

City of Alameda

CALIFORNIA

is now inviting applications for

City Engineer



UNIQUE OPPORTUNITY TO BUILD AND LEAD

The Community

The City of Alameda, California is a unique island community of approximately 75,000 residents in the San Francisco Bay Area. It is connected to the East Bay mainland by four bridges, two underwater tubes, and by ferry services to San Francisco; it is within minutes of all the cultural activities in San Francisco, Oakland and Berkeley.

Alameda is a historic city with a small-town atmosphere and a diverse mix of housing, neighborhoods, and pedestrian friendly shopping areas. Charming Victorian homes grace shade tree-lined streets covering the island's 12.4 square miles. It is an architecturally and historically rich community with over 10,000 buildings constructed prior to 1930.



Alameda was incorporated in 1854 and became a charter city in 1916 with a Council-Manager form of government. The five-member Mayor/Council serves four-year terms, staggered at even numbered years. The Council directly hires the City Manager, City Attorney and City Clerk.

The City is a full-service organization that provides residents with a broad range of municipal services including police and fire protection; construction and maintenance of streets, storm drains and other infrastructure; a state-of-the-art library system; and over 200 acres of recreational facilities including multi-use athletic fields, picnic sites, a skate park, swim center, and a full service senior center. The City owns and operates Alameda Municipal Power, an electric utility serving the needs of all Alameda residents and businesses.

Alameda is at an exciting juncture. The City recently assumed ownership of much of the former Naval Air Station, called Alameda Point. Encompassing nearly one-third of the City's area, Alameda Point's development in 2015 will begin one of the most exciting development projects on the West Coast.

The Position

The Public Works Department is under new leadership and looking for a dynamic City Engineer to join a committed management team.

A top priority for the new City Engineer will be to reinvent the City's approach to project management including selection of talented and experienced new staff and implementation of comprehensive processes. The City Engineer will be responsible for proactive management of diverse players including Public Works staff, other City staff, outside agencies, consultants, community members and other stakeholders.

The City Engineer will work closely with executive managers and City staff to bring progressive engineering oversight and collaboration to all Public Works projects and programs. Projects at Alameda Point, site of the former Naval Air Station, offer unique

opportunities for comprehensive community planning and development, including at least 1,425 residential units, 5.5 million square feet of commercial space, over 250 acres of parks and open space, and almost \$600M in capital improvements. Integrated transportation planning and traffic mitigation will be key factors.

The City Engineer will oversee management of all engineering work in connection with municipal public works projects and programs, specialized public works engineering functions such as civil engineering, transportation and traffic engineering, capital improvement projects, and environmental engineering. Additional responsibilities of the City Engineer include exercising signatory authority as established by statute or ordinance; preparing and reviewing plans, specification and bid documents for public works projects; evaluating submitted bids and proposals; negotiating with developers, consultants, other jurisdictions and regional agencies; and assisting in budget preparation and administration.

The Ideal Candidate

In addition to having a strong engineering and project management background, the successful candidate will possess a professional history that demonstrates the following:

- An effective leader and consensus builder, with dynamic communication skills.
- Strong interpersonal skills with the ability to establish and maintain effective working relationships with employees, public officials, citizen advocacy groups, outside agencies and the general public.
- Ability to creatively problem solve and develop innovative alternative technical and procedural solutions.
- Ability to prepare concise and comprehensive studies and reports; plan, administer, and evaluate work programs and schedules; and set priorities, meet deadlines, and make sound decisions.
- Knowledge of current practices in public works administration, civil engineering, and project management as applied to the management of diverse public works activities.
- Knowledge of federal, state, and local laws, codes, regulations and safety orders applicable to municipal public works operations, including planning, development, design, construction, public contracting, operation, maintenance, State of California Subdivision Map Act, and California Environmental Quality Act (CEQA).
- Knowledge of current practices for designing, estimating, surveying and constructing public works improvements; processing of development projects including subdivision maps, lot line adjustments and right-of-way acquisitions; traffic engineering; alternative transportation modes; and project management including budget, personnel, and schedule.
- Ability to supervise, train, mentor, motivate, and evaluate all levels of assigned staff, and oversee consultants including the coordination of consultant selection.



In addition to the above, candidates should possess the equivalent of a bachelor's degree from an accredited four-year college or university with major course work in civil engineering or a related field and seven years of progressively responsible public works experience involving at least five years as a practicing civil engineer in a managerial/supervisory capacity.

Registration as a Professional Civil Engineer in the State of California is required. Possession of a valid California Driver's License and satisfactory driving record required as a condition of initial and continued employment.

The Compensation & Benefits

Salary: \$115,212-\$140,042

Work Schedule: Four day, 36-hour work week

Benefits Include:

Retirement Program – Per AB340, PERS 2% @ 55 plan for applicants currently employed by a PERS agency, or PERS 2% @ 62 plan for applicants not employed by a PERS agency. Employee pays 7% as pre-tax contribution and also 1.868% as pre-tax City contribution. The City does not participate in Social Security; however, employees contribute 1.45% for Medicare.

Flexible Benefits Plan – Pre-tax monthly allowance up to \$1,860.22 is provided by the City for PERS health; depending upon health plan and number insured; dental and life insurance are provided by the City.

Vacation – Two weeks, increasing according to length of service time up to a max of 25 days.

Holidays – 10 observed plus 3.5 floating holidays.

Sick Leave – 12 days per year. Unused sick leave may be converted to PERS service credit upon retirement.

Long-Term Disability – The City provides LTD insurance.

Optional Benefits – Several optional insurance plans are available to eligible employees including vision, flexible spending account, dependent care program, long-term care, additional life and a 457 deferred compensation plan.



The Application and Selection Process

PART I: A review of all applications to identify those applicants who meet the minimum requirements for acceptance into the exam. Resumes will not be accepted in lieu of completed City Application Forms.

PART II: A Job Related Qualifications Appraisal Interview or Application Evaluation (weighted 100%). A comprehensive review of each candidate's technical knowledge and overall suitability for the position will be conducted. Candidates receiving a score of 70% or more will have their names placed on an Eligible List. The five (5) names highest on the list are certified to the department(s) having vacancies. Placement on an Eligible List does not guarantee employment. Tie scores will be broken by giving priority to the candidate based on the earliest application date. Prior to appointment, a thorough reference check will be conducted and may include a credit check. Final selection will be made from the Eligible List by the Department Head. **Federal law requires that, prior to employment, you must furnish proof of your identity and eligibility for employment in the United States, such as driver's license, original Social Security card, US passport, or appropriate INS forms, etc.**

1. Apply ONLINE at <http://www.alamedaca.gov/human-resources/job-opportunities> or
2. Apply IN-PERSON at the City of Alameda Human Resources Department (Monday-Thursday, 8am-6pm) at 2263 Santa Clara Avenue, Room 290, Alameda, CA 94501

Applications must be filed no later than 5:00 p.m. on Monday, October 6, 2014. No photocopies or facsimiles are accepted. It is the applicant's responsibility to allow adequate delivery time. Resumes will not be accepted in lieu of a completed City Application.

VETERAN'S PREFERENCE CREDIT: A job applicant qualifies as a veteran if honorably discharged from active military, reservist, or National Guard duty of at least 18 consecutive months within the past five (5) years of the date of application. In case of discharge attributable to service-connected injuries or illnesses, the 18 months active duty requirement need not be fulfilled. An applicant claiming veteran's preference credit must attach to their application, a legible copy of their **DD-214** verifying the type of discharge and date(s) of active service. **NO OTHER DOCUMENTATION WILL BE ACCEPTED.** Interested candidates should apply at www.CalOpps.org and submit an application and supplemental questionnaire responses.

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AN EQUAL OPPORTUNITY EMPLOYER

The City of Alameda encourages minorities, women and the disabled to apply. It is the City's policy that all aspects of employment and promotion shall be without regard to sex, marital status or disability (except where dictated by requirements of the position), race, sexual orientation, political affiliation, religious creed, color, national origin or age. Qualified disabled persons must be able to perform the essential functions of the position with reasonable accommodations. No individual may pose a direct threat to the health or safety of himself/herself or other individuals in the workplace. Barring undue hardship, reasonable accommodations can be made in the application and examination process for disabled individuals or for religious reasons. Requests for reasonable accommodation should be made in advance to the Human Resources Department. Hearing Impaired TDD (510) 522-7538.

The information contained herein is subject to change and does not constitute either an expressed or implied contract.

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