

# City of Morro Bay

## CITY ENGINEER



The City of Morro Bay is looking for a City Engineer who is community-oriented, an interdepartmental collaborator, and a strong project manager. The ideal candidate is professional, trustworthy, and well-rounded in capital project implementation. The right candidate has the ability to manage projects and consultants as well as participate in regional meetings on a variety of issues. A background managing water and wastewater infrastructure is highly desired.

**Learn more within.**

## Morro Bay: Rock Solid Together

The City of Morro Bay is located on California's Central Coast, halfway between Los Angeles and San Francisco, in San Luis Obispo County. Boasting a close-knit community of approximately 10,500, the City is blessed with a temperate year-round marine climate that offers residents the peaceful tranquility of a coastal fishing village, only 12 miles from the convenience of San Luis Obispo's shops, dining, and entertainment. Our City motto, "rock solid together" expresses our community's attitude of collaboration and cooperation.

Morro Bay is instantly recognizable to anyone who has traveled up California's picturesque Highway 1 along the Central Coast thanks to Morro Rock, a 500-foot extinct volcano that serves as a breathtaking attraction for visitors and long-time residents alike. On a given day, you can find surfers enjoying the waves along its banks, paddleboarders taking advantage of the glassy waters of the bay, bird watchers observing some of the over 200 species in our natural estuary, or travelers setting up camp on the sand for the night. A tourist destination close to Hearst Castle and the Big Sur Coastline, the City receives 800,000 visitors annually from all over the world, who are drawn to its natural beauty, slow pace, and quaint atmosphere.

While the City very much values its visitors, it is highly dedicated to serving our Morro Bay residents. They are active and involved in their community, and the City makes every effort to communicate important issues clearly and involve them in decision-making processes when appropriate. In turn, the residents support the City.

In fact, Measure E-20, a 1% sales tax measure on the November 2020 ballot, passed with more than 58% of votes.

Morro Bay is a beautiful place to work and call home. In addition to the incredible nature that surrounds the City, it boasts 13 parks, a County golf course, and a charming downtown corridor that includes used books stores, arts and crafts stores, coffee shops, restaurants and more. During non-pandemic years, our community enjoys a number of City-hosted events, including the Winter Bird Festival, Cruisin' Morro Bay Classic Car Show, Fourth of July Celebration, Art in the Park, Harbor Festival, Avocado Margarita Festival, and the Lighted Boat Parade.

In spite of its easy-going coastal charm, Morro Bay is also dedicated to advancing technologies and growth. Currently, we are in the midst of building a \$145 Million Water Reclamation Facility that will replace the City's existing wastewater treatment plant with an advanced water purification facility to protect the environment and contribute a safe and reliable water source for Morro Bay's homes and businesses. The project is expected to be completed in 2023. Other exciting developments in the works include the decommissioning of an existing treatment plant, a new roundabout, water tank replacements, harbor infrastructure improvements, various wastewater projects, and the creation of a capital improvement plan.



## City Government

The City of Morro Bay is a general law city, incorporated in 1964, with a City Council/City Manager form of government. The City has an elected Mayor and (4) Council Members, elected at large, that enjoy a positive and effective working relationship with each other and City staff. Morro Bay is a full-service City with a FY 21-22 operating budget of \$53 million, capital budget of \$94 million, and staff of 98 employees, organized in the following departments: Finance (Information Technology), City Clerk (Human Resources), Administration (Recreation Services), Fire, Harbor, Police, Community Development and Public Works.

## About the Position:

# CITY ENGINEER

**This role operates under the general administrative direction of the Public Works Director. The City Engineer will be responsible for planning, organizing, and directing the City's Engineering Division of the Public Works Department. They will perform complex and professional engineering work for environmental, water, sewer, street, and other public works projects and programs ensuring technical competence and compliance with all current codes and criteria. The incumbent will serve as the "City Official" designated to the Board of Professional Engineers, Land Surveyors and Geologists having "Responsible Charge" for all municipal Engineering and Land Surveying activities.**



## Essential Duties & Responsibilities

- Plans, organizes and directs the activities in the Engineering Division.
- Acts as City's Traffic Engineer, Floodplain Administrator and Surveyor.
- Reviews private project development plans for compliance with codes, regulations, and standards; ensures adequacy of applications for permits and compliance with approved plans in coordination with the Community Development Department.
- Determines applicable codes, regulations, and requirements for assigned projects.
- Coordinates the preparation of, or develops, engineering plans and specifications; coordinates required advertising for bids; reviews construction bids and makes necessary recommendations based on lowest and best bids, competency of contractors, vendors and consultants, and the selection criteria.
- Provides project management for the construction of municipal public works projects; oversees assigned projects to ensure contractor compliance with time and budget parameters for the project.
- Prepares sanitary wastewater, water, storm drainage, and street system maps, data bases, and comprehensive plans.
- Maintains and approves the engineering standards and specifications and infrastructure records.
- Assures as-built records of projects, and documents necessary changes for the operation and maintenance programs.
- Responds to public or other inquiries relative to engineering requirements on specific projects and other information.
- Reviews utility permits, street use (encroachment) permits, franchise utility permits, etc.
- Maintains regular contact with consulting engineers, construction project engineers, City, County, State and Federal agencies, professional and technical groups and the general public regarding division activities and services.
- Assists in the evaluation of transportation and traffic impacts of development proposals, permits, rezones, plats, etc.; prepares traffic, utility and other studies and reports.
- Provides intersection signal and channelization design.
- Develops the pavement management systems.
- Coordinates sidewalk inspection, maintenance and enforcement programs.
- Monitors inter-governmental actions affecting public works operations.
- Assists in the training of other city personnel in public works design and construction techniques.
- Assists in the management of departmental personnel including interviews, selection, training, evaluations, and discipline.



## KEY TRAITS FOR SUCCESS

### Communicative

Responsiveness to community concerns and a customer-service mindset when dealing with the community are essential. The successful candidate will set clear goals and articulate plans for reaching them to a variety of stakeholders. They will be responsive to requests and questions and be approachable.

### Collaborative

This role will require frequent collaboration with other staff - the chosen candidate must be able to communicate and collaborate effectively with other City departments, community stakeholders, and regional partners.

### Problem Solver

The successful candidate will be a skilled-problem solver and critical thinker with sound judgement. They work with others to develop solutions to complex challenges, have confidence in decision making, and be comfortable working in a fast-paced environment with a diverse workload.

## Preferred Education & Experience:

- Graduation from a four-year college or university with a degree in civil engineering or closely related field and minimum of four years previous professional civil engineering experience; or any equivalent combination of education and experience.
- Must be physically capable of moving about on construction work sites and under adverse field conditions.
- Municipal experience highly desired.
- Possession and maintenance of a Registered Professional Civil Engineer license in the State of California.
- Possession and maintenance of a Licensed Professional Land Surveyor license in the State of California highly desired.
- Must possess a valid California driver's license.

For a full description of the position and workplace requirements and conditions, please visit: [morrobayca.gov/832/Employment-Opportunities](http://morrobayca.gov/832/Employment-Opportunities).

## Compensation & Benefits

The competitive salary for this management position is dependent upon the selected candidate's qualifications, with an annual salary range between \$106,898 - \$129,936. Additionally, the selected candidate will enjoy an excellent benefits package including CalPERS retirement (2% at 60 for "Classic" members and 2% at 62 for PEPPRA). The City does not participate in Social Security.

## Application process

Complete City employment application available at [morrobay.ca.us/832/Employment-Opportunities](http://morrobay.ca.us/832/Employment-Opportunities).

Interested candidates should apply immediately.

**Applications will be open until filled with the first review on December 14, 2021.**

Electronic submittals are strongly preferred and should be directed to Laurie Goforth of the Human Resources Department at [lgoforth@morrobayca.gov](mailto:lgoforth@morrobayca.gov) and include the following: **Completed application, compelling cover letter**; and **comprehensive resume**.

This recruitment will be handled with strict confidentiality. References will not be contacted until mutual interest has been established. Confidential inquiries are welcomed and should be directed to Laurie Goforth, City of Morro Bay Human Resources, at (805) 772-6207. Interested candidates are encouraged to submit materials early for maximum consideration.

**The City of Morro Bay is an Equal Opportunity Employer.**



## RECRUITMENT GUIDELINES

Formal application, rating of education and experience, oral interview and reference check; job-related tests may be required.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.