

Peckham & McKenney  
"All about fit"



# Public Works Director

## CITY OF GONZALES, CALIFORNIA





## The Community

Located in the heart of the lush Salinas Valley, the City of Gonzales is a vibrant, rural agricultural community of 8,549 residents nestled between the rolling Gabilan Mountains and the picturesque Santa Lucia Range. Centrally located on scenic Highway 101 in Monterey County, Gonzales is 16 miles south of Salinas, 35 miles southeast of the Monterey Peninsula and 62 miles southeast of San Jose. Gonzales enjoys a beautiful natural setting and is a safe, friendly, family-oriented community with a relaxed pace of life.

Originally part of a 15,000-acre Spanish land grant, the community was established by Mariano and Alfredo Gonzalez in 1873. Since its beginnings, agriculture has been an integral part of Gonzales’ heritage, identity and economy. The city is surrounded by prime agricultural land with a patchwork quilt of farms ranging in size from 20 to several hundred acres. Numerous crops are grown including lettuce, broccoli, cauliflower, celery, strawberries, asparagus, and wine grapes. Recognized as the “Heart of the Salad Bowl,” Gonzales’ agribusinesses support a thriving multi-billion-dollar industry that remains on the cutting edge of agricultural technology developments, making the area second to none in crop production and resource conservation efforts. Gonzales also is at the center of the region’s booming food and wine renaissance. Known as the “Wine Capital of Monterey County,” it boasts 13 world-class wineries and vineyards with tasting rooms, picnic areas, and wine country charm.

Gonzales offers the special quality of life that one can expect from a small town. From its warm hospitality and sense of community, to cozy restaurants and small businesses, to excellent health care and affordable housing, Gonzales is a great place to raise a family. The year-round mild climate presents the opportunity to enjoy a variety of recreational activities. In addition to the Gonzales’ many parks, open spaces and recreational programs, Monterey County also offers a wealth of recreational amenities. These include the nearby Pinnacles National Park, the Salinas and Arroyo Seco Rivers, and San Lorenzo Park all of which offer hiking and camping facilities. San Antonio and Nacimiento Lakes are popular destinations for boating, hiking, and camping while Laguna Seca Recreation Area is the site of concerts, and world-class car and motorcycle racing while the San Antonio and Soledad Missions offer a glimpse back to the early days of California.

In May 2017 the City of Gonzales was honored by the Monterey County Business Council for its economic vitality and commitment to the environment and youth.

To learn more about the City of Gonzales, please visit [www.ci.gonzales.ca.us](http://www.ci.gonzales.ca.us).

### VISION STATEMENT

GONZALES WILL CONTINUE TO BE A SAFE, CLEAN, FAMILY-FRIENDLY COMMUNITY, DIVERSE IN ITS HERITAGE, AND COMMITTED TO WORKING COLLABORATIVELY TO PRESERVE AND RETAIN ITS SMALL-TOWN CHARM.

### MISSION STATEMENT

THE CITY COUNCIL AND STAFF OF THE CITY OF GONZALES WILL REALIZE OUR VISION BY PROVIDING THE LEADERSHIP, COMMITMENT AND RESOURCES NECESSARY TO PROVIDE EXCELLENT SERVICES THAT ENHANCE THE QUALITY OF LIFE OF OUR DIVERSE COMMUNITY.

City services will be delivered in a cost-effective, respectful and friendly manner to insure the safety and wellbeing of the residents and the promotion of

business, recreational, housing and employment opportunities in an environmentally sustainable manner.

Strong fiscal policies allow us to provide appropriate infrastructure for:

- Public Safety
- Housing
- Recreation
- Environment
- Education
- The Organization

Incorporated in 1947, Gonzales is a General Law City operating under the Council-Manager form of government. The City Council is comprised of four members elected at large for four-year terms. The Mayor is elected for a two-year term.

The City of Gonzales provides full city services, including a proactive community policing program; fire protection and emergency response; planning and building services; economic development; public recreation; public works; and general City administration and management. The City also operates modern sewer and water systems, solar systems, and maintains streets and storm drainage facilities.

The City’s FY 2017-2018 total budget is \$18,603,128 including a General Fund budget of \$5,081,780. The focus of the budget is the flexibility and capacity to continue moving the City forward on several fronts including, but not limited to, economic development, health access, infrastructure, and the “Ensuring Gonzales Youth Achieve 21st Century Success” Initiative.

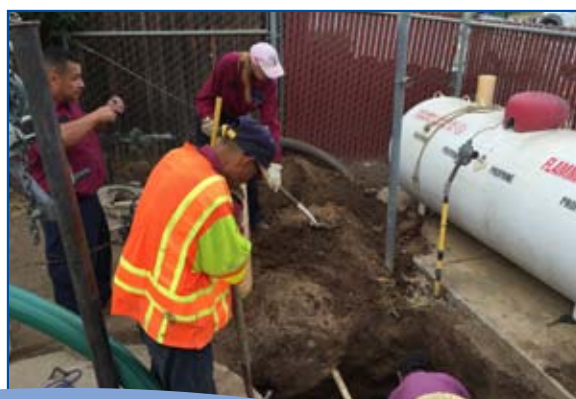
## The Department

The Public Works Department plans for all public infrastructure and facilities to service new and existing development. The Public Works staff of 11 employees is responsible for maintaining roadways, parks and recreational facilities, and the City’s sewer and water systems. The Public Works Department is also assigned the responsibility for design, construction, and maintenance of the City’s public facilities such as streets and sidewalks, water supply and distribution facilities, sanitary sewers, storm drains, basins, and flood channels, as well as the review and approval of all subdivision, development, issuance of encroachment permits, grading, and public utility installation plans. The Department is also responsible for the maintenance of all City parking lots, vehicles, and stationary mechanical equipment. The Public Works Department also plays an important role in evaluating a variety of development applications as part of the City’s project review committee.

Key statistics from 2016 include the production of 463 million gallons of water; 252 million gallons of waste water treated; and the maintenance of 5 lift stations, 20 miles of streets, 10 acres of City parks, 12 public buildings, and 36 vehicles.

## The Position

The City Manager Rene Mendez is seeking a replacement for the current Public Works Director who will be retiring at the end of the year. Reporting directly to the City Manager, the Director plans, organizes, directs and integrates the City’s public works and utilities



activities and functions and provides expert professional assistance to City management in areas of expertise. In addition, the Director of Public Works also will be responsible for:

- Continued development of the Gonzales Agriculture Industrial Business Park (GAIBP)
- Construction of Alta Street improvements
- Implementation of the Storm Water Management Plan
- Continued development of the sewer, water and streets infrastructure to handle the growth of the GAIBP and City’s sphere and future specific plans;
- Update of the development impact fees
- Oversee and manage the Solid Waste Franchise Agreement
- Oversee and manage several assessment districts
- Expansion and/or improvements to the Wastewater System and Treatment Plant

The ideal candidate will be honest, loyal, innovative, solution oriented, with superior interpersonal skills and the ability to communicate easily with a variety of audiences both in and outside the organization. The new Director will be a leader who is collaborative, decisive, creative and progressive and who brings a “can-do” attitude to citywide problems. The Director will also have the ability to manage the diverse day-to-day activities of the department while at the same time looking to the future to anticipate trends or activities that will impact the Department and the City. This also includes establishing and/or enhancing relationships with a number of regional agencies and partnerships including the Gonzales Unified School District (GUSD) and Monterey County and the other cities in the County.

With the GUSD, the Director would be expected to practice and look for opportunities to further the Gonzales Youth 21st Century Success Initiative (GY21CSI) as a jointly-hosted, comprehensive, evidence-based, and results-driven community initiative for positive youth development. This initiative would build upon the shared commitment to utilize the Developmental Asset Approach insuring that Gonzales’ youth graduate high school on-time, and equipped with the competencies needed for the success of becoming contributing adult citizens. Examples of this expectation include but are not limited to; gaining youth perspectives and insights via the Gonzales Youth Commissioners and Council, providing youth job shadowing and internship experiences within Public Works, partnering with the GUSD, serving as guest speaker regarding Public Works careers, and connecting with teachers regarding linked learning opportunities (e.g., science teachers, capital projects, waste water and water projects).

It is expected that the Director will practice the management style of getting out and meeting and interacting with staff on a regular basis, being visible and approachable throughout the wide variety of work sites, yards and facilities within the City. The Director is also expected to be proactive in inviting and establishing relationships with the Community, including but not limited to the industrial, commercial and business sectors, local community groups and residents.

Furthermore, the ideal candidate will exhibit a value system that embodies the “Gonzales Way” Love, Care and Connect way of connecting with the community and each other ([www.gonzalesway.org](http://www.gonzalesway.org)) and the “Gonzales Grows Green” mindset of a sustainable community being one whose prospects for long-term health are good. Its residents and businesses do not



deplete the resources that they depend on faster than those resources are replenished.

The position requires at least five years of progressively responsible and varied work experience including construction, maintenance and operation of a variety of public works systems and facilities with specific experience in wastewater and water utilities. Additionally, qualified candidates will have thorough knowledge of federal, state and local laws, rules and regulations that are applicable to the position, including the Subdivision Map Act, NPDES regulations and their applicability in the geographic area. The ideal candidate should possess at least three years of management with direct oversight of staff, budgets and administration plus a varied work experience including construction, maintenance and/or operation of a variety of public works systems and facilities with specific experience in wastewater and water utilities. A Bachelor's degree, Master's degree, and/or a California Civil Engineer License desired, but not required.

## THE COMPENSATION

The City of Gonzales offers an attractive compensation and benefits package. The current salary range for this position is from \$105,000 to \$120,000 annually, with final salary dependent

upon qualifications and experience. The City's benefits program includes the following:

**HEALTH INSURANCE** – The City pays 100% of employee medical, vision and dental coverage, and contributes toward dependent coverage.

**CALPERS RETIREMENT PLANS** – Classic 2%@60 or PEPR 2%@62; employee pays 100% of employee contribution on a pre-tax basis. City also participates in Social Security.

**457 DEFERRED COMPENSATION** – the City will contribute 2% of the employee's actual earnings plus an additional \$100 per month to the Deferred Compensation Plan of his or her choice (CalPERS or ICMA).

Administrative Leave of 40 hours per fiscal year.

**HOLIDAYS** – 12 days per year.

**VACATION LEAVE** – 80 hours per year for less than 3 years of service, 120 hours per year for 3 to 10 years of service, 140 hours per year for 10 to 15 years of service and 160 hour per year for 15 or more years of service.

**SICK LEAVE** – 8 hours per month.

Life Insurance paid by City, maximum of \$150,000 policy.

**LONG TERM DISABILITY** – the city provides 60% of pre-disability earnings, reduced by deductible income after a ninety-day waiting period. The City does not provide short-term State Disability Insurance.



## SEARCH SCHEDULE

Filing Deadline.....September 25, 2017  
Preliminary Interviews.....September 27 – October 13, 2017  
Recommendation of Candidates.....October 18, 2017  
Finalist Interview Process ..... November 1, 2017

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

## THE RECRUITMENT PROCESS

To apply for this exciting career opportunity, please send your resume and cover letter electronically to:

**Peckham & McKenney**  
[apply@peckhamandmckenney.com](mailto:apply@peckhamandmckenney.com)

Resumes are acknowledged within two business days. Please do not hesitate to contact contact Phil McKenney toll-free at (866) 912-1919, if you have any questions regarding this position or the recruitment process.



[www.peckhamandmckenney.com](http://www.peckhamandmckenney.com)