

## Compensation and Benefits

The City of Encinitas offers a competitive compensation package. The salary for this position is negotiable but is expected to be in the \$108,684-\$168,600 range, depending on qualifications. In addition to salary, the City offers an excellent benefits package including:

- ◆ **Retirement** – The City participates in the California Public Employees' Retirement System (CalPERS). Classic PERS members have a 2% @ 60 formula and new members have a 2% @ 62 formula. The City does not participate in Social Security.
- ◆ **Health Benefits** – The City provides a cafeteria benefit plan allowing the purchase of medical, dental and vision. The City currently allocates \$13,300 annually for this plan. The City pays life insurance, accidental death and dismemberment insurance and long term disability. Reimbursement for health care and dependent care expenses through a flexible spending account is also available. Unused contributions (up to an annual maximum of \$7,098) may be received as additional taxable compensation.
- ◆ **Leave Benefits** – Vacation is accrued in accordance with tenure ranging from 13 days per year to 23 days per year. Credit is given for related continuous prior public service employment. The City also provides 10 fixed holidays plus three floating holidays per fiscal year. Beginning July 1, 2017 management employees will be provided 80 hours of administrative leave per fiscal year. Employees receive generous sick leave benefits and can also accrue up to a maximum of 78 hours of paid time off to attend to family members in times of illness.
- ◆ **Life Insurance** – The City provides a life insurance policy in the amount equal to an employee's annual salary up to a maximum of \$150,000.
- ◆ **Deferred Compensation** – Optional participation in a 457 and/or a 401(a) deferred compensation program is available.
- ◆ **Employee Assistance Program (EAP)** – Confidential services are available to employees and household members to assist with personal and professional issues. Eight sessions per issue are available each calendar year.
- ◆ **Computer Purchase Program** – The City will loan employees who successfully complete the probationary period of employment an interest free loan of up to \$3,000.
- ◆ **Tuition Assistance** – Eligible employees may receive up to \$1,200 in reimbursement per fiscal year for approved coursework tuition, required textbooks and registration.

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

Final Filing Date: July 28, 2017

If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424 or Bill Lopez at 408.888.8099.



# The City of Encinitas



*invites your interest  
for the position of*

## Public Works Director

## The Community

Encinitas is located in northern San Diego County along six miles of the Pacific coastline with a population of close to 65,000 residents. Characterized by beautiful coastal beaches, steep mesa bluffs and rolling hills, the city was incorporated in 1986 bringing together the five distinct communities of New Encinitas, Old Encinitas, Cardiff-by-the-Sea, Olivenhain and Leucadia.

The beaches in Encinitas are outstanding. The surfing is unbeatable and many surf contests are held throughout the year. The San Elijo Lagoon Reserve is the largest coastal wetland in San Diego County and is home to nearly 300 different bird species.

There is a significant flower growing industry in the City and many people claim that Encinitas is the Flower Growing Capital. The San Diego Botanic Garden is a beautiful oasis to visit with an Amazon Rainforest and the largest display of bamboo in the world. The serene-like gardens of the Self Realization Center are a beautiful and relaxing way to take in the breathtaking ocean views.

Downtown 101 is a coastal shopping district over 100 years old featuring historic architecture, quaint shops, sidewalk cafes, and restaurants framed by beautiful flower baskets. The downtown area is reminiscent of the quiet, natural beach towns that existed prior to World War II and has the feel of earlier times, retaining its beachy, artsy, and 'funky' vibe. But it also has the bustle and boom of top retail shops, fine dining and cultural events and attractions that bring visitors from all over the region.

Golf enthusiasts will enjoy the Encinitas Ranch Golf Course, a championship 18-hole par 72 course with panoramic ocean views. The natural beauty of the communities, its moderate Mediterranean climate and its many recreational and cultural activities make Encinitas a spectacular and highly desirable place to call home.

## City Government

A General Law City, Encinitas has a Council/Manager form of government with a four member Council elected at large and a directly elected Mayor. The members of the City Council also act as the governing body exercising oversight responsibility for the San Dieguito Water District. Although the City and the District are legally separate entities, the City staff provides management assistance to the District. In addition, the Council also serves as the Board for the Encinitas Housing Authority and the Encinitas Public Financing Authority. The City Council appoints the City Manager and the City Attorney.

Encinitas enjoys a sound financial basis and has been able to maintain highly regarded municipal services through its 240 employees within its eight departments and the Water District. The organization includes the departments of the City Manager's Office (includes Human Resources, IT, GIS, and Risk Management), City Clerk/Legislative

Services, Finance, Fire and Marine Safety Services, Parks, Recreation and Cultural Arts, Public Works, and Development Services. The City utilizes a two-year budget planning process and operates on a budget of approximately \$77 million.

The ideal candidate will be a proactive, relationship based and inspirational manager with an active communication style. The candidate will be empathetic and fair, while being firm in promoting a positive environment of accountability. The ability to work with regional agencies on environmentally sensitive issues such as the Climate Action Plan and urban forestry issues will be crucial in this role. Previous public sector experience with public works program management and long-term planning and budgeting will be expected.

## The Position and Ideal Candidate

The Public Works Director oversees the City's facilities, fleets, streets, water distribution and reclamation systems, and wastewater collection operations. In reporting to the City Manager, the Public Works Director will provide progressive leadership and management to an organization that's focused on providing exceptional and valuable services in the areas of operations and maintenance. In working closely with the City's management team, the new Director will provide a collaborative and team based approach to leadership.

An essential priority for this role relates to the overall management of the department. An active, engaged and participative leadership style that embraces innovative solutions, two-way communications and one that fosters a sense of collective participation and organizational and individual success is key to this role. The new Director will embrace staff development and create employee opportunities for professional growth and succession planning efforts, while taking opportunities to celebrate departmental and individual accomplishments.

The Director will have a visible role providing exceptional front line services to the City and community. Much of the success will come from continual evaluation and improvement of service delivery and utilization of technology in enhancing information flow, productivity, efficiency and overall communication throughout the Department.

The ideal candidate will be a proactive, relationship based and inspirational manager with an active communication style. The candidate will be empathetic and fair, while being firm in promoting a positive environment of accountability. The ability to work with regional agencies on environmentally sensitive issues such as the Climate Action Plan and urban forestry issues will be crucial in this role. Previous public sector experience with public works program management and long-term planning and budgeting will be expected.

A background that includes seven years of professional or management experience including at least three years of managing or supervising a maintenance and/or operational work force along with a BS/BA in Business or Public Administration, Construction Management, engineering or a related field is required. Consideration may be given for an equivalent combination of experience and education stated. A Master's degree is preferred.

City Council's Four Major Areas of Focus for Fiscal Years 2017-2018 and 2018-2019

- ◆ Attain a legally compliant Housing Element.
- ◆ Improve connectivity and mobility for all users.
- ◆ Make the rail corridor a better neighbor.
- ◆ Promote green initiatives and protect natural resources.

