

# Compensation and Benefits

The County of Fresno offers a competitive and comprehensive salary and benefits package. The annual salary for this position is \$130,000. Benefits include:

- ◆ **Retirement:** The County provides retirement benefits under the County Employees Retirement Law of 1937 (CERL) and the Public Employees' Pension Reform Act of 2013 (PEPRA). The open legacy Tier under CERL is Tier IV, which provides a maximum benefit of 2.43% at age 65. The PEPRA Tier (V) provides a maximum benefit of 2.5% at age 67. The Plan has reciprocity with the California PERS Plan. Current Employees are also covered by Social Security.
- ◆ **Health Insurance:** In order to tailor health plans to meet the needs of employees and their dependents; the County offers six medical options and two dental options to choose from. The plans also include prescription and vision coverage. Employees enrolled in a County health plan also receive a \$10,000 life and AD&D policy paid for by the County.
- ◆ **Life Insurance:** In addition to the \$10,000 policy provided to employees enrolled in a health plan, senior management employees receive a County-paid \$250,000 term life and AD&D policy during their employment, regardless of whether they are enrolled in health insurance benefits. All employees are also eligible for a voluntary \$100,000 supplemental life and AD&D insurance policy, with optional spouse coverage of \$50,000 and coverage for children at \$10,000.
- ◆ **Disability Insurance:** Most County employees are covered by State Disability Insurance (SDI), which is an employee-paid benefit. Management employees are enrolled in a County-paid Long-Term Disability insurance policy.
- ◆ **Relocation Benefits:** Individuals accepting this position may request that relocation benefits be considered for this position.
- ◆ **Deferred Compensation Plan:** Employees have the option to enroll in the deferred compensation plan through Nationwide to set aside pre-tax dollars as a supplement to the County's retirement plan.
- ◆ **Holidays:** County employees enjoy 11 paid holidays per year, including the major holidays, the day after Thanksgiving, and Cesar Chavez Day.
- ◆ **Annual Leave:** New employees accrue annual leave at a rate of 6.15 hours per pay period, which equates to 160 hours annually. Accrual rates increase with years of service, and employees may accrue a maximum of 600 hours.
- ◆ **Flexible Spending Account Program:** Employees may save big each year by enrolling into this optional program. This program allows employees to use pre-tax dollars to pay for certain health, dependent care, transit, and/or parking expenses.
- ◆ **Optional Insurance:** The County also offers reduced group rates for automobile and homeowner's insurance.
- ◆ **Employee Assistance Program:** This program provides counseling, legal assistance, financial counseling, and more to employees, their household members, and their dependents.
- ◆ **Employee Discounts:** Employment with the County gives individuals access to several discounts from local vendors, from reduced gym memberships to cell phone services.

## The Process

To be considered for this once in a lifetime 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).

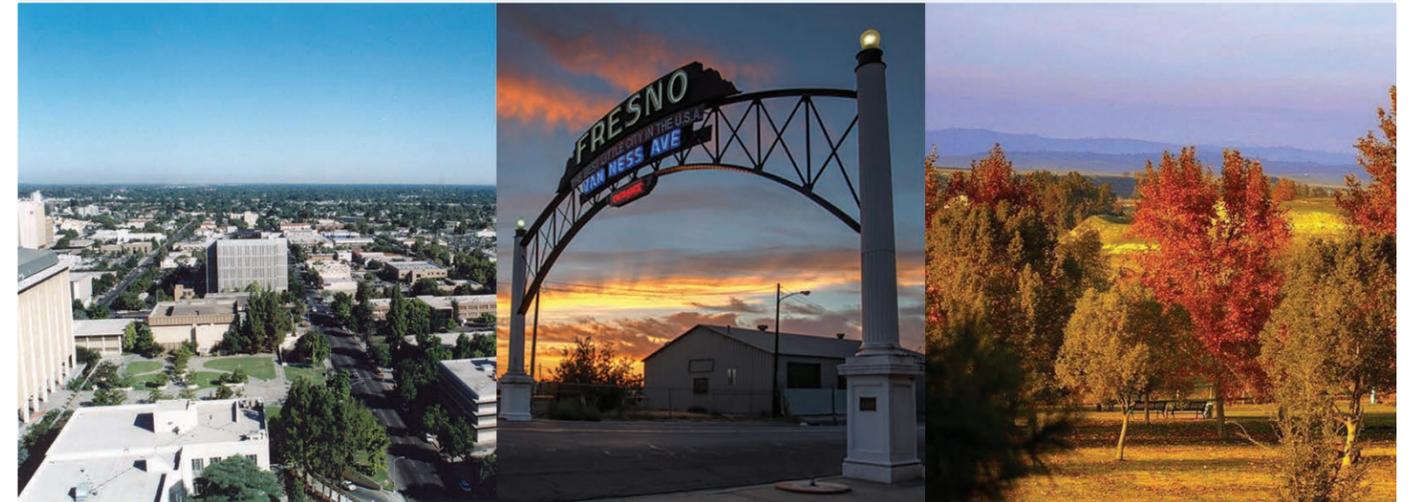
Paul Kimura or Bill Lopez  
Avery Associates  
3½ N. Santa Cruz Ave, Suite A  
Los Gatos, CA 95030  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)

This position is open until filled.

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

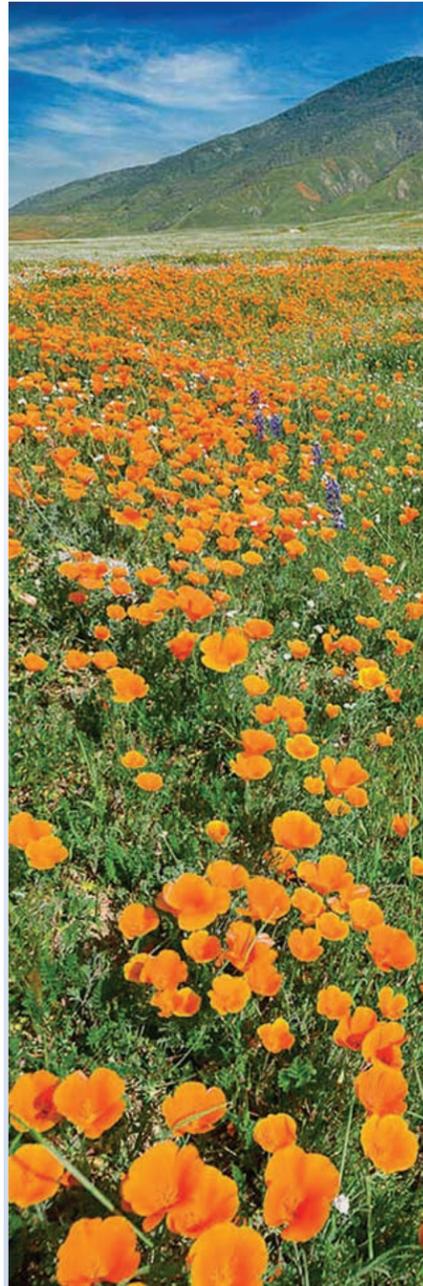


# The County of Fresno



INVITES YOUR INTEREST FOR THE POSITION OF:

## Road Maintenance and Operations Division Manager



## *The Region and Community*

Fresno County represents the ultimate yet affordable California lifestyle at its finest! Nestled in the state's Central Valley, the area is well known for its proximity to the majestic National Parks of Yosemite, Kings Canyon and Sequoia. The magnificent Pacific Coast, which offers pristine beaches and beautiful coastal fauna & terrain, is only two hours to the west. The region is also situated at the base of the awesome Sierra Nevada Mountains, providing active pursuits such as hiking, mountain biking, rock climbing, boating, and snow boarding opportunities. And, for a more leisurely pace, fly fishing, camping or simply enjoying the natural splendor of the stately landscape are activities in abundant supply. The food and culinary scene is notable with farm-to-table options a daily reality. Fresno County is often referred to as "America's Bread Basket", producing over \$7 billion in commercial crops. This fresh bounty has spun off legions of new dining establishments, farmers markets, and food & wine trails.

The entire region enjoys an exceptionally favorable cost of living. Housing is especially affordable with a wide selection of fine homes within urban, suburban, rural and foothill communities. The area's public schools enjoy an excellent reputation, both academically and athletically with several being ranked among the best in the state. Secondary education opportunities include California State University, Fresno, the University of California, Merced and local community colleges including Fresno City College, Clovis Community College and Reedley College. Services such as health and medical care are topnotch and readily available. And for those that enjoy shopping, the region offers all the major department and retail options available in the Los Angeles and San Francisco areas.

With a robust economy and rapidly expanding population (currently over 984,000 residents), the greater Fresno County area is a center for commerce in the heart of California. Government, Education & Health Services, Transportation & Logistics, and Agriculture represent the largest employment segments within the County. The combination of affordable housing, recreational pursuits, quality educational opportunities, excellent services, arts & culture, and a centralized location provide Fresno County residents with an exceptional quality of life and make it a desirable place to live, work and play. Experience all the amenities of this idyllic California lifestyle and see firsthand why the region has become one of the fastest growing in the state.

## *The Organization*

The County of Fresno government is headed by an elected five-member Board of Supervisors who represent various districts within the County. The County also has several other elected officials including the Sheriff, District Attorney, Assessor-Recorder, Auditor-Controller/Treasurer-Tax Collector, and Clerk/Registrar of Voters. County government operates under the administrative direction of the County Administrator, who is directly appointed by the Board of Supervisors. Fresno County employs 7,959 FTEs with an overall budget of over \$3.7 billion.

The Department of Public Works and Planning is responsible for public works, planning, land development, and resource management services, which involve administration of the County's General Plan and enforcement of building and land use standards including inspections and the issuance of building and land use permits. The seven divisions of the Department include road maintenance and operations, parks, tourism, solid waste, special district administration, code enforcement, land use, and community development. The Department provides these services through a total staff of over 400 FTEs. The road maintenance and operations manager reports to the Assistant Director of Public Works and Planning.



## *The Opportunity*

The Road Maintenance and Operations Division Manager will lead a division of 247 team members charged with maintaining, preserving, and operating the largest County public road system in the State of California. The vast network of 3,488 miles of roadway and 570 bridges provide a wide range of logistical, operational, and geographic challenges for the position and the division.

Organizationally, the new leader will bring a charismatic, strategic, and innovative approach in coalescing the collective efforts of the geographically disbursed staff. Providing a foundation for open, active communication in sharing critical information, introducing more effective operational solutions, enhancing staff development and establishing a culture of excellent customer service are essential aspects of this role. The operational focus is the development and implementation of a comprehensive work plan that includes clear and defined approaches and measurable results geared to preserve and improve the county road and bridge network. A key output of the plan is development of visual, informative, and easily assimilated presentation formats such as "dashboards", graphs and charts.

The new Manager will embody a value system that incorporates high levels of integrity, mentorship, collaboration, and commitment to public service. Exceptional interpersonal skills, strong project management abilities, excellent problem solving and self-organizational skills, and the ability to manage multiple and sometimes changing priorities are essential attributes for this assignment.

## *The Requirements*

This position requires a bachelor's degree that is acceptable within the United States' accredited college or university system in Civil Engineering, Mechanical Engineering, Industrial Engineering or a closely related field and five (5) years of full-time, paid work experience supervising staff responsible for the construction or maintenance of roads and bridges. Additional years of qualifying experience may substitute for the required education on a year- for-year basis, where one (1) year of experience is equivalent to thirty (30) semester units of coursework that is acceptable within the United States' accredited college or university system. A California registered Civil P.E. is highly desirable in this role, but not required.

