

CITY ENGINEER

Public Works Department,
Engineering Division

City of Milpitas, California

SALARY: \$157,977 – \$221,168 DOQ/DOE

THE CITY OF MILPITAS, CALIFORNIA, IS **SEEKING A CITY ENGINEER** to oversee the Engineering Division within the Department of Public Works. The City Engineer will have oversight of 32 full-time employees, as well as an approximately \$5.7 million annual operating budget and a \$32 million Capital Improvement Program (CIP) budget. They will directly oversee the three functional areas of design and construction, land development and traffic, and utility engineering. This is a deputy-level position that serves in close collaboration with the Director of Public Works to plan for the City's infrastructure needs. The City is seeking a highly strategic and futuristic City Engineer, who will see beyond the management of day-to-day tasks and identify opportunities for growth, innovation, improvement, and fiscal sustainability. The ideal candidate will have an exceptional work ethic to drive progress forward. They will also have strong interpersonal skills, including an enthusiasm for mentoring staff, the ability to maintain effective relationships with vendors and contractors, and a desire to collaborate with other Department leaders to maximize impact. *Lead a dedicated team and build the future of Milpitas—apply today!*



THE COMMUNITY & CITY

THE CITY OF MILPITAS IS A **PROGRESSIVE COMMUNITY** within the high-tech Silicon Valley region. Home to technology giants such as Google, Apple, Microsoft, Facebook, eBay, and more, this region is the center of technology and innovation and is an idyllic location to work, live and raise a family. Milpitas is roughly 45 miles south of San Francisco and 38 miles from Santa Cruz and the Pacific Coast, where you can enjoy sailing in the summer and downhill skiing in the winter. The close proximity to beaches, mountains, and city life provides a year-round calendar of great things to do, including surfing, festivals, concerts, theatre, snow and water skiing, biking, hiking, fishing, and much more.

With a diversified resident population of over 81,000, Milpitas is the 8th fastest growing city in the United States and the 2nd fastest growing in California. Home to an industrious and well-educated community with an average household income exceeding the County average, the homeownership rate is close to 70%, and Milpitas' housing market remains affordable relative to the majority of Santa Clara County. Milpitas is a full-service City, including water and sewer utilities, police, and fire services. The City's Adopted FY 23-24 budget is \$231.9 million, and it has over 450 full-time employees.



THE PUBLIC WORKS DEPARTMENT/DIVISIONS

IN 2023, CITY COUNCIL APPROVED the consolidation of Engineering and Public Works Departments. This new department structure serves to streamline operations to better care for the City's infrastructure. Led by the Director of Public Works, the Department includes approximately 114 full-time staff and an operating budget of approximately \$25 million. The Public Works Department serves to enhance, improve, develop, and maintain public infrastructure through the design, construction, and maintenance of various public works programs essential to the safety, mobility, and quality of life for the community. The Department encompasses the Divisions of Streets, Parks, Trees and Landscape, Facilities and Fleet, Utilities and Utility Engineering, Environmental Programs, and Administrative Services.

THE ENGINEERING DIVISION

THE ENGINEERING DIVISION CONSISTS OF THREE SUBDIVISIONS INCLUDING: Design & Construction, Land Development, and Transportation & Traffic. The Division provides professional engineering services for the completion and implementation of the City's CIP. Department staff provide reviews and plan check services for private development project drawings and maps to ensure compliance with adopted City standards. They also administer encroachment permits for construction work within the public right-of-way. Staff participate in regional programs and coordinate with local agencies in the areas of flood control, urban runoff, and transportation.

SEE THE DIVISION ORG CHART HERE

THE JOB

THE CITY ENGINEER WILL SERVE AS both a strategic administrator and a hands-on manager, actively participating in complex civil engineering projects. In addition to mentoring and training staff, they will foster a positive and inclusive work culture while overseeing a diverse team of engineers across all three subdivisions within the Engineering Division. The City Engineer will offer technical expertise, ensuring regulatory compliance with zoning and environmental laws. They will oversee budgets, review vendor and contractor work contracts, and support staff throughout RFP and bidding processes. They will also focus on maintaining high standards, drive project completion timelines, effectively collaborate with contractors and developers, and partner with engineering and public works professionals. The City Engineer will also manage land development, traffic, construction, and utility infrastructure processes, write reports, communicate the status of projects, and make recommendations to executives and elected officials.

THE IDEAL CANDIDATE

THE IDEAL CANDIDATE WILL BE a seasoned civil engineer with expertise in one or more of the following: water, sewer, traffic, and land development. They should be knowledgeable of California's laws, codes, regulations, and rules related to engineering and construction of public infrastructure. Prior experience in financial oversight is essential, as they will be assisting in the preparation and administration of large budgets. The successful candidate will be a forward-thinking and dedicated professional with a passion for building a resilient and sustainable future for the City of Milpitas. They will be friendly and engaging, flexible, and an excellent problem solver.

Core competencies for this position include:

Influence: Possesses strong skills in leadership, with the ability to inspire and motivate others.

Strategic Thinking: Excellent at forecasting trends and potential risk; plans effectively with the future in mind.

Team Management: Identifies strengths in others; provides guidance and mentorship.

Communication: Articulates ideas quickly, with the ability to explain complex technical concepts with ease in both verbal and written communication.

Financial Acumen: Capable and confident in budget preparation and administration.

Technical Expertise: Skilled as a civil engineer, with the ability to understand and adhere to technical codes of compliance.

Project Management: Organized and communicative about timelines, budget numbers, progress, and areas for continued improvement.



EMPLOYMENT STANDARDS

Education: Bachelor of Science degree in engineering from an accredited college or university.

Experience: Six years of recent, continuous, progressively responsible professional engineering experience, including three years at the mid-management/supervisory level.

Licensure:

- ▶ Possess and maintain a current certificate of registration as a Professional Civil Engineer in the State of California.
 - ▶ Possess and maintain an appropriate, valid California Driver's License.
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EXCITING UPCOMING PROJECTS & OPPORTUNITIES

CALAVERAS BOULEVARD

An approximately \$200 million project in coordination with the Valley Transportation Authority to replace and widen the existing bridge structure.

METRO AREA PARK

Design and construction of a new approximately five-acre park within the Tango Subdistrict of the Milpitas Metro Specific Plan.

FORCE MAIN A PROJECT

An estimated \$26 million project for the design and construction of an outdated sanitary sewer main connecting Milpitas' collection system to the City of San Jose's wastewater treatment plant.

NEW PRODUCTION WELL

Completing the construction of a new well.

WELL CONVERSION PROJECT

Conversion of an existing stand-by well to a production well.

WATER LINE REPLACEMENT

Completion of a 12-inch water line replacement project which is currently in design.

2MG RESERVOIR PROJECT

Completion of a new reservoir serving an area of the community anticipated to experience rapid growth.

SALARY & BENEFITS

Annual Salary: **\$157,977–\$221,168 DOE/DOQ**, and an attractive benefits package that includes:

RETIREMENT/PENSION.

Membership in CalPERS (2% at 60 or 2% at 62 with three-year average salary). City of Milpitas employees do not participate in Social Security but do contribute to Medicare.

MEDICAL INSURANCE.

Choice of CalPERS Medical Plans. City pays coverage up to the Kaiser rate (currently \$2,655.67/month for family). Employees who waive health coverage are eligible to receive \$250 per month in lieu of medical plan coverage with proof of other coverage.

RETIREE MEDICAL.

Employees are eligible upon CalPERS retirement from the City to receive up to 100% retiree medical coverage (currently based on the Kaiser health rate), based on years of service.

DENTAL & VISION.

City provides full family coverage for Delta Dental and MES Vision at no cost to the employee.

LIFE INSURANCE. City provides \$50,000 term policy. Supplemental employee-paid life insurance is available up to \$500,000, based on carrier acceptance.

DISABILITY

INSURANCE. Short-term and long-term plans available.

DEFERRED

COMPENSATION. City contributes \$75 per month on the employee's behalf.

VACATION. 16–36 days of vacation based on years of service.

HOLIDAYS. 12 paid holidays + one floating holiday per year.

SICK LEAVE. 12 days per year.

MANAGEMENT

INCENTIVE PAY. 5 hours of Management Incentive Paid Leave for each full pay period worked.

TUITION

REIMBURSEMENT. Up to \$3,000 per fiscal year in tuition reimbursement.

FITNESS PROGRAM.

Free access to City-sponsored sports and fitness programs.

Flexible Work

Schedule: Potential 9/80 work schedule; every other Friday off!



HOW TO APPLY

For first consideration, apply by **FEBRUARY 21** at:

WBCP JOB BOARD



SECURE THE DATES

Round one interviews will be held virtually on **MARCH 11**. Finalists will move forward to round two, in-person interviews on **MARCH 18**. Selected candidates must be available for both dates.

QUESTIONS?

Please contact your recruiter, Levi Kuhlman, with any questions:

levi@wbcpinc.com

866.929.WBCP (9227)
toll free