

## Compensation and Benefits

The annual salary range for this position is between \$144,876-\$176,112, commensurate with experience. The benefits for this position are:

- ◆ Vacation Leave: Fifteen days.
- ◆ Sick Leave: Twelve days.
- ◆ Administrative Leave: Twelve days.
- ◆ Holidays: Twelve days, and up to Two Floating Holidays.
- ◆ Retirement: **CalPERS 2.7%@55** for **classic members** (employee pays 8% of employer contribution); **2%@62** for new members (employee pays 50% of the Normal Cost as determined annually by CalPERS).
- ◆ Health Insurance: Cafeteria-style benefits plan offers options for medical, dental and vision for employees and dependents.
- ◆ Deferred Compensation: Five percent of base salary.
- ◆ Automobile Allowance: \$350 per month.



Other benefits include sick leave conversion, vacation buy-back and medical after retirement.

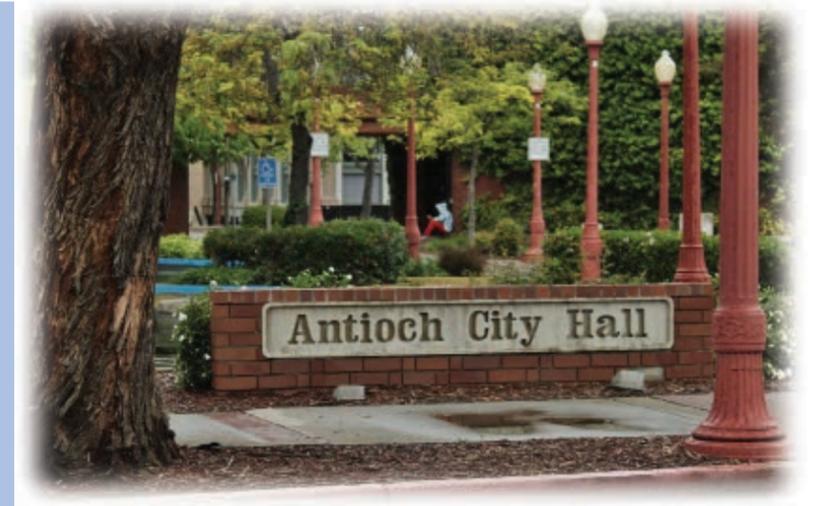
## The Process

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).

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The final filing date for this recruitment is March 16, 2018

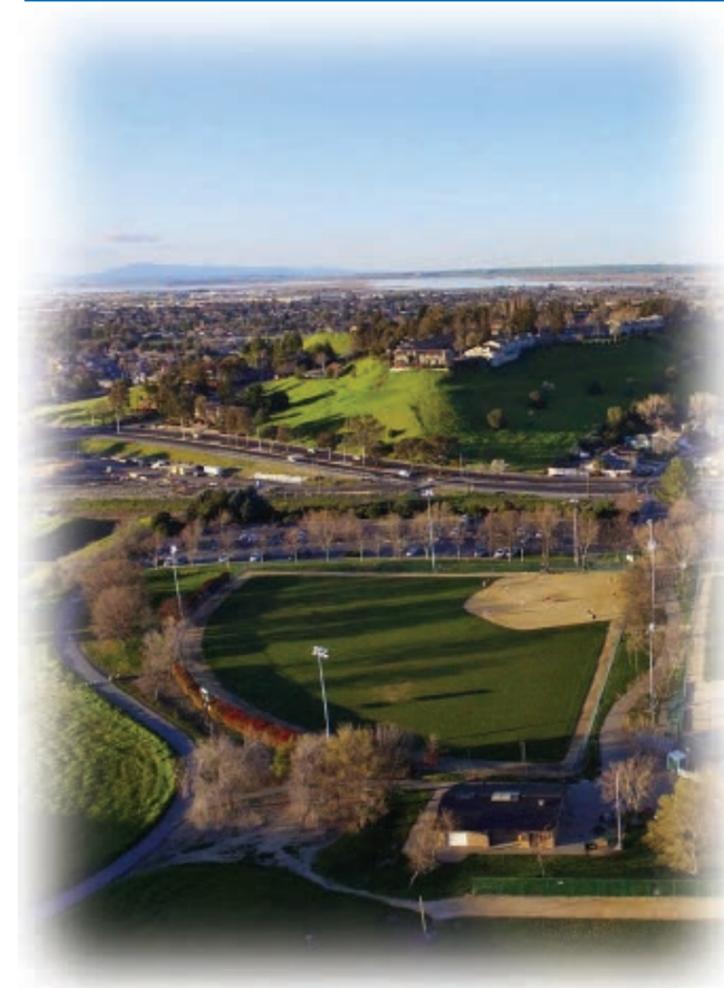
If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424 or by email: [paulk@averyassoc.net](mailto:paulk@averyassoc.net), or Bill Lopez at 408.888.4099 or by email: [williaml@averyassoc.net](mailto:williaml@averyassoc.net)



# The City of Antioch

*invites your interest  
for the position of*

## Public Works Director/ City Engineer



## The Community

Antioch is one of California's oldest cities, with a burgeoning population of professionals and skilled workers. Antioch is known as the "Gateway to the Delta" for its location on the banks of the San Joaquin River. It also serves as a gateway to the plentiful recreational features and cultural facilities of Northern California, particularly linking the San Francisco/East Bay region to Sacramento and the Central Valley. With a population of over 114,000 residents and growing, the City of Antioch is the second largest city in Contra Costa County.



Families with dreams of home ownership come to Antioch for its stunning neighborhoods, parks, and natural beauty. Land remains plentiful and affordable, compared with other parts of the Bay Area. Antioch is one of the few Bay Area communities that offers affordable housing. The pace of development in Antioch has also spurred activity for the healthcare industry, financial and insurance institutions, contractors, and other types of businesses. Increased development has created increased employment in schools, hospitals and other local service sectors.

There is always something to do for everyone who lives, works and plays in Antioch! Residents enjoy the County Fair, playing a round of Golf, or roaring down slides at the Prewett Family Water Park. The City immediately adjoins the Black Diamond Mine Regional Park of the East Bay Regional Park District, providing amazing hiking and biking trails. Antioch is: A COMMUNITY that is proud of its heritage; A COMMUNITY that provides an opportunity to live, learn, work, worship and play in a safe, stimulating and diverse community; A COMMUNITY that is a responsible steward of its economic and natural resources; A COMMUNITY that recognizes its responsibility to the large Delta Region, and will be a pro-active advocate and a leader in promoting regional cooperation.

## City Government & the Public Works Department

The City of Antioch incorporated in February 1872 as a general law city and operates under a Council-Manager form of government. Policy making and legislative authority is vested in a five-member City Council consisting of a Mayor and four Council Members. The four Council Members are elected to four-year overlapping terms. The Mayor is directly elected to a four-year term. The City Council's main duties include passing ordinances, adopting the budget, appointing committees, and hiring both the City Manager and City Attorney.

The City Manager is responsible for implementing the policies and enforcing the ordinances adopted by the City Council, overseeing day-to-day operations of city government, and appointing the heads of the various city departments.

Antioch's Executive Leadership Team operates in a collaborative fashion, assisting one another and working cohesively towards citywide goals.

Public Works is a full service department providing residents a wide range of services. These include engineering development, design, review and construction inspection for new development and facility expansion and improvement; maintenance service to Antioch's roads, parks, marina, open spaces, flood control areas, water and sewer lines as well as providing safe potable water to residents. All Geographic Information System related activities



throughout the City's different departments, including design, development, and maintenance of spatial databases is managed by the Public Works Department.

## The Position and Ideal Candidate

The Public Works Director/City Engineer oversees a wide variety of operational areas including: Engineering, land development, including significant industrial, commercial & residential projects, Traffic & Transportation, CIP management, Maintenance & Operations, Parks Maintenance, Streets/Trees, Water Treatment and Distribution, Sewer Collection/Storm Drains & NPDES Program, Facilities, Fleet and the Antioch Marina. The Director will be a progressive and exceptional leader; an excellent administrator with a strong operational budget background, and a collaborative partner that works effectively within the City and with all constituencies. A leadership style that is action oriented and focused on positive results and accountability is expected in this role.

With the area continuing to grow due to its proximity to San Francisco and the Silicon Valley the area is experiencing a growth in development. This has been further buffeted by the expansion of Highway 4 and a new BART station that will provide service to San Francisco. These additions mean that the City will continue to expand and that the services will need to be upgraded and maintained. The City has a five year \$50 million CIP that will need



to be overseen, as well as a planned upgrade on the water treatment plant and the possibility of a desalinization plant. Additionally, due to the City's location on the banks of the San Joaquin river, the City is fortunate to have pre-1914 water rights and the new Director will be expected to work collaboratively with the various localities and regional entities, while protecting city interests.

Overall this position will require an exceptionally strong administrative leader with the ability to effectively manage projects in a fiscally responsible manner that ensures financial accountability. Among the operational priorities for this position

is the need to develop and implement divisional goals, objectives, work plans, reporting methodology and policies and procedures. Ability to effectively manage the delivery of multiple projects on schedule and budget. Customer service is a critical component to this role. The need is to deliver top notch and responsive services that create and foster positive community and internal support for the operation. The Director is expected to serve as a role model who embodies the commitment to efficient service delivery and engages the entire organization towards this sense of mission.

Problem solving and self-organizational skills, and the ability to adapt and address multiple and sometimes changing priorities are essential attributes for the new Public Works Director. A positive interpersonal style with the ability to develop and maintain positive work relationships with all city employees and with the community is an additional priority area for this role. This individual must also be a strong leader and personnel manager with the ability to mentor and the confidence to hold those beneath them accountable. In addition, the individual must have experience with labor negotiation and dealing with collective bargaining units. The successful candidate will operate with a high level of ethics and integrity and reflect a value system of coaching and mentorship, collaboration, and commitment to public service.

The ideal candidate will be proficient in the application and utilization of computer systems and software and will utilize this expertise to develop more efficient and productive work efforts and reporting and measurement methods. This position requires Registration as a Professional Engineer in California, and a background that includes a Bachelor's degree in Civil Engineering, or a closely related field with six or more years of progressively responsible experience in public works operations including three years of management and administrative experience.