

# San Joaquin County Employment Opportunity **Deputy Director of Public Works**

**Come Join the Progressive and Highly Motivated  
San Joaquin County Public Works Department—  
Apply Now to Be a Part of Our Award Winning Team**

## **About the Department**

The Public Works Department provides quality service to protect the health and welfare of the public and preserve the County's many infrastructure investments. The Public Works Team of over 400, plans, designs, constructs, operates and maintains public County roads, bridges, water, wastewater systems, flood control and solid waste systems. Many of our award-winning infrastructure projects have been recognized on the state and national levels. Our mission is to create a strategic outlook in which we always strive to transform processes and technology, enhance fiscal transparency and accountability, and invest in staff development and partnerships with members of our community and industry. Our department is dedicated to protect the health and welfare of the public, preserve the County's infrastructure investments, and develop Countywide long-term plans and programs for transportation systems, water quality and supply needs, flood management interests, and special districts.

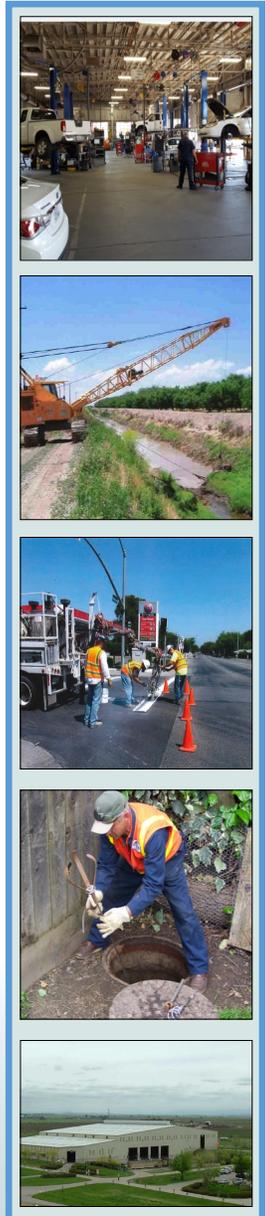
## **About the Position**

San Joaquin County Public Works is seeking an experienced public works professional with strong leadership and communication skills to provide direction and oversight of the **Operations Divisions**. The ideal candidate will possess proven leadership skills, and exceptional knowledge and experience managing public works operations with successful outcomes. The incumbent reports to the Director of Public Works and is responsible for managing and administering the programs, functions, budgets and activities of the following Public Works Operations Divisions: Channel Maintenance, Fleet Services, Road & Traffic Maintenance, Solid Waste Operations and Utilities Maintenance. The Operations Divisions account for over 300 of the department's full-time allocated positions.

## **The Ideal Candidate**

The ideal candidate will possess:

- Outstanding leadership skills and experience managing diverse public works operational divisions.
- Tremendous personal integrity, sense of professional ethics, and dedication to public service.
- Well-developed organizational and decision making skills including having a strategic outlook.
- Ability to inspire, motivate and empower staff to achieve established goals and develop succession planning.
- A desire to embrace innovation to enhance services provided.
- Exceptional interpersonal communication skills and customer service.
- Strong analytical skills, sound judgment, and a positive attitude.
- Excellent written and verbal communication skills and the ability to synthesize complex information.



Recruitment Announcement  
0421-EC2111-EX

Human Resources  
44 N. San Joaquin Street  
Third Floor, Suite 330  
Stockton, California 95202  
Phone: (209) 468-3370

**SAN JOAQUIN**  
— COUNTY —

*Greatness grows here.*

# Make San Joaquin County your new home!

A land of beauty, recreation and natural riches—from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts seven cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

## Arts, Culture, and Recreation

The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and Stockton Children's Museum are popular spots.

The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures.

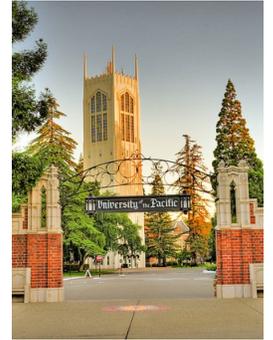
San Joaquin County government provides nine community parks for boating, camping, and picnicking, swimming and organized sports. Annual family events include the Asparagus Festival, attended by thousands of fun-seekers from the County and beyond.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The County-owned and operated Micke Grove Park offers a zoo, rides and a historical museum to delight both children and adults. The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor to north of Sacramento and offering access to the San Francisco Bay.



## Education

From preschool to higher education, the County has it covered with an abundant array of public or private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus-Stockton Center, Humphreys College and Law School, National University, and the San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The County's 17 school districts provide families with a wide choice for children's educational development.



## Agriculture

The county is one of the most agriculturally rich regions in California. Grapes are the leading commodity, with 98,000 bearing acres, much of that in wine grapes. Over 85 wineries within the Lodi Appellation offer opportunities for tasting and special events.

Almonds, walnuts, tomatoes and cherries round out the top crops, with an abundance of other produce. Weekly farmers markets throughout the county offer a cornucopia of fresh fruit and vegetables. Fruit stands and pick-your-own produce farms dot the countryside.

## Housing

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.

Housing ranges from new developments to historic homes found mostly in central Stockton and downtown Lodi. San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational - that the area provides.

# Deputy Director of Public Works

(EC2111)

## Compensation and Benefits

Annual Base Salary: **\$141,405- \$171,878**

In addition to the base salary, the County offers a Cafeteria Plan in the annual amount of \$24,023 which is considered the employer's benefit contribution and may be used to purchase medical, dental, and vision coverage.

Depending on the health plan selected, premiums not paid by the Cafeteria Plan allowance will be the employee's responsibility through a pre-tax deduction. Unused monies are paid as additional salary.

- A 2% employer contribution to the County's 457 Deferred Compensation Plan (valued from \$2,828 to \$3,438 annually)
- Vacation cash-out up to eight (8) days annually (valued from \$4,351 to \$5,553)

Potential cashable	Step 1	Step 5
Annual Salary	\$141,405	\$171,878
2% Deferred Comp annual	\$2,828	\$3,438
Vacation Cash-out	\$4,351	\$5,553
Cafeteria	\$24,023	\$24,023
<b>Total</b>	<b>\$172,606</b>	<b>\$204,627</b>



## Compensation and Benefits

- 1937 Retirement Act plan — reciprocity with CALPERS
- 125 Flex Benefits Plan
- 12 days sick leave annually - unlimited accumulation
- 15 days of vacation leave (20 days after 10 years and 23 days after 20 years)
- 14 paid holidays per year
- 10 days administrative leave per year

For more information, please access the [County's benefits website](#).

## Recruitment Incentives\*

- Reimbursement of qualifying moving expenses up to \$5,000.
- Vacation accrual rate consistent with candidate's total years of public service.
- Sick leave credit up to 160 hours of unreimbursed sick leave from the prior public sector employer.

*\*Recruitment Incentives may be available. Incentives must first be approved by the San Joaquin County Administrator.*

## Wellness



San Joaquin County is dedicated to providing its employees with a great benefit package and is interested in their overall well-being. Through our [SJC Engage](#) wellness program, San Joaquin County employees and eligible dependents are offered support in the way of various workshops, courses, and programs in areas such as Physical and Mental Wellness, Professional Wellness, and Financial Wellness. Employees also enjoy special employee pricing through Perks at Work.



*Greatness grows here.*

# Deputy Director of Public Works

## Desirable Qualifications

All interested candidates are encouraged to apply.

**Education:** Graduation from an accredited four-year college or university with major coursework in public or business administration, engineering, environmental science, accounting, finance or a related field.

**Experience:** Six years of increasingly responsible administrative, engineering or analytical work, including at least one year administering or managing large and complex programs and/or projects in an engineering, construction, or similar setting.

**Substitution:** A master's degree in public or business administration, engineering, environmental science, accounting, finance, economics or a related field may substitute for one of the years of experience required above, other than the required one year administering or managing large and complex programs and/or projects in an engineering, construction, or similar setting.

## Required Qualifications

**License:** Possession of a valid California Driver's License.

## Application Submittal

The competitive process includes submittal of a completed San Joaquin County Employment application and Supplemental Questionnaire by the final filing date.

Final Filing Date: **May 14, 2021**

Resumes will not be accepted in lieu of a complete application package.

To apply, visit our [webpage](#) or scan this QR code with your smartphone's camera.



## Supplemental Questions

In addition to the standard application, responses to the following questions will be required:

- This position oversees maintenance and operations related to five operations divisions Channel Maintenance, Fleet Services, Road & Traffic Maintenance, Solid Waste Operations and Utilities Maintenance. Describe your job related experience and training in the administration of diverse large scale infrastructure maintenance and operations.
- One of the guiding principles of the Public Works Director is "getting the customer to success." What does this mean to you?
- Describe your experience managing controversial projects or programs
- Describe a major change that you initiated in an organization that resulted in significant improvement. Include details of the conception, development, implementation and results. What tools/techniques did you use to evaluate success to ensure the operations are fiscally and technically sound?

## Selection Process

If warranted by the number of candidates, applications may be reviewed by a screening panel. If utilized, the screening panel will select those most qualified to be considered for participation in the selection process.

Offer of employment will be conditional upon successfully passing a pre-employment background, DOJ Live Scan and drug screen.

This position is exempt from the San Joaquin County Civil Service system. Appointments to exempt positions are at-will and are not governed by the Civil Service Rules.



**National Public Works Week Celebrations**

- Pancake Breakfast
- Volleyball Tournament
- Softball Tournament

Car Show

**Public Works Open House**

- Annual Employee Appreciation BBQ
- Department-Wide End-of-Year Potluck

Tailgate Potlucks

Food Competitions

Themed Decoration and Costume Contests

Monthly Themed Potlucks

Service Award Appreciation

Diversity Luncheon



**A Great Place to Work**  
Serving the public is serious work and we enjoy doing it! Throughout the year, we have numerous activities to share food, fun, and friendship. Come join the team at San Joaquin County Public Works.