



An Outstanding Career Opportunity with

City of Modesto



Director of Utilities



The Organization

A full-service City, Modesto has a total FY 2017/18 operating budget of approximately \$410 million and a staff size of 1,120 FTE / 476 PTE employees. The City is governed by a Council-Manager form of government. The Modesto City Council consists of seven members, including the Mayor, all elected for four year overlapping terms.

The City Council appoints the City Manager, who serves as the Chief Executive Officer overseeing all departments. The City Manager delegates hiring responsibilities and supplemental duties to nine Departments, including: Community and Economic Development; Finance; Fire; Human Resources; Information Technology; Parks, Recreation, and Neighborhoods; Police; Public Works and Utilities.

The Opportunity to Lead

The City of Modesto is conducting a national search for an experienced, service-oriented, and innovative water/wastewater professional to serve as the City's next Director of Utilities. The ideal candidate will be a business-minded, entrepreneurial, confident, strong, energetic, assertive, and ethically sound leader with a proven track record of building a strong vision and delivering quality results.

The Director of Utilities is an at-will position that reports to the City Manager and is a key member of the City's executive team. The Director will lead and manage a highly capable staff of 273 FTE and a \$93.6 million operating budget.

The Community

With a population over 200,000, the City of Modesto is the largest city and the county seat of Stanislaus County. Located in California's central valley, the city enjoys mild weather and some of the world's richest soil. The city of "Water, Wealth, Contentment, and Health" is a community proud of its vibrant citizenry, abundant traditions, and multicultural lifestyles. Modesto offers the diversity of a metropolitan city yet maintains a small-town atmosphere of hospitality and affordability without the commute or congestion of other urban centers. It is the retail, service and financial center of Stanislaus County.

The quality of life in Modesto is one of its most attractive features, offering a multitude of exciting cultural, recreational, and educational opportunities. Many urbanites have relocated to this welcoming community for its variety of amenities, reasonable housing prices, reputable school districts, and protected open spaces.

Modesto has more than 60 recreation areas within the City and is within close proximity to Yosemite National Park, Northern California coastal resort communities, San Francisco, Sacramento, the state's world famous wine country, and numerous popular venues for outdoor recreation. Winter sport opportunities are also within an easy drive of the City. Modesto serves as the principal entertainment center for the central valley with a variety of venues, including the Gallo Center for the Arts, the Modesto Symphony Orchestra, and a Class A baseball team. The City is home to one of the first established Junior Colleges in California, with the University of the Pacific and California State University, Stanislaus in close proximity. The new University of California, Merced campus is within a 40-minute commute. The City of Modesto has something for everyone and offers its own distinct pride and character.

The Department

The Utilities Department was created July 1, 2014 as a service provider responsible for the safe delivery of potable water, and the collection, treatment and environmentally –friendly disposal of wastewater and storm water.

With a staff of 273 and an operating budget of \$93.6 million, the Utilities Department operates and maintains the City water, wastewater, and storm water systems infrastructure, and oversees capital improvement projects, water resource planning, groundwater, surface water, and recycled water initiatives, utility rates, and regional water partnerships.

The Department is a service-driven organization committed to building partnerships that promote a vibrant business community and engaged neighborhoods with a culture of excellence where citizens get the best and employees give their best.



The Position

The Director of Utilities serves as a key member of the City's executive leadership team and provides leadership and management of departmental operations. The Director will have the opportunity to continue to streamline and implement a number of innovative operational changes focused on improving customer service, productivity, and efficiency.

Appointed by and reporting to the City Manager, the Director plans, directs and reviews short and long term water and wastewater resource management goals consistent with the City's Strategic Plan and business objectives and ensures their effective execution, and ensures all assigned water and wastewater utility operations and functions serve the needs of the City.

The City is seeking a dynamic and proven leader, capable of planning and directing the services of the Department and coordinating efforts with other divisions and City departments within a complex, fast-paced and lean environment. He/she must be open, honest, respectful, and loyal, with exceptional oral and written communication skills. He/she must be a creative problem solver who is able to identify key issues in complex situations, evaluate options, and initiate and implement resolution. He/she must be a strategic and analytical thinker with courage to be a catalyst for continuous improvement.

The Qualifications

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education: Equivalent to a Bachelor's degree from an accredited college or university with major course work in civil engineering, public or business administration, environmental resources or related field. A master's degree from accredited college or university in civil engineering, public or business administration is highly desirable.

Experience: Eight years of increasingly responsible experience involving water and wastewater resource management programs including capital projects, public utility, or public works; including three years of administrative and management responsibility.



The Ideal Candidate

The ideal candidate will possess the following attributes and a demonstrated record of success in these areas:

- ⇒ A comprehensive and diverse background in construction, operation and maintenance of water and sewer systems, water and wastewater environmental compliance regulations, long-range master planning, strategic planning for public work systems and improvements, and utility rate structure analysis
- ⇒ Outgoing communicative style, with the ability and flexibility to work collaboratively with a variety of individuals at any level, including building strong and successfully working relationships with local and state public officials and regional agencies and municipalities
- ⇒ Visionary and entrepreneurial spirit to provide leadership, direction, collaboration and strategic planning for the Utilities Department
- ⇒ Business-minded individual who not only understands the technical aspect of the Department's activities but can also communicate complex technical or politically sensitive concepts with a broad range of audiences in a persuasive and articulate manner
- ⇒ Political acuity and compassionate consideration regarding the impact of the Department's activities on the citizenry
- ⇒ Inspire and develop staff through creativeness and entrepreneurial efforts
- ⇒ Understand that although the Department is an enterprise fund for the City, it is only part of the whole and must work in support of the City's overall goals and needs as an organization

To Apply

To be considered for this exceptional career opportunity, please email your cover letter, comprehensive resume and five professional references to personnel@modestogov.com

This recruitment closes Monday, February 5, 2018 at 5pm.

If you have questions or would like to discuss this opportunity further, please contact Norma Santoyo at (209) 571-5126 or nsantoyo@modestogov.com

For further information regarding the City of Modesto visit www.modestogov.com



Compensation and Benefits

The City of Modesto is offering an excellent and competitive compensation and benefits package. Salary placement is dependent on qualifications and education (DOQE).

The City also offers an attractive benefits package that includes:

- ⇒ **Retirement** – The City participates in the California Public Employees' Retirement System (CalPERS) under a 2.5% @ 55 miscellaneous formula for classic members; members contribute 7% employee share. New members are under a 2% @ 62 miscellaneous formula and contribute a 6.25% employee share. The City does not pay into Social Security; however, all employees pay 1.45% toward Medicare.
- ⇒ **Insurance** – Health (medical/dental/vision), life and disability insurance information can be found here: <http://www.modestogov.com/1869/2018-Health-Information>. Life Insurance in the amount of \$120,000 is provided by the City. Supplemental coverage is available at employee cost. Long term disability insurance coverage is provided by the City at City cost. This benefit pays 66 2/3% of the first \$12,000 per month in salary. IRS Section 125 medical and dependent care reimbursement plan is also available.
- ⇒ **Leave** - 10 paid holidays per year plus 8 hours of holiday credit. Holiday credit may be accrued up to a maximum of 40 hours. Accrual in excess of 40 holiday hours shall be cashed out on a quarterly basis. Vacation accrual begins at a rate of two weeks per year, with incremental increases to five weeks at 21 years of service. Employees may accumulate up to two times their annual accrual. Sick leave with pay is accumulated at 8 hours per month, 96 hours per year. Employees may accumulate up to 2,200 sick leave hours. 80 hours of management leave each year.
- ⇒ **Educational Incentive Pay** - 1.5% of salary is available with one year of service with possession of a Master's Degree or Juris Doctor from an accredited institution.
- ⇒ **Auto Allowance** - \$400 per month

City of Modesto is an equal opportunity employer. Qualified women, minorities and disabled persons strongly encouraged to apply.