

## Compensation and Benefits

The annual salary range for this position is between \$136,140-\$163,404 commensurate with experience. In addition, Redwood City offers a competitive benefit package for staff and their dependents:

- ◆ **Public Employees Retirement System (CalPERS)**
  - 2% @ 60 for current members (employee pays full member contribution)
  - 2% @ 62 for new members (employee pays full member contribution)
  - The City does not participate in Social Security
- ◆ **Medical Insurance**
  - May select from a variety of health plans administered by CalPERS
  - Maximum City contribution is 90% of the selected premium, up to 90% of the Kaiser family rate, premium, currently \$1600.93 per month
- ◆ **Dental & Vision Insurance** – City pays 90% of premium for both dental and vision coverage for family
- ◆ **Vacation Leave** – 10-25 days per year
- ◆ **Sick Leave** – 12 days per year
- ◆ **Paid Holidays & Leave** – 12 paid holidays and 2 paid administrative holidays per year
- ◆ **Management Leave** – 40 hours of callback overtime provided each calendar year (treated as paid administrative leave), an additional 80 hours per calendar year may be accrued
- ◆ **Deferred Compensation** – Voluntary participation, City contributes 2% to a 457 plan



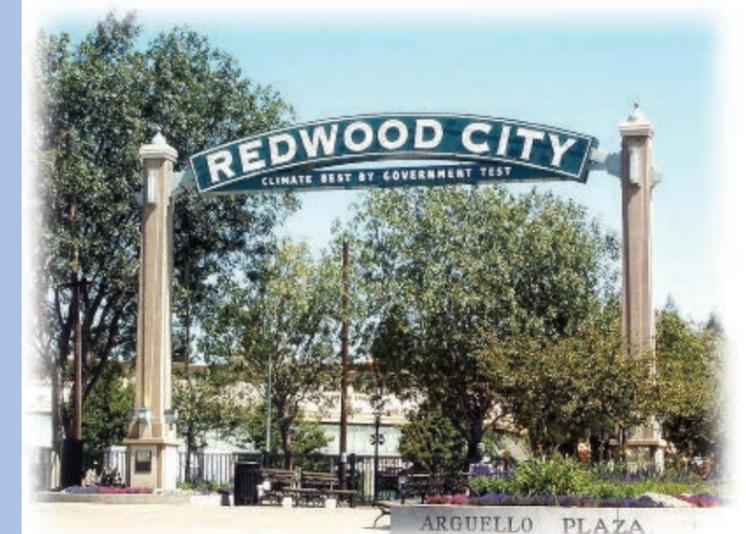
## The Process

To pursue this 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 and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place).

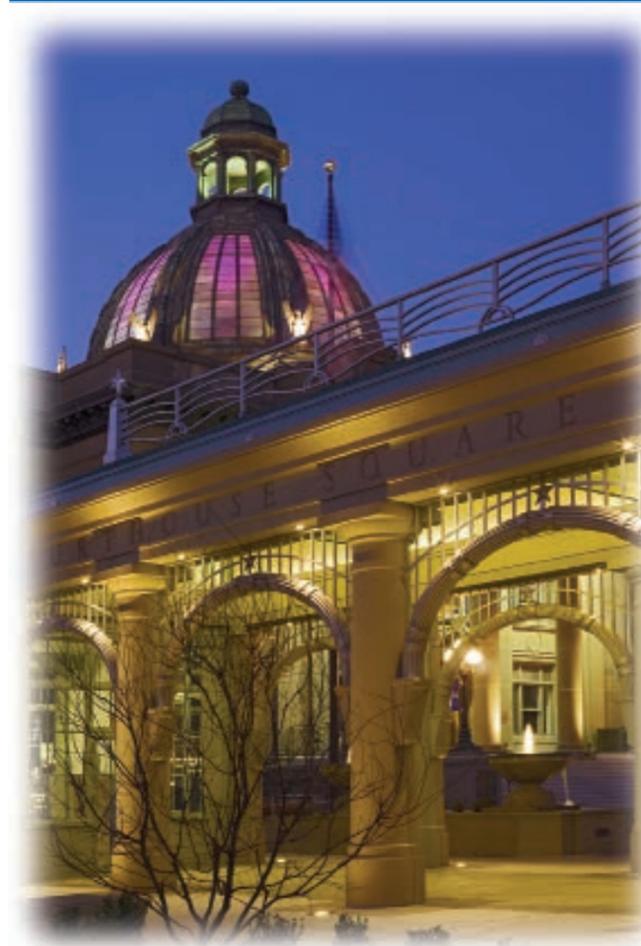
Bill Avery or Bill Lopez  
Avery Associates  
3½ N. Santa Cruz Ave., Suite A  
Los Gatos, CA 95030  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)

The final filing date: March 9, 2018

If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424 or [bill@averyassoc.net](mailto:bill@averyassoc.net) or Bill Lopez at 408.888.4099 or [williaml@averyassoc.net](mailto:williaml@averyassoc.net).



# The City of Redwood City



*invites your interest  
for the position of*

## Wastewater Operations Superintendent

## The Community

A diverse community of over 85,000 people, Redwood City is the county seat of San Mateo County. While it is easily accessible to the greater San Francisco Area, the City remains a destination in its own right—with miles of San Francisco Bay shoreline, charming, walkable neighborhoods, and a wide range of world class companies such as Oracle and Electronic Arts. At the mid-point of the beautiful San Francisco Peninsula and home to its own operating port, Redwood City is located 25 miles south of San Francisco and 27 miles north of San Jose.



The City is known for its great climate and profound sense of community. Redwood City is devoted to preserving its rich history and maintaining today's quality of life, while carefully planning for its future. Redwood City is proud of its new downtown, featuring a variety of restaurants and shops, and an impressive cinema center. Redwood City is home to a number of parks and playgrounds as well as four public libraries. For the nautically inclined, there are several marinas in Redwood City as well as a yacht club. Through its miles of San Francisco Bay shoreline, charming neighborhoods, and rolling hillsides, Redwood City is a community that offers great variety in housing, employment, recreation, entertainment, education, and City services. Additional information is available on the City's website: [www.redwoodcity.org](http://www.redwoodcity.org).

## The City Organization

Redwood City is a "charter city" operating under the Council-Manager form of government. The City Council appoints the City Manager, City Attorney, and City Clerk, as well as the members of the City's advisory boards, commissions, and committees. The City Manager is responsible for implementing the Council's policies and managing the City's day-to-day operations as carried out by its approximately 500 employees. The organization has adopted

a set of "Core Principals" to guide daily operations and support the City's "Core Purpose": "Build a Great Community Together." With this in mind the City management remains actively engaged with the community, the Mayor and Council, and other stakeholders in local government to ensure the ongoing business of planning for Redwood City's future remains a highly inclusive and collaborative process.

Redwood City government is proud of its flexible and de-centralized work environment where staff is empowered to make decisions at every level of the organization. With a tradition of fostering creative approaches to achieve the City's objectives, staff strives to anticipate and



respond quickly to changing circumstances, and revise priorities as needed to best address the community's needs.

The community believes in working together to maintain and improve our quality of life. In fact, the City Council of Redwood City formally adopted a "Core Purpose" - Build a Great Community Together. This represents our commitment to community building, which is a crucial part of how we do business every day.

## The Position and Ideal Candidate

The Wastewater Operations Superintendent will be in charge of two critical public health and safety systems in the City: Sanitary Sewer and Storm Water infrastructure operations. Reporting directly to the Assistant Director of Public Works, the Superintendent will be responsible for the management of 194 miles of public sewer infrastructure (including 31 pump stations), 14 storm water pump stations and miles of storm water pipelines that play a critical role in managing the storm water runoff from the hills to the San Francisco Bay. The Superintendent will be expected to be up to date on the current regulatory environment governing these areas as well nuances of the construction and operations management in relation to both sewer systems and storm drain systems.

The ideal candidate will bring not only a seasoned technical approach to the table, but also a hands on "get it done" approach to the department. He or she will be just as comfortable working with the Public Works Director and City Engineer as they will be being out in the field ensuring that projects are being executed properly. The Superintendent will also be a seasoned collaborative manager, able to deliver organizational effectiveness, improve the maintenance of both systems, and deliver high quality customer services to the community.

Required qualifications include a Bachelor's degree in civil engineering, business administration, or related field with relevant work and management experience in these fields as well as knowledge of SCADA systems, certification in Wastewater by CWEA and/or Storm Water Management Professional certification by the APWA, and PMP certification.

