



Director of Public Works

County of Orange, California





THE COMMUNITY

Orange County is a desirable place to live and is one of the premier employers in the region, as well as, the third most populated county in California. At the County you will find variety, individual opportunity, job satisfaction and the pleasure of working with colleagues who are dedicated to making a difference.

Over the years, Orange County has established a reputation as an innovative leader among local governments and serves over three million people living within its 34 cities. Residents enjoy over 42 miles of pristine beaches, three major harbors, vast wilderness parks, beautiful nature preserves, and over 400 miles of riding and hiking trails. Orange County has top rated attractions from Disneyland to several major professional sports teams, a wide range of cultural arts as well as some of the highest quality public and private schools in the nation. There is no doubt that Orange County is a great place to work.

THE COUNTY GOVERNMENT

Orange County was officially formed in March 1889 and has continuously provided an array of services to the community. Orange County is a Charter County governed by a five-member Board of Supervisors elected to four-year terms. The Board is supported by a group of dedicated, public-spirited individuals and together, they comprise a regional service provider and planning agency committed to maximizing resources and improving the quality of life for residents in Orange County. The 18,000+ workforce in 22 departments make up the County government and strive to make Orange County a safe, healthy, and fulfilling place to live, work and play, by providing vital services to the community. The County's core businesses are public safety, public health, environmental protection, regional planning, public assistance, social services, and aviation. The County of Orange has a total operating budget of \$9.5 billion for FY2024/25.

THE OPPORTUNITY

The County of Orange has a challenging opportunity for a highly motivated and dynamic leader with the experience and expertise to manage and direct the OC Public Works Department. Under the direction of the County Executive Officer (CEO), the Director of Public Works is directly responsible for the administration and day-to-day operations of a Department of approximately 900+ dedicated employees with an operating budget of roughly \$800 million. Reporting to, and serving at the pleasure of the CEO, the Director will work with a diverse group of professional disciplines with a wide variety of backgrounds and must be comfortable interacting with staff to inspire, motivate, and empower them to achieve established Departmental and County goals.

The Director has overall responsibility in the planning, design, construction, operation and maintenance of the County's infrastructure including buildings, roads, parks, recreation facilities, open space, flood control and other public facilities. The position is also responsible for the monitoring and preservation of surface water quality and agricultural programs; and the management of county property and vehicles.

OC PUBLIC WORKS

OC Public Works is a unique County department comprised of two branches with each overseeing five service areas:

Customer Services

- Fleet Services
- Survey
- Administrative Services
- Facilities Design, Construction, & Central Utility Facility
- Facilities Maintenance

Engineering Services

- Infrastructure Programs
- Construction
- Operations & Maintenance
- Development Services
- Environmental Resources

The Department partners with a diverse array of local, state, and federal agencies, special districts, regional authorities, and the private development community.

THE IDEAL CANDIDATE

The Director of OC Public Works will be an experienced, strategic, and innovative leader with the highest degree of integrity, professionalism, and strong interpersonal skills. The ideal candidate must have the ability to work effectively and communicate diplomatically with County elected officials, staff, labor organizations, and a variety of stakeholders such as business and community groups, regulatory bodies, contractors, developers, and other governmental agencies. The candidate should have demonstrated leadership experience navigating political issues and identifying appropriate strategies in response to challenges. The candidate must be able to communicate effectively and tactfully, successfully negotiating difficult situations with a variety of audiences. A visionary, the candidate must be strategic and have the ability to guide large-scale initiatives and public works projects in order to meet the county's short- and long-term objectives.

At least five years of experience directing, overseeing, or managing operations in a public works, engineering or other highly technical environment is required. Related experience within the state of California is required for consideration. Registration as a Civil Engineer in California and experience with airport related work is desirable.

A bachelor's degree in engineering, business, planning, construction, or public administration is required. A master's degree or advanced degree is preferred.

COMPENSATION AND BENEFITS

The salary range for the Director of Public Works is \$170,726 - \$323,793. Placement within the range will be based on qualifications and experience. This is an at-will position that serves at the pleasure of the CEO. The County also offers an attractive benefits package that includes:

Retirement Plan - Benefit formula of 1.62% @ 65 retirement benefits under the Orange County Employees Retirement System (OCERS). New eligible employees who have reciprocal California public service time are required to choose between Plan P (1.62% @ 65) and Plan J (2.7% @ 55) retirement benefit formulas. Employees who select Plan P are eligible to participate in the County's 457 (b) Defined Contribution Plan (1.62%) and receive the County's matching contribution in a 401 (a) Defined Contribution Plan (1.62%), up to 2% of base salary.

Retirement Reverse Pickup Contributions - County of Orange employees are subject to an additional reverse pick up percentage. This is in addition to the normal employee contribution. More information is available on the OCERS website: <http://www.ocers.org>.

Dental - Dental PPO coverage administered by Blue Shield of California. County covers 100% of premiums for the full-time Executive Manager and eligible dependents.

Vision Coverage - Enrollment at no cost. Eligible dependents can be added for an additional cost.

Life Insurance and Accidental Death & Dismemberment (AD&D) - Basic amount of \$125,000; employee may purchase additional voluntary coverage.

Sick Leave - During the first three years of employment, the accrual time rate will be .0347 hours of sick leave with pay for each hour of pay, which is approximately nine days annually. At the fourth year, the accrual time rate will increase to .0462 hours, which is approximately 12 days annually.





Additional Defined Contribution Plans - 401 (a) plan County contributes 5% of the Executive Manager's bi-weekly salary (no employee contribution required); 457 (b) Voluntary participation.

Optional Benefit Plan (OBP) - \$4,500 annually (prorated if hire or promotion occurs mid-year). Executive Managers may elect a taxable cash lump sum, OBP Health Care Reimbursement Account, and/or 457 Defined Contribution Plan.

Health Plan Coverage - There are currently five different plans to choose from including two Preferred Provider Organizations (PPOs) Plans and three Health Maintenance Organizations (HMOs) Plans.

Health Reimbursement Arrangement (HRA) - Biweekly \$61.50 contribution into an HRA account to be used for reimbursements for qualified medical expenses. Funds remain in the HRA account and can grow with investments.

Employee Wellness Program - For more information visit the Employee Benefits website at: <https://hrs.ocgov.com/page/your-pathway-wellness>.

Vacation Accrual - Initial accrual rate at .0577 hours for each hour of pay, approximately three weeks per year, up to a maximum of .0962 hours for each hour of pay, five weeks per year subject to negotiation.

Severance Payment - In the event that at-will employment is terminated, and in addition to a payout for any accrued, unused Vacation Time, the Employee will receive a severance payment, equal to the sum of 90 calendar days of salary and the County's share of the costs of Employee's health insurance premiums.

Auto Allowance - For at-will Executive Managers, a taxable monthly allowance of \$765.

Salary Continuance - County will pay 60% of salary for approved applications.

Educational and Professional Reimbursement - Up to \$10,000 per fiscal year.

Other Benefits - Voluntary Dependent Care (DCRA) & Health Care Reimbursement Account (HCRA); Employee Assistance Program. For additional information about benefits, visit: <https://hrs.ocgov.com/employeebenefits>.

TO APPLY

If you are interested in this opportunity, please submit your resume and cover letter online by clicking [here](#) or www.ocgov.com/jobs.

Filing Deadline:

Monday, November 4, 2024

Following the closing date, resumes will be screened according to the listed qualifications. The most qualified candidates will be invited to interviews. Candidates will be advised of their status as the recruitment progresses. For any questions, contact ocexecutiverecruitment@ocgov.com.

