



# Public Works Director

**Engineering**









## COMPENSATION AND BENEFITS

The annual salary range for the Public Works Director is up to \$175,000, flexible depending on experience.

### ► Retirement:

- Retirement benefits through the California Public Employees' Retirement System (CalPERS).
- "Classic" members are covered under the 3% at age 60 formula and "New" members are covered by the 2% at age 62 formula.
- Classic and New Members are required to pay a member contribution to PERS towards their retirement plan. *The City does not participate in Social Security.*

### ► Leave:

- Paid Administrative Leave of 96 hours per calendar year and annual vacation leave, beginning with an annual accrual 120.12 hours per year.
- Twelve (12) paid holidays per year
- Paid Bereavement Leave
- Paid sick leave with an accrual total of 96 hours per calendar year

### ► Health & Insurances:

- A choice of four (4) health insurance plans up to 100% paid by the City depending on enrollment choice and automatic enrollment in Carrum Health providing a personally assigned "Care Concierge".
- The City contributes \$66.80 monthly towards dental insurance
- A life insurance policy in an amount equal to one times the employee's annual salary, plus \$1,500 term life insurance for qualifying dependents. In addition, voluntary life insurance policy options also available.

- Short-term disability and long-term disability coverage plan, and vision plan paid for by the City.
- A Flexible Spending Plan and Health Savings Account (HSA) with City contributions towards eligible HSA plans.

### ► Perquisites:

- ICMA-RC 457 deferred compensation plan. Scholarshare, college savings plan.
- A car allowance of \$400.00 per month
- A cell phone allowance of \$75.00 per month
- A Wellness Program that includes discounts on programs such as Farm Fresh to you, Gym memberships, and more.

## APPLICATION AND RECRUITMENT PROCESS

The final filing date is Monday, October 18, 2021.

To be considered, please electronically submit your resume, cover letter and a list of five professional references (references will not be contacted in the early stages of the recruitment) to: <https://koffassociates.com/public-works-engineering-director/>. Resumes should reflect years and months of positions held, as well as size of staff and budgets you have managed. For additional information, please contact:



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Resumes will be screened based on the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the executive recruiter. Koff & Associates will report the results to the City. The City will then select candidates who will be invited to participate in a formal interview process. Extensive reference and background checks will be completed on the selected candidate.