



## C A R E E R O P P O R T U N I T Y

# Utilities Operations Manager

**CITY OF GILROY, CALIFORNIA**

**ANNUAL SALARY: \$138,847– \$190,719 DOE/DOQ**

**T**HE CITY OF GILROY IS SEEKING A MISSION-DRIVEN LEADER to join its newly formed Utilities Department as the Utilities Operations Manager. This position offers a unique opportunity to guide the City's water distribution and wastewater collection systems while shaping the operational future of essential public services. With a supportive team culture and a commitment to innovation and community service, this role provides the chance to make a meaningful and lasting impact.

The successful candidate will join a collaborative and forward-thinking organization that values initiative, continuous improvement, and cross-departmental engagement. This is a dynamic leadership role with direct influence on public health, infrastructure reliability, and the overall quality of life for the Gilroy community. Apply today and become part of a team that values excellence, safety, and sustainability **Create lasting change and serve the public, apply today!**





# the community & city of gilroy

**THE CITY OF GILROY IS A DYNAMIC AND GROWING COMMUNITY** located at the southern tip of Santa Clara County, home to nearly 60,000 residents across approximately 16.5 square miles. Known proudly as the "Garlic Capital of the World," Gilroy offers a blend of small-town charm and big-city access, with close proximity to Silicon Valley, scenic agriculture, regional parks, and award-winning wineries. The city provides a high quality of life, affordable housing, education, and a welcoming atmosphere that attracts families and professionals alike.

Governed by a seven-member City Council, including a Mayor elected at large, the City is a full-service municipality committed to smart growth, fiscal sustainability, and inclusive community engagement. With an approximate FY 2026 all funds budget of \$207 million and almost 300 full-time employees, the City delivers a broad array of public services focused on enhancing infrastructure, protecting public health, and supporting long-term community wellbeing.





# the departments & divisions

**T**HE UTILITIES DEPARTMENT IS A NEWLY FORMED DEPARTMENT focused on delivering exceptional water and wastewater services. The team promotes excellence in operations, integrity in decision-making, and collaborative problem-solving. The Utilities Department manages a combined budget of approximately \$43.8 million for FY26 and 31 full-time employees. The **Utilities Department** supports regional wastewater treatment through technical and strategic engineering work at the South County Regional Wastewater Authority (SCRWA). Engineers in this department coordinate multi-jurisdictional projects and ensure regulatory compliance while managing impactful capital projects. The SCRWA serves both Gilroy and Morgan Hill, managing a wastewater treatment facility that processes approximately 2,000 acre-feet of recycled water annually. Working alongside the treatment plant contractor, the Utilities Engineering Team plays a crucial role in overseeing capital improvement projects and ensuring the infrastructure meets current and future demands.







## the job & ideal candidate

**THE UTILITIES OPERATIONS MANAGER ROLE IS IDEAL FOR A MISSION-DRIVEN LEADER** who thrives in fast-paced, hands-on environments and is passionate about delivering top-tier utility services. This position will oversee an Operations Division of 23 staff with two direct reports and may supervise additional staff as the department grows. The Utilities Operations Manager is responsible for overseeing the City's water distribution and wastewater collection systems, ensuring safe, efficient, and sustainable operations that meet the needs of the community.

In addition to managing day-to-day functions, this leader will spearhead the implementation of new technologies, including a Computerized Maintenance Management System (CMMS), and will play a key role in cultivating a culture of safety, accountability, and continuous improvement. The ability to navigate complex regulatory standards, build team capacity, and lead operational enhancements will be essential. The ideal candidate will bring a proven track record in utilities maintenance and operations, paired with strong project management skills and a proactive, collaborative approach to leadership. They will be technically adept, strategically minded, and deeply committed to serving the public through the delivery of reliable, high-quality utility services.



# EMPLOYMENT STANDARDS

**Education:** Bachelor's degree in civil engineering, construction management, environmental sciences, public administration, or a related field of study.

**Experience:** 3–7+ years of relevant utilities operations and supervisory experience.

**Alternative Minimum Qualifying Education/Experience:** Possess at least 60 semester college units from an accredited college or university (related coursework preferred); and possess and maintain a CA Drinking Water Distribution Grade D5 certification issued by the State of CA Water Resources Control Board.

## CERTIFICATION & LICENSING REQUIREMENTS

Must possess a California Drinking Water Distribution Grade D2 certification (or obtain within 12 months of hire), and obtain CWEA Collection System Maintenance Grade I and Water Treatment Grade T1 certifications within the same timeframe.



## UPCOMING PROJECTS & OPPORTUNITIES

**The Utilities Department is currently engaged in significant initiatives.** Selected candidates will have hands-on opportunities with these developments. View specific projects related to each position here:





# salary & benefits

**Annual Salary: \$138,847–\$190,719 DOE/DOQ**

Initial placement in the salary range is typically within the first half of the range; however, in certain circumstances (i.e. an experienced lateral candidate) placement at or above the midpoint may be considered. The last 3% of the salary range requires five year of City of Gilroy service and strong work performance—see MOU for specific requirements.

Future Scheduled GMA Salary Increases:

**7/1/2026—2.5% salary increase** | **7/1/2027—2.5% salary increase**

**PLUS**, all positions will receive a benefits package that includes:

## COMPREHENSIVE BENEFITS PACKAGE

**Work Schedule:** 9/80 work schedules available (every other Friday off); work is on-site.

**Retirement:** CalPERS 2.5% @ 55 for Classic members; 2% @ 62 for PEPRAs members. The City of Gilroy does not participate in social security, only Medicare.

**Health Insurance:** Choice of CalPERS PPO and HMO plans; City contributes to premiums. Option to waive medical coverage and elect a cash back option of up to \$500 amount varies depending on dental plan selected and the CalPERS minimum employer contribution amount.

**Dental Insurance:** Mandatory enrollment in Delta Dental PPO or HMO plans for employees and eligible dependents.

**Vision Insurance:** Optional enrollment in Superior Vision plan.

**Flexible Spending Accounts (FSA):** Options for Health (\$2,000 max), Dependent Care (\$5,000 max), and Commuter Benefits (\$270 max).

**Life and AD&D Insurance:** City-paid life insurance equal to 100% of annual salary.

**Long-Term Disability:** City-paid coverage providing up to 60% of salary after a 90-day waiting period.

**Employee Assistance Program (EAP):** Up to 12 free counseling sessions per year/per issue, plus financial and legal consultations.

**Leave Accruals:** Vacation 2–4 weeks per year based on City of Gilroy service), 12 sick days annually, and 11 paid holidays. Managers have the ability to cashout up to 40 hours of vacation time once per year.

**Deferred Compensation:** Three plans available with a City contribution of \$30 per month. 7/1/2026 the City contribution will increase to \$130 per month and 7/1/2027 the City contribution amount will increase to \$230 per month.

**Additional Benefits:** AFLAC voluntary insurance options, commuter benefits, and more.

For more detailed information on benefits and the applicable MOU, please visit the [City of Gilroy's Benefits Page](#) and [Gilroy Management Association Memorandum of Understanding](#)

CLICK  
LINKS

## how to apply

For first consideration, **APPLY IMMEDIATELY** at:

WBCP JOB BOARD



**SAVE THE DATES.** Interviews will take place on an ongoing basis as ideal candidates are identified.

Please contact your recruiter, Levi Kuhlman, with any questions: [levi@wbcpinc.com](mailto:levi@wbcpinc.com)  
**866.929.9227** toll-free | **541.664.0376** direct