

Deputy Director Engineering & Maintenance



ABOUT SONOMA COUNTY

Discover Sonoma County: Where Work Meets Paradise

Nestled in the heart of Northern California Wine Country, Sonoma County is the largest county in the North Bay region of the San Francisco Bay Area, covering over 1,600 square miles. It is located in the northernmost part of the Bay Area, about 30 miles north of San Francisco, and is bordered by the Pacific Ocean to the west, Marin County and San Pablo Bay to the south, and Solano, Napa, and Lake Counties to the east. Sonoma County is known for amazing wines and legendary vineyards, as well as organic produce and sustainable farming. The county is also home to the scenic Russian River, a popular tourist destination where residents and visitors enjoy kayaking, canoeing, fishing, and swimming.

Encompassing nine cities and five federally recognized tribes, more than a third of Sonoma County's almost 500,000 residents live in the City of Santa Rosa, the county seat, and a quarter in unincorporated areas. Downtown areas such as Santa Rosa, Petaluma, Sonoma, Healdsburg, and Guerneville offer a mix of historic architecture, boutique shopping, and gourmet dining, providing a small-town feel with modern amenities. Festivals, farmers' markets, and cultural events celebrate local talent and traditions. The county enjoys a diverse economy that includes agriculture, a world-class wine region, technology, healthcare, tourism, manufacturing, craft brewing, retail, and professional services.

While the latest census data shows that Sonoma County's proportion of white residents remains higher than the national average, the share of residents who identify as Hispanic or Latino also ranks higher than the national average, making up more than a quarter of residents (29% in 2022). 37% of County residents identify as Black, Indigenous, and People of Color. Education levels in Sonoma County exceed the national average and the county's public school system ranks considerably high within the state, including innovative charter schools and high-quality secondary education options at Santa Rosa Junior College and Sonoma State University. In 2022, the median household income in Sonoma County was \$99,266. Although home prices reflect the value of living in an area that offers abundant amenities, the prices of Sonoma County homes remain among the more affordable in the greater Bay Area.

Visit <https://sonomacounty.ca.gov> and <https://sonomacountyconnections.org> for additional information about Sonoma County — the place to live, work, and build your career legacy.

Named by Forbes Magazine as one of America's 500 Best Mid-sized Employers in 2022, 2023, and 2024 (one of only two government agencies in California to make the 2024 list), the County of Sonoma has a mission to enrich the quality of life in Sonoma County through superior public services. Sonoma

County is a general law county. The primary governing body is the Sonoma County Board of Supervisors, which consists of five members elected by the residents of their respective districts on a nonpartisan basis. These supervisors serve four-year terms, during which they are responsible for making policy decisions, adopting budgets, overseeing the County's departments and agencies, and discussing and deciding on matters ranging from public safety to infrastructure development. The Board of Supervisors is fully committed to a mission and vision that values high-quality services to support and enrich the community, strong leadership, engaged citizen participation, transparency and accuracy in information, and efficient and fiscally sustainable government. The Sonoma County 2021-2026 Strategic Plan is based on the following pillars: Climate Action and Resilience, Healthy and Safe Communities, Racial Equity and Social Justice, Resilient Infrastructure, and Organizational Excellence. For more information, visit www.socostrategicplan.org. The County provides a full range of services to the community through 27 departments and agencies. The fiscal year 2024/2025 budget is approximately \$2.46 billion, with 4,462 full-time equivalent (FTE) staff positions.

ABOUT THE DEPARTMENT

Leading the way in maintaining a safe and sustainable community through stewardship and innovation.

Sonoma Public Infrastructure (SPI) plans, builds, manages, and maintains the County of Sonoma's investment in critical services and quality infrastructure. SPI's multiple Divisions provide construction and maintenance services throughout the community:

- **Engineering** – Sonoma County Engineers work to ensure that County infrastructure is designed for optimal safety and efficiency. Our engineers work in many disciplines, including solid waste, roads, water systems, bridges, traffic, transportation, transit, and facilities.
- **Administration** – Provides administrative, fiscal, and human resources support for the department.
- **Airport** – Operates and maintains the Charles M. Schulz - Sonoma County Airport, a full service, commercial airport with facilities for airline passenger service and other operations including air cargo, private and corporate flights, military, search and rescue, firefighting, law enforcement, and pilot training.
- **Integrated Waste (Refuse)** – Provides ecologically sound solid waste disposal, natural gas recovery, recycling, community hazardous waste disposal, and composting programs to the County.
- **Roads** – Our mission is to design, construction, and maintenance of all roads, bridges, and minor drainage systems within the County road system, totaling 1,349 road miles, to keep roads open and safely passable for the public.

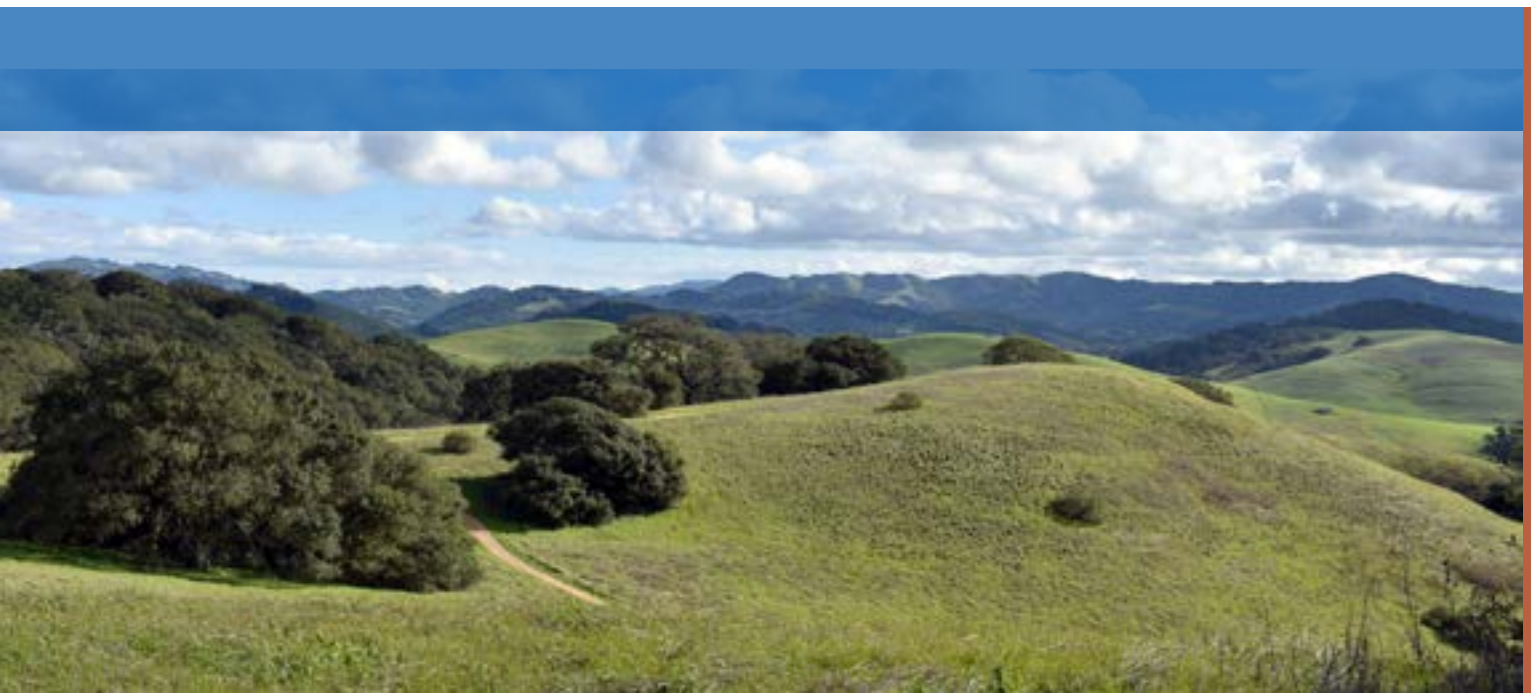
- **Transit** – Sonoma County Transit provides local and intercity public transportation throughout most of the major communities in Sonoma County, as well as connections to Novato and San Rafael, in Marin County.
- **Integrated Waste and Water Systems** – Delivers crucial services, including management of water systems for Fitch Mountain, Freestone, Jenner, and Salmon Creek, ensuring efficient operations. Our Integrated Waste Division leads sustainable waste management, owning the Central Disposal Site for comprehensive waste processing.
- **Fleet Operations** – The County is committed to managing and conserving natural resources and equitable services through operating a vehicle and equipment fleet program that is environmentally and economically sustainable, in its design, construction, and operation.
- **Facilities Development Management** – Our mission is to plan, design, and manage County facility construction projects which meet user needs and provide safe, healthy, and aesthetic environments in a sensible, cost-effective manner.
- **Purchasing** – Is responsible for the procurement of goods and services required for County operations. The Division also executes contracts for professional services and assists departments in contract review.
- **Other Services** – Includes administration of several small districts including street lighting, permanent roads, water, and assessment districts. This section also includes a Special Projects Division, which includes district formation, Public Educational, and Governmental Access funds, Cal American Water Company, and maintenance for small water systems.

THE POSITION

Reporting to the Director of Public Infrastructure, the Deputy Director of Engineering and Maintenance directly supervises the Engineering Division Manager, Road Operations Division Manager, and an Engineering Technical Writer, and is responsible for assisting in the formulation of SPI's long-range goals through the development and implementation of policies, procedures, and plans. Additionally, the Deputy Director is also responsible for reviewing and evaluating public infrastructure programs to anticipate future needs; coordinating the activities of their assigned divisions; and assisting in the preparation of the departmental budget. They develop, oversee, and manage Board Items, presentations, and other documents in support of key departmental objectives and act as the main point of contact for Board inquiries related to the County's road system.

THE IDEAL CANDIDATE

The ideal candidate for this position is a highly skilled, creative, and innovative leader who is excited by the prospect of change, and the challenge of managing a large variety of complex public infrastructure projects. The ideal candidate will have proficiency in all areas of engineering, road design, traffic, land development, maintenance, and right of way. In addition, a strong political acumen is desired as this position is required to interact successfully with executives, elected officials, department heads, employees, and community members. This position also needs to have skills to build, train, and manage high performing teams and a demonstrated ability to successfully work with a diverse group of individuals, both internal and external. Emotional intelligence as well as strong management skills is a necessity.



The individual selected for this position will possess the following competencies, skills, and abilities:

- A thorough understanding of the current issues related to California transportation, public works budgets, and operations
- Experience performing project budgeting, financial management, and revenue generation duties and responsibilities
- Expertise in the fundamentals of all types of project management and delivery methods, including a thorough knowledge of the principles of federally funded projects
- Demonstrated experience developing creative and alternative solutions to administrative, management, and fiscal challenges
- Excellent interpersonal and communication skills with a proven ability to effectively manage supervisors, lead teams, and collaborate with multiple agencies and the public
- Exceptional analytical and problem solving skills, and process improvement abilities
- Superior knowledge and facility with Microsoft Office software

MINIMUM QUALIFICATIONS

Licenses:

- Possession of a valid certificate of registration as a Civil Engineer issued by the State of California Board of Registration for Professional Engineers and Land Surveyors is required.
- Possession of a valid driver's license at the appropriate level, including special endorsements as required by the State of California

Extensive professional experience which would provide an opportunity to acquire the knowledge and abilities stated herein.

- Normally, five (5) years of full-time, professional engineering experience, and
- Two (2) plus years in an administrative or supervisory capacity

SALARY AND BENEFITS

The salary range for this position is \$191,994.17 - \$233,360.89

Working at the County of Sonoma offers expansive opportunities for growth and development, the ability to be a part of a challenging and rewarding work environment, and the satisfaction of knowing you're working to better our communities. You can also look forward to flexible work arrangements and excellent benefits* including:

- **Hybrid Telework** – A schedule that meets the needs of our staff, department operations, and the communities we serve may be available depending on the assignment
- **Salary Advancement** – A salary increase after 1,040 hours (6 months when working full-time) for good work performance; eligibility for a salary increase for good performance every year thereafter, until reaching the top of the salary range
- **Paid Time Off** – Competitive vacation and sick leave accruals, 12 paid holidays, and an additional 8 floating holiday hours per year
- **County Paid Health Premium Contributions** – 100% premium contribution for the majority of employee-only and employee + family health plan options
- **Incentive Retirement Savings Plan (IRSP) and 457 Voluntary Deferred Compensation** - 3% of salary County contribution to a 401(a), in addition to the County matching up to 1% of base salary in 401(a), based upon employee contribution
- **Staff Development/Wellness Pay** – Annual benefit allowances of up to \$2,000 and ongoing education/training opportunities
- **Post-Retirement Health Reimbursement Arrangement** – County contributions to help fund post-retirement employee health insurance/benefits
- **Retirement** – A pension fully integrated with Social Security
- **Paid Parental Leave** – May be eligible for up to 8 weeks (320 hours) after 12 months of County employment
- **Student Loan Debt Relief** – County employees may be eligible for [Public Service Loan Forgiveness](#) through the U.S. Department of Education

Salary is negotiable within the established range. Benefits described herein do not represent a contract and may be changed without notice. Additional information can be found in the [Salary Resolution \(SalRes\)](#) and our [Employee Benefits Directory](#).



HIRING INCENTIVES

Sonoma Public Infrastructure is currently offering a \$25,000 signing bonus paid over three installments during the first three years of service. Other incentives which may be offered, if applicable, include:

- Advanced paid vacation and/or sick leave (up to 2 weeks of vacation and/or two weeks of sick leave)
- Relocation reimbursement up to \$10,000

APPLICATION AND RECRUITMENT PROCESS

This position is open until filled. First review of candidates will be done by May 12, 2025.

First round County interviews are anticipated for the week of June 2, 2025.

To apply for this exciting and special career opportunity, please go to: <https://www.governmentjobs.com/careers/sonoma/jobs/4898643/deputy-director-engineering-maintenance?page=2&pagetype=jobOpportunitiesJobs> to submit an online job application, answer the supplemental questions, and include a resume and cover letter that should include years and months of employment, pertinent accomplishments, and why you are interested in the position.

This recruitment currently has a continuous filing period, but it may close without notice at any time that a sufficient number of qualified applications have been received. Applications received after the recruitment closes will not be accepted.

For additional information, please contact:



Frank Rojas
(510) 495-0448

Frank_Rojas@ajg.com

Website: <https://koffassociates.com/>

The County of Sonoma values diversity and is dedicated to creating a workplace environment that provides individuals with a sense of belonging. We are committed to having a diverse workforce that is representative of the communities we serve. The County is proud to be an Equal Opportunity Employer where all aspects of employment are based on merit, competence, performance, and business need.



COUNTY OF SONOMA

