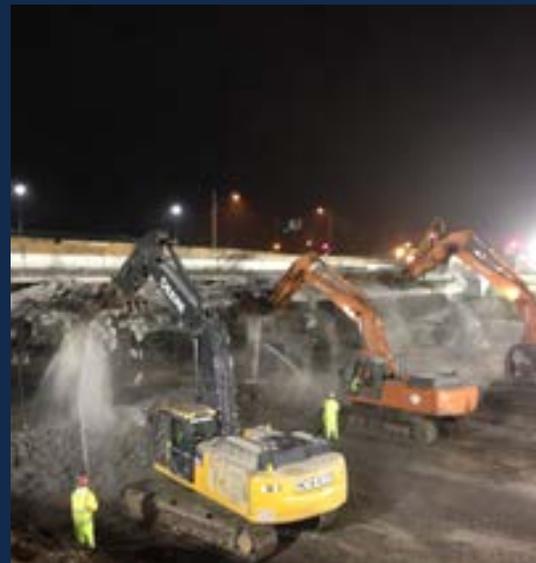


STANISLAUS COUNTY



PUBLIC WORKS DIRECTOR

*DELIVERING COMMUNITY INFRASTRUCTURE TO BENEFIT
RESIDENTS & BUSINESSES*



Recruitment Services Provided by Ralph Andersen & Associates



The Opportunity

Stanislaus County seeks a talented and dynamic Public Works Director to build upon its successful track record of building and maintaining the infrastructure of the County. The next Public Works Director will enjoy working in a high-functioning organization and a harmonious political environment. The Public Works Director will have the opportunity to lead projects and staff without the distractions found in less successful environments.

Stanislaus County

Stanislaus County is located in Central California within 90 minutes of the San Francisco Bay Area, the Silicon Valley, Sacramento, the Sierra Nevada Mountains, and California's Central Coast. With an estimated 538,388 people calling this area home, the community reflects a region rich in diversity with a strong sense of community. Two of California's major north-south transportation routes (Interstate 5 and Highway 99) intersect the area and the County has quickly become one of the dominant logistics center locations on the West Coast.

The County is home to a vibrant arts community with the world-class Gallo Center for the Arts, a symphony orchestra, and abundant visual and performing arts. Stanislaus County is a global center for agribusiness, positioned by its mild Mediterranean climate, rich soils, and progressive farming practices.

The area is recognized internationally for agricultural innovation with wine, almonds, poultry, milk, cattle, and walnuts being some of the featured industries. The County is also home to Stanislaus State University, Modesto Junior College, and benefits from satellite

locations of other high-quality educational institutions. The County was established in 1854 and has a total land area of 1,515 square miles. Temperatures range from an average low of 38 degrees in the winter to an average high in the mid-90s during the summer months, mitigated by low humidity and cool evening breezes from the San Joaquin Delta.

County Government

Stanislaus County operates as a general law organization under the State of California and is governed by a five-member Board of Supervisors, each of whom is elected to four-year, overlapping terms in nonpartisan district elections. Other elected County officials include the Assessor, Auditor-Controller, Clerk-Recorder, District Attorney, Sheriff-Coroner, and Treasurer-Tax Collector. The Board of Supervisors has both legislative and administrative duties and responsibilities. The Board is assisted in its administrative responsibilities by the Chief Executive Officer who is appointed by the Board and delegated broad responsibilities. Stanislaus County has a current year total budget of \$1.3 billion and 4,483 full-time positions within 26 agencies, departments, and offices.

The Position

Appointed by the Chief Executive Officer, with the concurrence of the Board of Supervisors, the Public Works Director is an "at-will" Department Head position within Stanislaus County. Under the executive direction of the Chief Executive Officer and the policy direction of the Board of Supervisors, the Director is responsible for the overall operation of the Department of Public Works.

The Director administers, directs, and coordinates the activities of the Department and carries out the objectives of the Board in addressing infrastructure, maintenance, and service needs for the citizens of Stanislaus County.

The Department of Public Works is comprised of the following divisions: Administration; Transit; Engineering; Heavy Equipment Shop; and Road and Bridge.

The Director oversees a Department of 113 full-time employees with a Fiscal Year 18-19 total budget of over \$140 million. Specific focus areas for the next Public Works Director include:

- Successful implementation of Measure L and SB1 projects;
- Project development and transition of the North County Corridor from a JPA governed project to the Board of Supervisors;
- Pursue community efforts of sidewalks and other needed infrastructure for county pockets;
- Active Transit Program grants, community partnering, and accurate messaging;
- Water management and resource planning; and
- Plan, design and implement the Crows Landing Industrial Business Park, with focus on infrastructure, water, sewer, drainage, streets, and General Aviation airport development.

The Ideal Candidate

The ideal candidate will have exceptional management, interpersonal, and communication skills with a hands-on and proactive approach to addressing a broad range of infrastructure related challenges. A proven track record

in the area of Public Works is key. Specific attributes that are particularly linked to the success of the next Director include:

- A vibrant and engaging leadership style that not only motivates staff to work at their fullest, but also can forge powerful collaborations and advocate for Stanislaus County at the highest level.
- An entrepreneurial approach to local government in a culture where County government is supportive of calculated risk taking in order to drive innovation and improvement.
- A collaborative approach both within the greater Stanislaus County organization and specifically with regional partners and State and Federal entities.
- Demonstrated ability to effectively communicate and collaborate with a number of internal and external stakeholders, including the Board of Supervisors, the County management team, Department Heads, consultants, contractors, Public Works staff, area cities and districts, regulatory agencies, and the public.
- Experienced in strategic planning, as well as developing plans and objectives to meet the long-range goals of the Board of Supervisors.

Minimum Qualifications

Education: Graduation from an accredited four-year college or university with major coursework in civil engineering, or a closely related field is required. A Master's degree in Civil Engineering or Public Administration is desirable.

Experience: Significant, progressively responsible experience in civil engineering, public works operations and maintenance, public administration, or a related



field, including at least five years of experience in a supervisory capacity as a Department Head or high-level assistant is required.

Professional License: California Registration as a Civil Engineer is required and possession of Land Surveyor License is strongly preferred, but not required.

Compensation and Benefits

The annual salary range for the Public Works Director is \$137,425 to \$206,148. Placement within the range is negotiable and dependent upon qualifications. The County offers outstanding retirement benefits provided by the Stanislaus County Employees' Retirement Association (StanCERA).

In addition, the County offers a comprehensive benefits package including:

Insurance: Stanislaus County offers extensive health, dental, and vision coverage options for employees and dependents.

Deferred Compensation: Stanislaus County pays an additional 2% of base wages toward a designated deferred compensation plan.

Automobile Allowance: The County provides an annual automobile allowance of \$4,800.

Life and Disability Insurance: The County provides a term life insurance policy, as well as Accidental Death/Disability coverage.

Professional Development: \$1,200 annually allocated for professional development, to include continuing education and professional memberships.

Vacation: Directors earn **three weeks** of vacation upon entering service with Stanislaus County and begin accruing four weeks annually in their second year.

Holidays: The County observes **10 paid holidays** annually.

Management Leave: Department Heads receive **56 hours** of management leave annually.

Sick Leave: Sick leave is accrued at a rate of **96 hours** per year. Sick leave can be cashed out upon retirement on a percentage basis depending upon years of service.

Relocation: Expenses related to relocation will be negotiated with the successful candidate.

Learn more about Club Wellness, a program designed to facilitate and encourage the good health of the Stanislaus County's workforce: www.stancounty.com/personnel/pdf/club-wellness-mission.pdf.

For additional information on benefits, please visit www.ralphandersen.com/jobs/pwd-stanco-ca/.

To Be Considered

This is a confidential process and will be handled accordingly throughout the various stages of the process. References will not be contacted until mutual interest has been established. Interested candidates should **apply immediately** for optimum consideration. Electronic submittals are strongly preferred to apply@ralphandersen.com and should include a compelling cover letter and comprehensive resume.

Ralph Andersen & Associates will conduct the initial evaluation of submitted materials to determine the best overall match with the established criteria as outlined in this candidate profile. The evaluation and selection process may consist of a supplemental questionnaire and/or written exercise(s) to further evaluate relative experience and overall suitability for this position.

Interested candidates are encouraged to contact Mr. Greg Nelson at (916) 630-4900 with confidential inquiries and questions regarding the recruitment process.

