, innovative, and fiscally sound; and (6) recognizes the critical importance of working in partnership with the business community in developing a diverse, economically stable City.

The Position and Ideal Candidate

The new Public Works Director will be a progressive and active organizational leader and will partner with the City management team in providing exceptional services to the community. This service first mentality is expected to permeate throughout city operations and the new director will facilitate and model the behavior envisioned by the senior leadership team. Equally the active level of projects and development requires a hands-on and engaged management style.



The key priorities of this position largely relate to economic development initiatives. The industrial zone is growing and is looking at partnerships that can expand operational capacity and solar power solutions. The director must assist a balanced development effort incorporating both industrial and residential interests. This will require a willingness to consider new and different solutions and an understanding and empathy for the perspectives of business enterprises in dealing with city development processes. Operationally, the essential focus areas are to maintain a quality and efficient water supply and to expand the capacity of the wastewater treatment plant to accommodate

the City’s projected growth. The department is also engaged in a NPDES demonstration project related to diversion of storm water and it’s incumbent this effort achieves the desired results. Additionally, a successful General Purpose tax measure approved in 2014 is expected to provide upgraded services and improved streets and medians within the community.

The ideal candidate will be collaborative team builder that places a premium on communications, community relations and engagement with the staff. The Director will be expected to manage “upwards” in maintaining active communications and providing solutions and recommendations to the City Manager and as appropriate to city policy makers. The proactive communication with the City Manager is especially critical as the Manager operates as a big picture, strategic thinker and expects the City leadership team to operate independently without daily supervision.

The Public Works Director is expected have at least five years of progressively responsible and varied work experience including construction, maintenance and operation of a variety of public works systems and facilities with specific experience in wastewater and water utilities. This includes at least three years of management with direct oversight of staff, budgets and administration. A BA/BS degree from an accredited college or university in engineering, construction management, public administration or a related field is required.