

## Compensation and Benefits

The City of Fresno offers an attractive and competitive salary and benefits package. The salary for the Public Utilities Director is dependent upon qualifications. The range for this position is up to \$187,584 annually. The employee benefits package includes:

- ◆ Retirement: Fresno City Retirement System; reciprocity with other public California systems. The City's pension funds are among the best funded public systems in California. The City does not participate in Social Security.
- ◆ Health Insurance: The City currently contributes toward the monthly premium for medical, dental, and vision for employee and dependents.
- ◆ Flexible Spending Account: IRS 125 Plan for health/dependent care.
- ◆ Auto Allowance: \$300 per month.
- ◆ Deferred Compensation: 457 plan available.
- ◆ Administrative Leave: 60 hours per fiscal year.
- ◆ Annual Leave: 20 days per year of annual leave with cash out provision upon separation from the City.
- ◆ Holidays: Ten (10) City-observed holidays annually, plus birthday and one (1) personal day per year.
- ◆ Life Insurance: Equal to annual salary up to \$150,000; premium paid by City.
- ◆ Long-Term Disability: City pays premium for 66.66% of monthly salary up to \$7,500 per month after 30 days.

Additional information regarding the City of Fresno is available at [www.fresno.gov](http://www.fresno.gov).

## The Process

If you are interested in pursuing 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 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 April 16, 2018.

If you have any questions or wish to further explore this opportunity, please contact Bill Avery at 408.399.4424 or [bill@averyassoc.net](mailto:bill@averyassoc.net) or Bill Lopez 408.888.4099 or at [williaml@averyassoc.net](mailto:williaml@averyassoc.net).



# The City of Fresno



*invites your interest  
for the position of*

## Director of Public Utilities

## The Community

The City of Fresno is the largest city in the San Joaquin Valley and the fifth largest city in California, with a population of 520,000 residents. The city's name was derived from the Spanish word for ash tree, a common sight along the San Joaquin River. Fresno is the financial core of the San Joaquin Valley, and its economy relies on its large-scale agricultural production. Revitalization of Downtown Fresno's core and the construction of High Speed Rail are two of many exciting projects that continue to successfully support Fresno's growing economy.



Located in the geographical center of California, Fresno offers many sights. From fertile agricultural fields, an abundance of lakes, and the snowy Sierra Nevada mountain range, the scenic variety in Fresno is large. Fresno also features a diverse selection of dining, shopping, farmers markets, vibrant arts and culture, wineries, as well as a variety of attractions. With 300 days of sunshine a year, the Mediterranean climate in Fresno is the source of its agricultural productivity, and allows year-round recreational activities including sailing, snow and water skiing, fishing, backpacking, and golfing. With so much to see and do, Fresno is truly California's year-round playground.

Traveling to other major metropolitan locations in California from Fresno is easy; Los Angeles is approximately four hours south and the San Francisco Bay Area is approximately three hours north. Fresno is located in proximity to three sites of natural beauty; Yosemite National Park, Kings Canyon National Park, and Sequoia National Park. Residents and visitors alike enjoy these scenes and others, including the Sierra Nevada Mountains and the Pacific Ocean.

Another advantage to living in Fresno is the exceptional housing that is available at lower price levels than California's other large metropolitan areas. The current median home price in Fresno is approximately \$250,000. There are four large school districts in the Fresno area, Fresno Unified, Central Unified, Sanger Unified and Clovis Unified. Fresno is the home of California State University, Fresno, as well as a number of other colleges and universities.

Residents consider Fresno to be a community of unique charm, with the amenities of a large metropolitan city and the pleasantness of a smaller town. The people of Fresno enjoy a wide variety of social, cultural, athletic, educational and recreational activities in an affordable and clean living environment.

## City Structure

Fresno is a full-service charter city operating under a strong-mayor form of government. There are seven Council Members elected by district. The Council appoints the City Attorney and the City Clerk. The Mayor is elected at-large and does not serve on the Council but has veto power over certain actions taken by the City Council. The City Manager, who is appointed by the Mayor, is responsible for appointing all other department heads in the City, including Airports, Development and Resource Management, Finance, Fire, Information Services, Parks and Recreation, Personnel Services, Police, Public Utilities, Public Works and Transportation.

## The Department

The Department of Public Utilities (DPU) is an APWA-accredited public agency that provides water, wastewater, solid waste, and utility billing and collection services for approximately 140,000 utility accounts located inside and outside of the City's municipal corporate limits and across a 114-square mile service area. The Administration Division provides the leadership, planning and support for the divisions that provide direct service to the customer. The Utilities Billing and Collection Division is responsible for the billing and collection of the City of Fresno's utilities fees and charges in one of four billing cycles with annual billings of approximately \$190,000,000. Relying on approximately 260 wells, and three surface water treatment plants

(90 mgd of total capacity), the Water Division delivers 125 million gallons per day of potable water per day on an annual-average basis, with a peak day demand of approximately 160 million gallons per day. The Solid Waste Division is responsible for the oversight of exclusive and non-exclusive roll off franchise agreements, weekly collection of residential solid waste, recyclables and green waste that total approximately 200,000 tons of material each year. Finally, the Wastewater Division operates a regional wastewater reclamation facility and two tertiary treatment facilities (Title 22 permitted facilities) to treat approximately 60 million gallons a day of municipal wastewater generated by the residential, commercial and industrial sewers customers in the Fresno-Clovis metropolitan area. Public Utilities has an approved staffing count of 644 employees and a FY 2018 adopted budget of \$355,725,000 for all activities.

## The Position and Ideal Candidate

The Director of Public Utilities directs the various operations of the Public Utilities Department. The incumbent exercises considerable judgment and discretion in the administration and direction of the department and its operations. The Director is responsible for the development and implementation of policies and procedures relating to the operation, maintenance, long-range planning and fiscal management of the City's utilities. This is an unclassified position in which the incumbent serves at the will of the City Manager.

In addition, the Director acts as technical advisor to the City Manager and City Council and attends meetings of the City Council, boards, commissions, and committees relevant to public utilities. The Director is responsible for the preparation and administration of the Department's annual operating and capital budgets and works with the City Manager regarding current and anticipated City and departmental needs, prioritization of those needs, and the feasibility of alternative approaches to meeting them. The Director is expected to coordinate activities with other departments within the City of Fresno, as well as outside agencies in support of Mayor Brand's key strategic initiatives including economic prosperity, public safety, quality of life and a unified community.

Fresno is seeking an experienced and strong leader who can provide long-range vision for the Public Utilities Department. An entrepreneurial-minded individual with a capacity for independent, innovative thinking would do well in this position, as would someone with experience in leveraging resources, as well as leading and implementing capital projects programs. The ideal candidate will have a record of straightforward and open communication and a willingness to make effective decisions within the parameters of the position, as well as the ability to act calmly and quickly in emergency situations or under adverse conditions.

The City Manager is seeking a Director of Public Utilities to serve as a key member of the City's executive management team, recognizing this position as one of many departments, that work together to support the Mayor and Council's vision for the City of Fresno. A candidate with a strong record of collaborative work with internal and external stakeholders would be highly valued, as the Director of Public Utilities must be able to develop positive relationships with staff, other City departments, the public, and a number of other agencies. The Director must have excellent written and verbal communication skills and the ability to prepare clear, concise, and comprehensive reports, records, and other written materials for a variety of audiences.



Candidates for this position will be able to demonstrate knowledge of the day-to-day public utilities operations with a thorough understanding of compliance with legal mandates, maintenance of solid waste, sewer as well as water treatment and distribution systems that ensure public health. A background that includes a Bachelor's degree from an accredited college or university with major course work in civil engineering, public administration, environmental science or a closely related field, and five years of progressively responsible administrative experience overseeing a large public utility or equivalent operation is required. This position also requires the possession of a valid California Driver's License.