

THE CITY OF LINCOLN, CA

Public Works Director



SALARY RANGE

Monthly:
\$9,767 to \$13,089

APPLICATION DEADLINE

Open Until Filled





WHO WE ARE

The City of Lincoln is a historic town located in picturesque western Placer County. The City was incorporated in 1890, and is proud of its historic roots. With a population over 47,000, Lincoln maintains a small-town feel making it a desired location. Lincoln boasts its high-quality of life amenities including trails, parks and open space, local golf courses, affordable housing options for singles, families and retirees, highly rated K-12 schools, and a [reviving, local historic downtown](#). The City is located near recreational lakes and State and private higher education institutions, and is the gateway to California's emerging local food, wine and ale region.

The City of Lincoln was listed as the fastest growing small city in the U.S. between 2000 and 2010, during a time when the State was experiencing a huge housing boom. In 2006, we received the All-America City Award from the National Civic League. Over the past few years, the City has approved three major Specific Plans for annexation areas within the City Sphere of Influence, which totals over 17,000 residential dwelling units and over 4-million square feet of commercial development. Right now, the City is poised to again become one of the fastest growing Cities – as we have active development projects underway preparing backbone infrastructure for large scale residential and commercial development.

THE POSITION

The Public Works Director is responsible for the budgeting, operation and maintenance of Airport, Grounds and Facilities, Streets, Water Distribution, Water Quality, Solid Waste Collection, Sanitary Sewer Collection and Treatment, and Fleet Maintenance; preparation of Urban Water Management Plan, Sanitary Sewer Management Plan, utility rate studies for water, sewer and solid waste, tracking the expenditures and accounting for Maintenance Community Facilities Districts, Benefit Assessment District, and Landscape Lighting Assessment District. This position is the Sr Technical Advisory Committee Representative for the City on the Western Placer Waste Management Authority and is the alternate representative for the City on the Regional Water Authority Board of Directors.

Have Vision And Champion Innovation

Have an understanding of and a vision for the challenges of delivering municipal public works services; have a strategic, forward-thinking and innovative approach.

Know The Industry, Our Businesses And Our Customers

Be an expert in the technical/functional area; demonstrate cross-functional knowledge; access other expert resources; anticipate needs and consistently exceed them.

Build And Collaborate

Be an exceptional communicator and relationship builder; be highly accessible, responsive and a collaborator; embrace inclusion and foster respect for all.



COMPENSATION AND BENEFITS

The City of Lincoln offers a benefits package to add value to your work-life balance and give you options when planning for your future. The Public Works Director is an at-will and unrepresented position.

Retirement

2% at 60 for CalPERS classic members and 2% at 62 for CalPERS new members. Employee contributions are 10% for classic members and 9.75% for new members for FY 20/21. The City participates in Social Security.

Deferred Compensation

457 account plans are available for voluntary employee contributions.

Retiree Health Plan

The City offers full retiree medical. Vesting schedule is per government code 22893. Contributions are per the State Annuitant Contribution 100/90 formula.

Health Insurance

We offer health plans through PEMHCA and contribute 80% of the Region 1 Kaiser rate. Cash in-lieu program for waiving medical coverage. The City pays the full premium for dental coverage for the employee plus dependents and the full premium for vision coverage for the employee. Voluntary pre-tax Section 125 Flexible Spending Accounts are available for employee participation.

Vacation Leave

Accrue 19 days of vacation leave annually, increasing up to 26 days depending on years of service. Annual vacation leave cash out program available with requirements.

Sick Leave

Accrue 12 days of sick leave annually. Sick leave cash out program available after 12 years of service.

Management Leave

Credited 10 days of management leave annually, prorated when hired after January 1.

Holidays

10 city-paid holidays and 2 floating annually. Cash out program available for unused floating holiday hours.

Additional Benefits

The City offers city-paid life insurance, alternative flex schedules, an employee assistance program, and tuition reimbursement.

A City of Opportunity

The City is poised to again become one of the fastest growing Cities. We invite you to bring your experience and talents to assist the City in its venture to continually make Lincoln a City of Opportunity.



MINIMUM QUALIFICATIONS

Candidates should possess the equivalent of: Seven years of broad and extensive experience in public service or related service delivery operations at the municipal or county level; at least five years in a responsible management capacity; a Bachelor's degree in public administration, engineering, parks and community services, facility management or a related field (a Master's degree is desirable); possession of a valid certificate of registration as a Civil Engineer issued by the California State Board of Registration for Civil and Professional Engineers; and possession of, or ability to obtain, a valid class C California driver's license.

[See The Full Job Description](#)

SELECTION PROCESS

The process may include a performance exercise, oral board interview, and/or departmental interview. Only those candidates who have the best combination of qualifications in relation to the requirements and duties of the position will continue in the selection process. Meeting the minimum qualifications does not guarantee an invitation to the process. The candidate selected for the position will be required to complete a background check which may include reference checks, fingerprint check, medical/drug-test evaluation and/or other related components.

Human Resources will make reasonable efforts in the examination process to accommodate persons with disabilities. Please advise HR of any special needs a minimum of five days in advance of the selection process exam by calling (916) 434-3229. The City of Lincoln is an Equal Opportunity Employer.

JOIN OUR TEAM

Please review all of the benefits and opportunities that Lincoln offers. To be considered for this opportunity, please submit an application, resume and cover letter at:

www.calopps.org/city-of-lincoln

The information contained herein is subject to change and does not constitute either an expressed or implied contract.

Recruitment No. 19.26
hr@lincolncal.gov
(916) 434-3229

