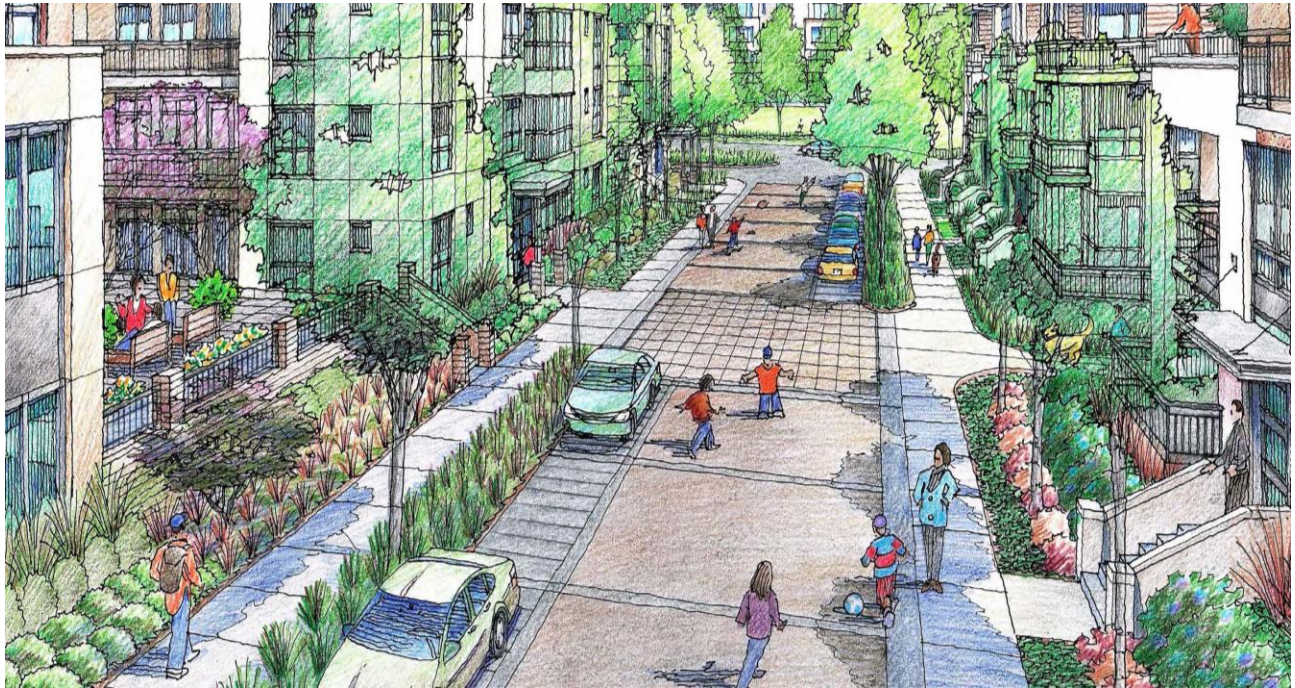


## STREET MAINTENANCE MANAGER



***The City of Fremont's Public Works Department invites applications for  
Street Maintenance Manager.***

**First Review of Applications: Noon on January 24, 2018**

Fremont is a dynamic, forward-thinking, innovative city, with a bold vision for "strategically urban" growth. As one of the largest cities in the vibrant Silicon Valley region, Fremont has robust funding resources for public infrastructure investment through private development, local capital programs, and a voter-approved regional transportation measure (Alameda County Measure BB). The City is seeking a Street Maintenance Manager with drive and creativity, who is an exceptional manager that will lead the Street Maintenance division in delivering maintenance services to our community and working collaboratively within the City to support a thriving community. We invite you to apply and join the team!

**Dynamic Environment. Rewarding Careers**



## THE JOB

The Street Maintenance Manager position is a management level classification in the Public Works- Maintenance Division and reports to the Deputy Director of Maintenance and Business Operations. Key responsibilities include the management, planning, organization, and assignment of maintenance projects to crews, supervisors/leaders. The Street Maintenance Manager will oversee a staff team of 27 employees, organized around functional groups related to Pavement Maintenance, Street Sanitation, and Traffic Safety. Other staffing resources include temporary employees and on call contractors.

Fremont's new 5-year CIP has grown to a value of nearly \$200 million and includes major investments related to infrastructure rehabilitation, traffic signal modernization, improved facilities for walking and bicycling, and infrastructure investments supporting the vibrancy of Downtown Fremont and Fremont's Innovation District. Private development in Fremont is active with the design and construction of projects totaling over 5000 housing units, 3 million square feet of office/industrial development and a 5 million square foot expansion of the Tesla Motors factory.

Primary responsibilities include:

- Review field activities, confer with maintenance staff, and direct the correction of any noted deficiencies or deviations from accepted practices.
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- Determine staff, equipment, materials, and supplies needed for planned work programs.
- Design and implement systems to encourage productive behavior and recognize exceptional performance.
- Monitor and prepare employee performance evaluations and plans staff development.
- Determine needs of the section and direct the development of staff training in work techniques, safety and other work related matters.
- Review, mediate and resolve personnel problems, and administer discipline with assistance from the Deputy Director.
- Monitor the section's operating budget and provide input for the development of the capital improvement plan.
- Assist with consultant selection, contract administration and inspection of the work of contractors.
- Coordinate with and support the efforts of the City Engineer, Engineering Department and staff in planning, designing and administering street, storm water and other capital projects.
- Determine needs and recommend major street maintenance and repair projects for the City.
- Confer with Maintenance staff on unusual operations problems and participate in the development of solutions.
- Investigate and resolve citizen complaints related to operation of the section.



## THE PUBLIC WORKS DEPARTMENT

The Public Works Department plays a key role in shaping the community and its future, as Fremont has several transformative land use and transportation projects underway to support the City's vision of being "strategically urban." Public Works is responsible for engineering, transportation, civic facilities, inspections, and maintenance for the City. The Maintenance Division within Public Works supports both internal and external customers and plays a key role in preserving, enhancing, maintaining, and improving capital assets.

Fremont is "on the rise" with a bold plan to develop Downtown Fremont into a vibrant mixed-use district, including a new civic center. In November 2014, the voters of Alameda County approved a nearly \$8 billion transportation investment plan providing substantial new resources for Fremont to improve and expand transportation services related to BART, commuter and local transit, bicycle and pedestrian facilities, traffic safety and congestion relief, and pavement maintenance.

Other key projects include the Warm Springs "Innovation District" where over 850 acres are transforming into a mixed-use, transit-oriented employment center home to advanced manufacturing companies. Public Works is managing the construction of an iconic pedestrian access bridge which will cross over Union Pacific Railroad to connect the new Warm Springs BART station to the nearby employment hub—home to the Tesla factory, Fremont's largest employer.



## THE IDEAL CANDIDATE AND QUALIFICATIONS

- Any combination of education and/or experience that has provided the knowledge, skills, and abilities necessary for satisfactory job performance would be qualifying. Example combinations include possession of an Associate degree from an accredited college or equivalent such as technical school education with course work in street maintenance, construction, supervision, management, or a field related to the work, and at least five years of experience in heavy construction and maintenance work, preferably in the construction, maintenance, or repair of streets, and a minimum of two years supervisory level experience.
- Exceptional manager and leader of people who can energize teams to continually learn and apply new skills and techniques to respond to community needs.
- Verifiable experience establishing standards and best practices as it pertains to street maintenance including scheduling, cost control, trend analysis, risk assessment, and project management.
- Strong communication skills (both written and oral) with the ability to effectively communicate at all levels of the organization including the City Manager's office, City Council, City staff, residents, and the community.
- Manage multiple high priority projects with demonstrated ability to be creative, versatile, and innovative.
- Analyze financial, budgetary, administrative, operational, and organization problems; provide sound policy and procedural recommendations; oversee and/or manage special projects and programs. Develop and administer a budget; prepare clear and concise administrative documents and reports.
- Possession of a Class A California driver's license at the time of appointment and satisfactory driving record is required. Incumbent is subject to call-out during off-duty hours in the event of an emergency involving City streets.

## ABOUT FREMONT

Fremont is well-managed and innovative city, and has recently generated national attention by ranking second on the “Best Run City in America” list by 24/7 Wall Street and America’s third “Sharpest, Smartest City” by Reader’s Digest. Located in the heart of the Bay Area and Silicon Valley, Fremont prides itself on innovation, green technology, a low crime rate, great schools, a low unemployment rate, quality parks and nearby open space, and an incredibly diverse population of over 230,000 residents. As a full service city, Fremont employs over 900 regular employees and has an annual operating budget of approximately \$190 million.

Fremont is an employer that values its people, creativity, quality service, integrity, open communication, collaboration, mutual respect, and diversity. Employees find their work challenging, yet rewarding, and most importantly, enjoy the chance to make a difference through public service.



## COMPENSATION & BENEFITS

The annual salary range for this position is \$89,575 - \$120,927. Placement in the range will depend on experience and qualifications. Fremont offers an attractive benefits package, which includes, but is not limited to: CalPERS retirement plan, paid holidays, medical, dental and other City provided benefits. A complete benefits summary can be found at [Fremont.gov](http://Fremont.gov) or by using this link: [Benefits Summary](#)

## HOW TO JOIN OUR TEAM

To be considered for this position, apply online by submitting a completed City application, resume and letter of interest at [City of Fremont Jobs](http://www.fremont.gov/cityjobs). ([www.fremont.gov/cityjobs](http://www.fremont.gov/cityjobs))

Human Resources will make reasonable efforts in the examination process to accommodate persons with disabilities. Please advise Human Resources of any special needs a minimum of 5 days in advance of the selection process by calling (510) 494-4660. **The City of Fremont is an Equal Opportunity Employer.**

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

### Tentative Recruitment Schedule

Open Date: January 05, 2018

First Review of Applications: Noon – January 24, 2018

Oral Panel Interviews: Week of February 5, 2018

### Human Resources Department

3300 Capitol Ave., Bldg. B

Fremont, CA 94538

(510) 494-4660