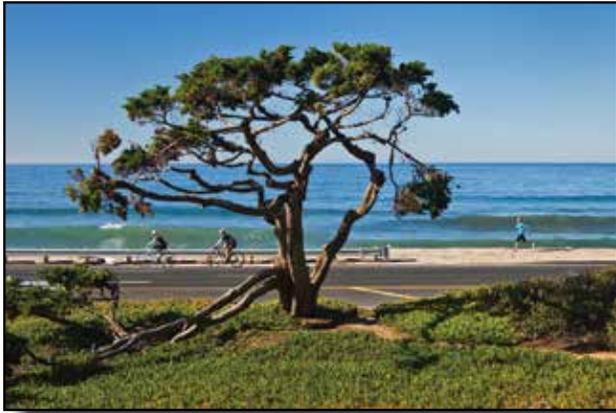


Public Works Director



A world class city seeking world class talent.



THE COMMUNITY

The City of Carlsbad is ideally situated in north San Diego County where a great climate, beautiful beaches and lagoons, and abundant natural open space combine with world-class resorts, family attractions, well-planned neighborhoods, excellent schools and a charming village atmosphere to create the ideal California experience. Covering nearly 40-square miles, the City of Carlsbad is approaching build out and is currently home to about 110,000 residents. Thanks to an award-winning growth management plan, the city's infrastructure and services keep pace with development and promote an excellent quality of life.

By the Numbers

Carlsbad residents consistently give the city high marks in an annual satisfaction survey:

- Over 90% give positive ratings to the city's quality of life.
- Over 90% are satisfied with the city's provision of services.
- About 80% trust local government to make decisions that positively affect their lives.
- Nearly 100% feel safe walking alone in their neighborhoods during the day; nearly 90 percent feel safe at night.

Your Life ... in Action

Three lagoons, 50 miles of hiking trails and nearly seven miles of coastline support an active, healthy lifestyle in Carlsbad, drawing not only residents looking for a high quality, well-run city, but top talent from throughout the country. The city's diverse economy is centered around action sports manufacturing, life sciences, information and communication technology, clean tech, and hospitality and tourism.

How Does Carlsbad Rank?

- Named one of the "Best Places to Live" *Men's Journal*, 2016
- "Digital Capital of California," eCity award, Google, 2013
- One of the top 5 cities for fast-growth companies, *Inc*, 2014
- "Golf's Ultimate Playground," *Golf.com*, 2014
- #4 in the top 10 ZIP codes for Venture Capital Investment in San Diego, *Atlantic Cities*, 2013
- Top 10 Best Beaches for Families, *Family Vacation Critic*, 2015

- One of the "20 Hottest Startup Hubs in America," *Business Insider*, 2013
- #7 in the "Best City for Job Seekers in California," *Nerd Wallet*, 2014
- #7 Leading High-Tech Metro in America, *Atlantic Cities*, 2012
- #2 Top Solar Cities with most installed solar panels and PV capacity, *Shining Cities*, 2015

A Community with Vision

City decision making is grounded in the Carlsbad Community Vision, a set of nine core values developed through an intensive two-year public engagement process called Envision Carlsbad.

CITY GOVERNMENT

The City of Carlsbad is a charter city under the council-manager form of government. The Mayor and four City Council members are elected at-large and serve staggered four-year terms, along with an elected City Clerk and City Treasurer. The City Council appoints a City Attorney and City Manager.

A full-service city, Carlsbad has its own police and fire departments, a water district, parks, recreation, library and art departments, in addition to standard administrative and public works functions. These services are organized into the following major areas: Community Services, Public Safety, Public Works and Administrative Services. The operating budget for FY2016-17 is \$93 million, and the CIP exceeds \$64 million for that same period.

Known for its financial stability, the city maintains an AAA credit rating and has a general fund reserve balance exceeding \$90 million. Nearly 700 full-time staff are led by a leadership team that includes the City Manager, City Attorney, two Assistant City Managers and the heads of major departments and divisions.

A Regional Player

Home to a regional airport, power plant, desalination plant, wastewater treatment facility and trash transfer station, Carlsbad plays a leading role in regional issues. The city also partners with surrounding cities on the award winning "Innovate 78" economic development program and works closely with the state of California on the management of its beaches and lagoons. The only north San Diego County city with an approved Habitat Management Plan, Carlsbad works hand in hand with state and





federal resource agencies to protect critical wildlife corridors and sensitive species. The city's latest partnership, a pilot program with the California Coastal Commission, provides dedicated staff time at this critical regulatory agency so that Carlsbad projects can receive timely review.

Major Initiatives

The City of Carlsbad is not afraid to think big. With strong community support, financial resources and a visionary City Council, Carlsbad is pursuing six ambitious initiatives that will have a lasting impact on the city's future quality of life and sustainability. The Public Works Department plays a significant role in five of the six goals.

- Transform Carlsbad's coastline into a resource that provides a "Carlsbad experience" in all the ways people want to enjoy this precious resource. Create a unique city-state partnership to facilitate the level of maintenance and operations the community expects.
- Revitalize Carlsbad's historic Village and Barrio areas through a combination of community engagement, private investment and public infrastructure improvements.
- Working with regional, state and federal agencies, create and implement a plan to lower the railroad tracks below street level between the city's two northern lagoons, opening up access to the coast, protecting the local economy and improving safety.
- Become a leader in future-oriented transportation systems that enable people to move through and around Carlsbad in the mode most suited to them. Incorporate emerging technologies to facilitate safe and efficient traffic flow.
- Be a leading champion for life-long learning through city schools partnerships that provide a pathway from Kindergarten through graduate level educational opportunities. Help develop tomorrow's leaders and provide superior library and information resources to support these goals.
- Create a plan for future city facilities that reflects changing community needs and government service delivery models, while encouraging strong community engagement.

THE DEPARTMENT

The Public Works Department is responsible for planning, providing and maintaining infrastructure that supports Carlsbad's excellent quality of life. Public Works also manages the Capital Improvement Program, which encompasses street pavement programs, traffic management, major facilities maintenance, repairs and renovations; water and sewer infrastructure, construction of civic buildings, and other infrastructure projects.

The department provides engineering services; enhances public mobility; maintains the city's street lighting system, facilities, streets, storm drains, and vehicles and equipment; and coordinates recycling and trash programs. It provides water service to approximately 85% of the city and maintains a sewer system that covers 65% of the city. It is also responsible for supporting the community's vision of open space and preservation of the natural environment, sustainability and access to active, healthy lifestyles.

The Public Works Department is supported by 173 full-time staff and an annual budget of \$93 million, along with a FY2016-17 CIP appropriation of \$243.9 million.

THE IDEAL CANDIDATE

The ideal candidate will be a leader who:

- Finds high standards inspiring.
- Thrives when presented with complex, ambitious projects.
- Is committed to public service, a good steward of public resources and dedicated to making a positive difference in the lives of employees and community members.
- Knows how to secure and deploy resources so that projects are completed on time and within budget.
- Enjoys being a mentor and supporting employees in their development.
- Knows how to create an environment where employees have the support and resources they need to reach their peak performance and feel fully engaged in their mission.
- Is comfortable confronting tough issues and circumstances in a way that sustains a culture of reasonable risk taking, accountability and employee engagement.





- Has a strong understanding of how technology is affecting the future of the industry as well as a high degree of digital literacy.
- Displays reliable political acumen while remaining apolitical.
- Has experience working with an involved community.

Experience, Skills and Education

- At least 10 years of relevant public works management/supervisory experience.
- A bachelor's degree in civil engineering, business, public administration or other relevant discipline.
- Registration as a Civil Engineer and prior service in a comparable and/or coastal community will be considered favorably.

COMPENSATION & BENEFITS

The salary range for the position is \$130,500 - \$189,300 (currently under review), dependent on the qualifications and experience of the selected candidate. Supplementing salary, the city also offers the following benefits:

Retirement – CalPERS Retirement Plan 2% at 60 plan for classic members or 2% at 62 for those new to CalPERS. Carlsbad does not participate in Social Security.

Auto Allowance – \$3,000 annually.

Health Insurance – Cafeteria style benefits. Employer contribution varies (maximum \$17,136 annually).

Executive Leave – 56 hours annually.

Vacation Leave – Annual accrual rate of up to 158 hours with 15+ years of service; maximum accrual of 320 hours.

Other Leave – Sick, bereavement, military and disability leaves provided.

Holidays – 11 paid holidays per year.

Other benefits include but are not limited to paid professional memberships; life insurance; voluntary participation in an AD&D plan and a deferred compensation program.

APPLICATION & SELECTION PROCESS

The closing date for this recruitment is midnight, **Sunday, October 30, 2016**. To be considered for this opportunity, upload cover letter, resume and a list of six professional references using the "Apply Now" feature at www.tbcrecruiting.com.



Teri Black • 424.296.3111
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TERI BLACK & COMPANY, LLC
www.tbcrecruiting.com



Following the October closing date, resumes will be screened in relation to the criteria in this brochure. Applicants with the most relevant qualifications will immediately be granted preliminary interviews by the recruiters. A small group of candidates will be invited to participate in interviews in Carlsbad in early December. The City anticipates making an appointment shortly thereafter, following the completion of negotiations and extensive background and reference checks. Please note that references will not be contacted until the end of the process and, at that time, will be done so in close coordination with the selected candidate.

