



City Engineer



■ The Position

This position works under the Director of the Development Services to plan, organize, coordinate, and direct the engineering programs; coordinates the engineering aspects of public works maintenance and operations activities; provides technical staff assistance to the City Manager and other department directors; and performs other job-related work as required.

This position is designated as un-represented for Labor Relations purposes and is considered exempt under the Fair Labor Standards Act (FLSA).

This is a mid-management classification responsible for the management of the Engineering Division and programs/functions involving the management, coordination, and delivery of the City-wide engineering and surveying service. In addition, the job incumbent has direct responsibilities for overseeing and directing the work of subordinate staff. This position differs from other positions involved in engineering functions in the broader responsibility for developing and implementing programs, systems, and procedures that affect the overall City operations and multiple departments and units. Duties and responsibilities are performed in accordance with law, ordinance, and City policy.

■ The Community

Located in the heart of California's Central Valley, the City of Turlock has grown to reach a population of 73,631 based on the US Census Bureau's latest population records. Although Turlock is the second largest city in Stanislaus County, it continues to maintain a small-town atmosphere and friendly attitude with the conveniences and opportunities of a larger city. Turlock provides an unusual opportunity to combine a quality learning environment with relaxed rural living.

The backbone of the City's economy is agriculture, being located in the third richest agricultural county in the country. Turlock has become economically sound, agriculturally elite, and continues to seek growth and development that complements the city's business and industry and the needs of its residents. Cultural art experiences, sports activities, twenty-four parks, a full range of medical facilities and the attractiveness of the nearby Mother Lode, San Francisco Bay area and the Sierra Nevada's add to the pleasure of living in Turlock. Ideal weather, excellent facilities, and Turlock's central location make it a perfect place for one to live.

Home of the Stanislaus County Fairgrounds, CSU Stanislaus, and the Carnegie Arts Center, the community of Turlock hosts numerous special events, from cultural events to CSUS athletic events and the annual Stanislaus County Fair, providing something for just about everyone. Turlock also offers several shopping areas. From Monte Vista Crossings to the several diverse shopping centers on Geer Road and a newly renovated and revitalized downtown retail district, one is sure to find something for everyone on their shopping list.

■ City Government

Incorporated in February 1908, Turlock is a General Law City with a Council-Manager form of government. Turlock's five-member City Council includes a Mayor (elected at-large) and four Council Members (elected by district), all serving four-year terms, without limit. Council Members also choose from among their number a Vice Mayor, who serves a one-year term. The Council appoints a City Manager, who provides direction to all departments and supports the policy directives of the City Council. The Council also appoints a City Attorney, and the City Treasurer is elected.

To learn more about the City of Turlock, please visit: <https://ci.turlock.ca.us>

■ Ideal Candidate

The ideal candidate must be able to work with minimal direct supervision, exercise independent judgment, and demonstrate initiative in complex responsible and sensitive areas. The City Engineer supervises professional and para-professional engineering and surveying staff, as well as administrative support staff, directly or through subordinate supervisory staff and as such must be a strong and approachable leader.

Additionally, being able to:

- » Plan, organize, direct, and supervise the work of professional, technical, and office support staff.
- » Select, supervise, train, and evaluate personnel.
- » Organize, direct, and coordinate the activities of a large division in a manner conducive to full performance and high morale.
- » Delegate authority and responsibility and schedule and program work on a long-term basis.
- » Coordinate the work of consultants, engineering, surveying, and administrative staff, as well as other department staff and agencies concerning major construction projects and the Capital Improvement Program (CIP).
- » Establish and maintain cooperative working relationships with elected and appointed officials, other employees, and the general public.
- » Communicate clearly and concisely orally and in writing.
- » Read and comprehend complex laws and regulations and initiate policies and procedures for their implementation.
- » Lead, manage, evaluate, and train personnel effectively and maintain discipline.
- » Organize, implement, and supervise departmental goals and City objectives. Make presentations before groups and represent the City in public forums.
- » Use computer and needed programs effectively.
- » Organize, analyze, manage, and implement a variety of programs.
- » Prepare, forecast, and administer a budget.
- » Establish and maintain respectful, effective, and cooperative working relationships with those contacted in the course of work.
- » Communicate effectively, orally, electronically, and in writing.



Salary and Benefits

The monthly salary range for this position is **\$11,036 - \$13,415**, with salary at appointment dependent upon qualifications and experience of the selected candidate. The City also offers an attractive benefits package that includes:

Benefits

- » Health – Generous employer contribution toward health, vision, dental, and prescription plans.
- » Retirement – Qualified candidates who are currently a CalPERS member or have been a CalPERS member within the last six (6) months or are subject to reciprocity with another eligible retirement plan, may be a “classic member” and may be enrolled in the City’s 2.7% @ 55 plan. Non-classic or “new members” will be enrolled in the 2% @ 60 plan.
- » Term Life Insurance at 1-1/2 times annual salary.
- » Long Term Disability Insurance.
- » Liberal vacation, holiday, and leave plans.
- » Retiree Health Savings (RHS) Vantage Care – Two and one-half percent (2.5%) of the employee’s base payroll will be deposited in each individual’s RHS Vantage Care account.

Additional Benefits:

- » Associate/Bachelor/Master’s Degree Incentive Pay (if not listed as a minimum qualification) *
- » Educational Reimbursement Program*
- » Computer Loan Program*

*Upon completion of probation.

The City of Turlock does not participate in Social Security, although employees hired after April 1, 1986 participate in Medicare.

Experience

Five years of increasingly responsible professional municipal engineering experience, including three years of administrative/supervisory responsibility.

Education & Training

Equivalent to a Bachelor’s degree from an accredited college or university in Civil Engineering.

License And/Or Certificate

- » Possession of a certificate of registration as a professional civil engineer in the State of California; the additional possession of a certificate of registration as a professional land surveyor in the State of California is desirable.
- » Possession of a valid California Driver’s License in the category necessary to perform essential duties of the position may be required at the time of appointment. Individuals who do not meet this requirement due to a physical disability will be considered for accommodation on a case-by-case basis. Maintenance of a valid California Driver’s license and proof of automobile liability insurance thereafter is a condition of continued employment.



■ Application Process and Recruitment Schedule

This position is open until filled. To be considered, please submit a resume, cover letter, and six work-related references (two supervisors, two direct reports, and two colleagues, who will not be contacted in the early stages of the recruitment) by the next resume review date of **Friday, January 7, 2022**.

Please go to our website to submit your application: <https://www.cpshr.us/recruitment/1924>

For further information contact:

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Website: www.cpshr.us



Resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultant. Candidates deemed most qualified will be referred to the City. Selected candidates will be invited to participate in further interview and selection activities.

An appointment will be made following comprehensive reference and background checks.

