



# Deputy Director\*

## Public Works



*Apply for an opportunity to play a major role in the ongoing and future physical development of a great city. Professionals with experience in engineering and/or development services are encouraged to apply.*

\*This is an overstrength position that will become permanent upon the retirement of the current incumbent in December 2020



Nineteen public school districts and over 300 private and parochial schools provide residents with a range of educational choices. Universities in and near the city include San Jose State University, Santa Clara University, Stanford University, and three University of California campuses.

In 2011, the City adopted Envision San José 2040, a long-term growth plan that sets forth a vision and a comprehensive road map to guide the City's anticipated growth through the year 2040. The plan proactively directs significant anticipated growth in new homes and workplaces into transit-accessible, infill growth areas and supports evolution toward a more urban landscape and lifestyle. The San José area today is powered by one of the most highly educated and productive populations in America. More than 40% of the workforce has a bachelor's degree or higher, compared with 25% nationally. Forty percent of San José residents are foreign born, and 50% speak a language other than English at home.

San José is proud of its rich cultural diversity and global connections, and the essential role the City plays in connecting residents and businesses to the nation and the world.

## THE CITY GOVERNMENT

The City of San José is a full-service Charter City and operates under a Council-Manager form of government. The City Council consists of ten Council Members elected by district and a Mayor elected at large. The City Manager, who reports to the Council, and the executive team provide strategic leadership that supports the policymaking role of the Mayor and the City Council and motivates and challenges the organization to deliver high quality services that meet the community's needs.

## THE CITY

Known as the "Capital of Silicon Valley," the City of San José plays a vital economic role anchoring the world's leading region of innovation. Encompassing 178 square miles at the southern tip of San Francisco Bay, and with more than one million residents, San José is Northern California's largest City and the 10<sup>th</sup> largest city in the nation. San José's transformation into a global innovation center has resulted in one of the largest concentrations of technology companies and expertise in the world, including major tech headquarters like Cisco, Adobe, Samsung, and eBay, as well as start-ups and advanced manufacturing.

San José's quality of life is unsurpassed. Surrounded by the Diablo and Santa Cruz mountain ranges and enjoying an average of 300 days of sunshine a year, residents have easy access to the beaches along the California coast including Santa Cruz, Monterey, and Carmel; Yosemite and Lake Tahoe in the Sierra Nevada; local and Napa Valley wine country, and the rich cultural and recreational life of the entire Bay region. San José has received accolades for its vibrant neighborhoods, healthy lifestyle, and diverse attractions from national media including Business Week and Money Magazines. The downtown area is home to modern high-rise residential projects, theaters, museums, and diverse entertainment attractions such as live music, live theater, cafes, restaurants, and nightclubs. Inquiring minds are served by the Tech Interactive, the Museum of Art, and many local galleries and venues.





The City actively engages with members of the community through Council-appointed boards and commissions. In addition to providing a full range of municipal services including police and fire, San José operates an international airport, municipal water system, a regional wastewater treatment facility, over 200 neighborhood and regional parks, an accredited zoo, and a library system with 24 branches. The City also oversees convention, cultural, and hospitality facilities that include the San José McEnery Convention Center, Center for the Performing Arts, California Theater, Mexican Heritage Plaza, and the SAP Center San José – home of the National Hockey League’s San José Sharks.

City operations are supported by 6,592 full-time equivalent positions and a total budget of approximately \$4.1 billion for the 2020-2021 fiscal year. San José is dedicated to maintaining the highest fiscal integrity and earning high credit ratings to ensure the consistent delivery of quality services to the community. Extensive information regarding San José can be found on the City’s website at [www.sanjoseca.gov](http://www.sanjoseca.gov).

## PUBLIC WORKS DEPARTMENT

The Department of Public Works is guided by the City values:

- ◆ Integrity
- ◆ Excellence
- ◆ Innovation
- ◆ Collaboration
- ◆ Respect
- ◆ Celebration

Public Works is one of the largest Departments in the City of San José and consists of a staff of 624 with an annual operating budget of \$154 million. The Department has a wide range of responsibilities, including a primary role in the development and implementation of the City’s \$3.3 billion capital improvement program, management of the City’s fleet and facilities assets, engineering review and approval of land development proposals, and animal care and services.

Public Works is focused on creating greater opportunities for San Jose residents by addressing service needs, streamlining service delivery methods, and partnering with entities both within and outside of the City organization. Public Works is organized into eleven functional areas: Animal Care and Services, City Facilities Architectural Services, Development Services, Director’s Office/ Administrative Services, Engineering Services, Facilities

Management, Fleet Management, Radio Communications, Labor Compliance, Technology Services, and Transportation and Hydraulics Services.

The Department is a primary leader within the City’s Capital Improvement Program (CIP), with a focus on voter-approved improvements projects from Measure T, a major rehabilitation project at the San Jose/Santa Clara Regional Wastewater Facility, improvements to the sanitary and storm sewer collection systems, and support of the Bay Area Rapid Transit (BART) system extension to San José. We partner with other departments to provide services to the development community as the City’s infrastructure is being recognized by private business interests and utilities as an important component of the construction of robust broadband networks.

Additionally, Public Works manages procurement and maintenance of a safe and reliable City fleet, aligning its goals with the City’s Green Vision in which all City vehicles and equipment run on alternative fuels by 2022-2023; provides services to all City facilities, including maintenance, improvements, special event support, and property management; and provides Animal Care & Services, whose priority is to maximize the live animal release rate and continue efforts to improve license compliance, utilizing low-cost vaccination clinics, outreach, and the collection of vaccination information from veterinarians.





## THE POSITION

The overstrength Deputy Director reports to the Director and Assistant Director of Public Works and is one of two Deputy Directors primarily focused on capital delivery (“CIP Deputy Directors”). The CIP Deputy Directors provide leadership and direction to the services and functions in various divisions they oversee.

The responsibilities of the CIP Deputy Directors include but are not limited to:

- Ensuring that our city infrastructure is built in partnership with our community. This includes but is not limited to, promoting and creating opportunities for small and local businesses to participate in public works projects.
- Ensuring that the Public Works project delivery staff have the proper training and tools to deliver projects in our community;
- Partner with other city departments in the delivery of the City’s \$3.3 billion 5-year capital improvement program;
- Lead and manage the majority of the \$650 million Measure T Program which builds projects to improve Disaster Preparedness, Public Safety, and Infrastructure. The latest Status Report can be found here: <https://sanjose.legistar.com/View.ashx?M=F&ID=8453769&GUID=CC323CC8-820D-408E-84B9-8C2C79491C75>
- Provide Executive Leadership to the Citywide Capital Improvement Program. The latest Status Report can be found here: <https://www.sanjoseca.gov/home/showdocument?id=45644>.
- Lead the Public Works team in the partnership with the Airport Department to manage the San Jose International Airport CIP projects and expansion.

- Lead the Public Works team in the partnership with the Environmental Services Department to manage the Regional Wastewater Facility renovations.
- Lead and manage the CIP Support Division, which oversees the standardization of Department project management practices, the Training and Development team to create consistent project management practices and improvement in our Contractor outreach program.
- Plan, direct, counsel, provide guidelines and track progress of the CIP Program toward the achievement of City and Departmental goals and objectives.
- Work closely with other divisions and departments within the City to ensure the Department provides excellent customer service and partners with them in delivering services to residents.
- Take responsibility for enhancing the Department’s services by working successfully with City staff, elected officials, other stakeholders, and the public, using the City values as a guide.
- Create and support new concepts and innovations to improve operations and service delivery.
- Represent the Department in City Council and Committee meetings, community meetings, and intergovernmental and internal meetings as needed.

The current incumbent in this position is planning to retire around December 2020, at which time the overstrength assignment will become permanent. The current incumbent’s primary responsibilities at this time are to lead the Measure T program, CIP support division and the Airport Department partnership. It is likely that these responsibilities will remain the same in the near term. However, since the department has two deputy director positions overseeing the CIP program, responsibilities may shift over time depending on skills, interests, and priorities.





## IDEAL CANDIDATE

The overstrength Deputy Director must be focused on the success and well-being of our employees. The Department's priority of "Building our City together with our Community" by focusing on promoting local worker and local/small business participation on our projects must be a priority for the selected candidate. The Deputy Director will need to balance the demands of quality, speed, and cost with regard to the development and implementation of the Capital Improvement Program. An in-depth knowledge of employing industry standard specifications, municipal codes, and engineering principles is highly desirable. Identifying opportunities to streamline the project planning, design, & management processes will be a mark of success. A strong focus on customer service and partnering with other departments, agencies and the public must be exemplified and filtered down throughout the organization.

Desirable interpersonal skills include the ability to troubleshoot problems and work toward mutually beneficial solutions. It will be imperative to maintain compliance with all applicable regulations and sound engineering principles while achieving effective project delivery. A politically astute individual will possess the talent for balancing various perspectives in developing the most effective and efficient solution. Effective cooperation with the Departments of Airport, Environmental Services, Fire, Parks & Recreational Services, Police, and Transportation, elected officials, and community stakeholders is paramount.

## EDUCATION AND EXPERIENCE

- A Bachelor's degree from an accredited college or university in business, public administration, or related field;

- Six (6) years of increasingly responsible experience in senior level administrative and/or analytic work in a public or private agency;
- Experience managing a work unit equivalent to a major division within a City operating department is highly desirable.

## COMPENSATION AND BENEFITS

The annual salary range for the Deputy Director is from \$124,012 - \$193,173. The actual salary shall be determined by the final candidate's qualifications and experience. In addition to the starting salary, employees in this classification shall also receive an approximate five percent (5%) on-going non-pensionable compensation. codes, and engineering principles is highly desirable.

The City provides an excellent array of benefits, including:

**Retirement** – Competitive defined benefit retirement plan with full reciprocity with CalPERS; defined contribution plan available as an option.

**Health Insurance** – The City contributes 85% towards the premium of the lowest cost non-deductible plan. There are several plan options.

**Dental Insurance** – The City contributes 100% of the premium of the lowest-priced plan for dental coverage.

**Personal Time** – Vacation is accrued initially at the rate of three weeks per year with amounts increasing up to five weeks after 15 years of service. Executive Leave of 40 hours is granted annually and depending upon success in the Management Performance Program, could increase up to 80 hours. Sick leave is accrued at the rate of 8 hours per month.

**Holidays** – The City observes 14 paid holidays annually.

**Deferred Compensation** – The City offers an optional 457 Plan.

**Flexible Spending Accounts (Medical/ Dependent Care)** – The City participates in Dependent Care Assistance and Medical Reimbursement Programs.

**Life Insurance** – The City provides a term life policy equal to two times annual salary. Long-term disability and AD&D plans are optional.

**Employee Assistance Program (EAP)** – The City provides a comprehensive range of services through the EAP.





## APPLICATION AND SELECTION PROCESS

This position is posted through 11:59 p.m. on August 25, 2020. To be considered for this exceptional opportunity, please submit an electronic version of your resume (including dates of employment, plus staff and budgets managed) and cover letter, to:

Amy Bernwanger  
City of San Jose  
Department of Public Works  
Email: [amy.bernwanger@sanjoseca.gov](mailto:amy.bernwanger@sanjoseca.gov)

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to first-level interviews conducted by a screening panel, and may be asked to submit written responses to questions that will be provided prior to the first interview. Following the first-level interviews, the most qualified candidate(s) will be invited to meet with the Director of Public Works. Candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval.

If you have any questions regarding this opportunity, please contact Amy Bernwanger.

City of San Jose is an equal opportunity employer.

*For more information on employee benefits, visit the City's benefits website:  
<https://www.sanjoseca.gov/your-government/departments/human-resources/benefits>*

