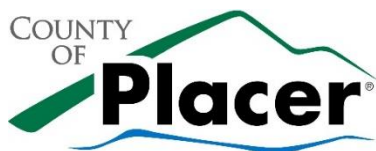


The County of Placer, California  
is seeking a highly skilled professional for the position of

# **DIRECTOR OF PUBLIC WORKS ROAD COMMISSIONER**

Unclassified/At-Will Position



**Annual salary: \$194,188 - \$242,486**

Starting salary is dependent upon qualifications and experience



## **THE OPPORTUNITY**

This is an outstanding career opportunity to plan, organize, and direct the activities and operations of the Placer County Department of Public Works. This position is responsible for directing public works functions, including road maintenance, transportation planning and traffic engineering, capital project delivery, environmental utilities, solid waste management, fleet services, and transit operations. This position also directs the department's Tahoe Office operations, including engineering, road maintenance, fleet services, and transit services. Additionally, this position coordinates activities with other county departments and outside agencies, provides highly responsible and complex administrative support to the County Executive Officer, and serves as the County Road Commissioner.

The Department of Public Works currently has 293 allocated positions and a total budget of \$149 million.

## **VIBRANT COMMUNITIES WITH EXTRAORDINARY POTENTIAL**

Placer County is an extraordinary community characterized by a healthy and diverse economy,

attractive business environment, and residents who benefit from high quality educational, safety, and healthcare infrastructure, in addition to a wide variety of outstanding recreational opportunities. The government center of Placer County is located in Auburn and is well-positioned 30 miles northeast of Sacramento, the State capital. The total population is approximately 415,000 in both the unincorporated and incorporated areas of the County (Auburn, Colfax, Lincoln, Loomis, Rocklin, and Roseville), including areas of the Sierra Nevada region, the foothills of Auburn, the historic Gold Country, and North Lake Tahoe. Encompassing 1,506 square miles, Placer County is part of the greater Sacramento region, which also includes the counties of El Dorado, Sacramento, Sutter, Yolo, Nevada, and Yuba. Lake Tahoe, nature's crown jewel of the Sierra, is a short 90-minute drive from the western-most points of the county.

## **EMPLOYER OF CHOICE AND QUALITY OF LIFE**

Meeting and exceeding community service demands requires a high-quality workforce that works collaboratively with its many partners and embraces innovative approaches. Placer County leadership is dedicated to supporting a high-performing workforce with a customer focus and commitment to continuous improvement.

Placer County is consistently ranked first for its quality of life and is in the top healthiest counties in California. Home to Sierra College and William Jessup University, with plans for two additional universities to develop in the western part of the County, Placer also offers a variety of exceptional outdoor recreation opportunities and scenic open spaces. A wide range of housing options exist in the County including multi-family, small lot suburban and urban residential projects, ranchettes, larger rural residential properties, and extensive farmlands with a mix of farming and ranching opportunities.

Outdoor recreation activities in Placer County are abundant all year long, including hiking and biking, horseback riding, river rafting, snowshoeing, and skiing. Placer County has a strong heritage as part of California's Gold Country and is considered the Gateway to the Sierra.

## COUNTY GOVERNANCE AND ORGANIZATION STRUCTURE

The County is governed by a five-member Board of Supervisors elected to four-year terms by voters within their respective districts. Six County officials elected at-large (Assessor, Auditor-Controller, County Clerk-Recorder-Registrar of Voters, District Attorney, Treasurer-Tax Collector, and Sheriff-Coroner-Marshal) are responsible to the Board on budgetary and operational issues, and the non-elected department heads report to the County Executive Officer. Placer County is stable financially due to fiscally prudent decision-making and effective policy setting over the past few decades. Given this stability, the County has been able to achieve its mission to provide responsive, efficient, and effective public services in keeping with its budget and financial policies. The County's budget for FY 2023/24 is approximately \$1.28 billion with a staff of around 2,870.

## THE POSITION

The Director of Public Works is responsible for planning, organizing, and directing the activities and

operations of the Department of Public Works. The Director develops, plans, and implements department goals and objectives, recommends and administers policies and procedures, and directs and oversees the department's work plan.

Additionally, this position will:

- Provide highly complex staff assistance to the County Executive Officer and the Board of Supervisors.
- Supervise and participate in the development and administration of the Public Works budget, including directing the forecasting of funding for staffing, equipment, materials, and supplies.
- Select, train, motivate, and evaluate personnel, conduct performance evaluations, work with employees to correct deficiencies, and maintain discipline and high standards necessary for the efficient and professional operation of the department.
- Represent the department and the County to outside groups, commissions, committees, and organizations, as well as participate in community and professional groups and committees.

## THE IDEAL CANDIDATE

The ideal candidate for this position will possess excellent interpersonal skills, will demonstrate a flexible and collaborative management style, will be a strategic thinker, and will work as a key member of the Placer County leadership/management team. The ideal candidate will also be a confident, knowledgeable, and highly experienced professional with a reputation for upholding the highest standards of ethical conduct, collaboration, and quality.

## QUALIFICATIONS

Candidates will need to possess the following background/qualifications:

**Experience:** A minimum of seven (7) years of increasingly responsible experience in public works administration, infrastructure delivery, or infrastructure

maintenance, including four (4) years of administrative and management responsibility.

**Education:** Equivalent to a bachelor’s degree from an accredited college or university with major course work in engineering, business administration, public administration, or a related field.

## COMPENSATION AND BENEFITS

- **Salary:** The annual base salary range for this unclassified management position is \$194,188.80 - \$242,486.40 with an additional 4% general wage increase to be added on June 15, 2024.

Placer County offers an attractive benefits package, including:

- **Annual Leave:** The County provides 100 hours of management leave to be used as time off or cashed out, as well as 12 paid days of sick leave per year and 14 paid holidays per year (two of which are floating holidays). Vacation is accrued beginning at 10 days per year, increasing to a maximum of 25 days per year with 20 years of service.
- **Cafeteria Plan:** The County provides \$5,000 per calendar year to be taken in cash, deposited in a medical spending account, dependent care spending account, or a sponsored 401(k) plan.
- **Deferred Compensation:** Voluntary 401(k) is available through payroll deductions. The County will match one dollar for every two dollars in employee contributions made to a 401(k) account up to a maximum employer contribution of \$1,500 per employee per calendar year.
- **Automobile Reimbursement:** An annual automobile allowance of \$9,000 is available for this classification.
- **Health, Dental, and Vision Insurance:** The County offers a choice of health insurance plans provided through CalPERS, with the County paying 80% of the selected plan’s total premium. The County pays for employee dental and vision

insurance (dependent coverage is available at employee’s expense).

- **Life Insurance:** The County provides life insurance of \$50,000 and an accident policy of \$10,000.
- **Retiree Medical:** Employees receive 50% of the County medical contribution upon retirement with ten years of CalPERS service credit, including five years of Placer County service. Employees receive an additional 5% of the County medical contribution for each additional year of service up to 20 years.
- **Retirement Plans:** The County participates in Social Security and the California Public Employees’ Retirement System (CalPERS).

Annual Salary & Benefits*	Step 1	Step 10
Annual Salary	\$194,188	\$242,486
Management Leave Cash Out (100 hours annually)	\$9,336	\$11,658
Cafeteria Plan	\$5,000	\$5,000
Deferred Compensation	\$1,500	\$1,500
Automobile Reimbursement	\$9,000	\$9,000
Total Estimated Benefits	\$99,257	\$116,219
Total Estimated Annual Salary & Benefits	\$307,740	\$375,364
Net Total Estimated Annual Salary & Benefits (Less Employee Cost)	\$283,677	\$351,301

\*excludes mandatory payroll taxes

For a more detailed listing of benefits offered to County appointed department heads, please click [here](#).

## TO BE CONSIDERED

To apply for this excellent career opportunity, please submit a cover letter, a resume, and an application online using the Placer County jobs website [www.JobsAtPlacerCounty.com](http://www.JobsAtPlacerCounty.com) prior to the final filing deadline. Appointment to this position will be contingent upon successful completion of a post-offer, pre-employment background investigation, including a Livescan fingerprint clearance, and medical examination.

For more information about Placer County, please visit our website at [www.Placer.ca.gov](http://www.Placer.ca.gov).

Placer County is an equal opportunity employer and is committed to an active nondiscrimination program.



### **Human Resources Department**

145 Fulweiler Avenue, Suite 200

Auburn, CA 95603

(530) 889-4060

[www.Placer.ca.gov](http://www.Placer.ca.gov)

Thank you for your interest in employment with Placer County. Placer County is an equal opportunity employer and is committed to an active nondiscrimination program. It is the stated policy of Placer County that harassment, discrimination, and retaliation are prohibited and that all employees, applicants, agents, contractors, and interns/volunteers shall receive equal consideration and treatment. All terms and conditions of employment, including but not limited to recruitment, hiring, transfer, and promotion will be based on the qualifications of the individual for the positions being filled regardless of gender (including gender identity and expression), sexual orientation, race (including traits historically associated with race, including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists), color, ancestry, religion (including creed and belief), national origin, citizenship, physical disability (including HIV and AIDS), mental disability, medical condition (including cancer or genetic characteristics/information), age (40 or over), marital status, military and/or veteran status, sex (including parental status, pregnancy, childbirth, breastfeeding, and related medical conditions), reproductive health decision making, political orientation, or any other classification protected by federal, state, or local law. Please contact the Human Resources Department at least 5 working days before a scheduled examination if you require accommodation in the examination process. Medical disability verification may be required prior to accommodation.