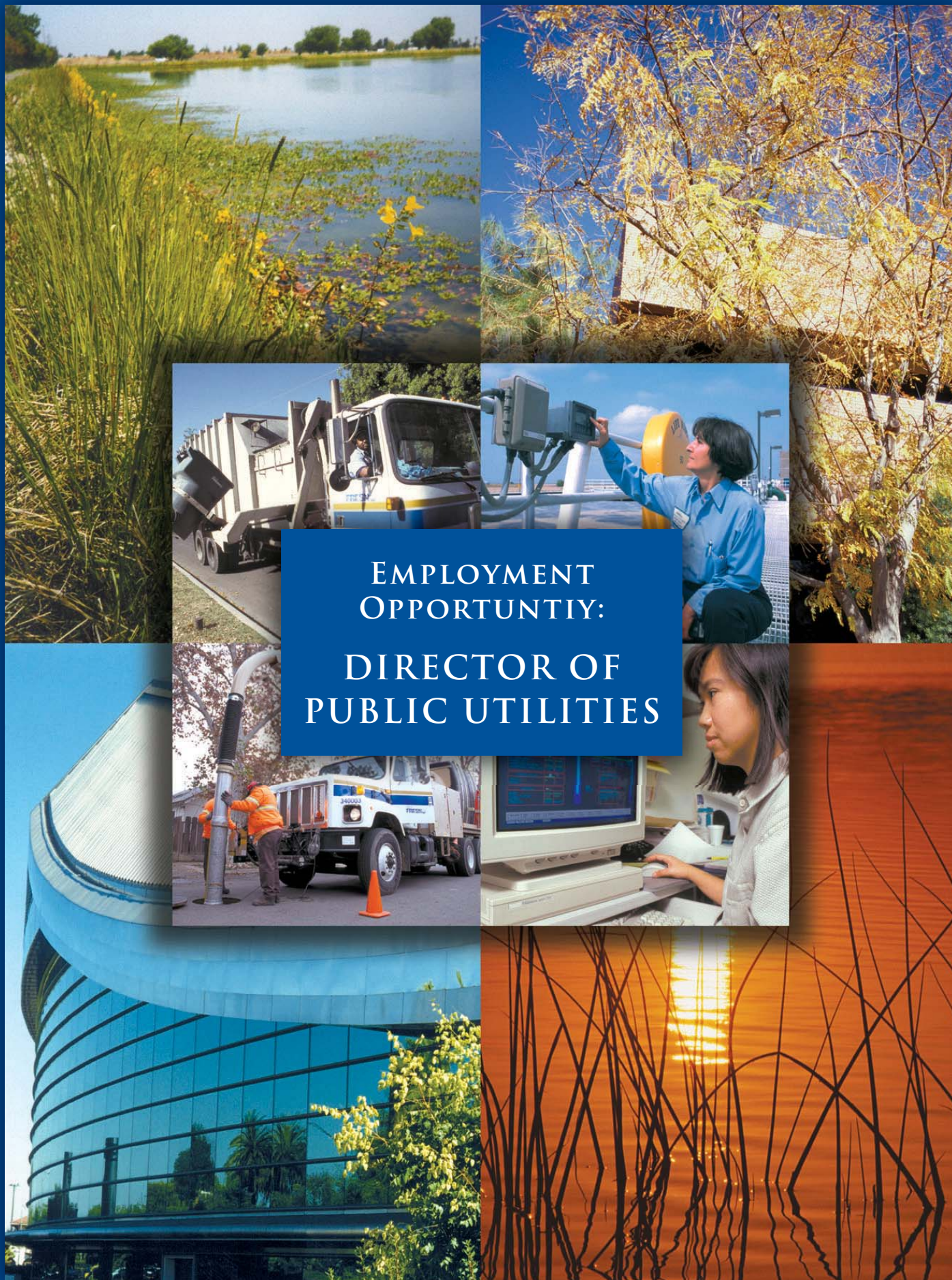


P R O T E C T I N G O U R R E S O U R C E S



EMPLOYMENT
OPPORTUNITY:
DIRECTOR OF
PUBLIC UTILITIES

P R O V I D I N G L I F E ' S E S S E N T I A L S E R V I C E S

THE COMMUNITY

With a population of approximately 540,000 residents, Fresno is the fifth-largest city in California and serves as the financial, industrial, trade, and commercial capital of the central San Joaquin Valley.

The city is located between two National Parks, residents and visitors enjoy Fresno's proximity to Yosemite, Kings Canyon, and Sequoia National Parks. Our Mediterranean climate allows for year-round recreational activities, including sailing, snow and water skiing, fishing, backpacking, and golfing.

Living in Fresno has the benefit of urban amenities and the unique charm of a suburban atmosphere. Housing options are competitively lower than other major metropolitan areas. There are four large school districts including Fresno Unified, Central Unified, Sanger Unified, and Clovis Unified, and a variety of private institutions. The City is also home to colleges and universities, most notably California State University, Fresno. Residents enjoy various social, cultural, and athletic activities in an affordable, community environment.



CITY STRUCTURE

The City of Fresno is the fifth-largest city in the state of California and is a full-service charter city that operates under a "strong mayor" form of government.

The Mayor is elected at large but does not serve on the City Council. However, the Mayor does have veto power over specific actions taken by the seven council members. The City Manager, who is appointed by the Mayor, is responsible for appointing the Director of Public Utilities and all department heads in the City, excluding the City Clerk and City Attorney who are appointed by the City Council.



THE DEPARTMENT

The Department of Public Utilities (DPU) provides reliable and efficient water, wastewater and solid waste services. The department's mission is focused on delivering high quality utility services professionally, efficiently and in an environmentally responsible manner to ensure the health and safety of our community. DPU strives to provide the highest level of service through innovative technology, extensive planning efforts, process improvement, employee development, and teamwork. To accomplish these goals, the departments proposed 2026 Fiscal Year Budget includes funding for 627 full-time equivalent employees with \$392 million allotted for all activities.

DPU is comprised of four divisions, including three utility services.

- The Water Division is responsible for delivering a reliable supply of safe, high quality, and affordable water to both city and county customers in the Fresno metropolitan area for domestic, commercial, institutional, and industrial use.

- The Wastewater Management Division is responsible for the collection, conveyance, treatment, and reclamation of wastewater generated by the residential, commercial, and industrial sewer customers in the Fresno-Clovis Metropolitan area.
- The Solid Waste Management Division (SWMD) is responsible for keeping the city clean in the collection of trash, recyclable materials, green waste/organics material; illegal dumping and litter removal; the annual Operation Clean Up (OCU), a new one-time bulky item scheduled pick-up service for City residents; and the management of the Fresno Sanitary Landfill (FSL) maintenance and closure efforts.
- The Administrative Division provides support for each operating division, such as budget, fiscal management and personnel, and also includes the Utility Planning & Engineering section which oversees capital project identification, project management, developer support services, and utility plan reviews.

THE POSITION

Fresno is currently searching for a dynamic leader to serve as the City's Director of Public Utilities. In this capacity, the incumbent is responsible for directing the various operations of the entire department. The Director acts as technical advisor to the City Manager and attends meetings of the City Council, boards, commissions, and committees relevant to public utilities. The Director is responsible for the preparation and administration of the Department's annual operating and capital budgets and works with the City Manager regarding current and anticipated City and departmental needs, prioritization of those needs, and the feasibility of alternative approaches to meeting them. The Director is expected to coordinate activities with other departments within the City of Fresno, as well as outside agencies and stakeholders. The Director is responsible for the development and implementation of policies and procedures relating to the operation, maintenance, long-range planning and fiscal management of the City's utilities. It is expected that the incumbent will exercise considerable judgment and discretion in the administration and direction of the department and its operations.

This is an unclassified position in which the incumbent serves at the will of the City Manager.

THE IDEAL CANDIDATE

Fresno is seeking an experienced and strong leader who can provide long-range vision for the Public Utilities Department. An entrepreneurial-minded individual with a capacity for independent, innovative thinking would do well in this position, as would someone with experience in leveraging resources, as well as leading and implementing capital projects programs. The ideal candidate will have a record of straightforward and open communication and a willingness to make effective decisions within the parameters of the position, as well as the ability to act calmly and quickly in emergency situations or under adverse conditions.



The City Manager is seeking a Director of Public Utilities to serve as a key member of the City's executive management team, recognizing this position as one of many departments, that work together to support the Mayor and Council's vision for the City of Fresno. A candidate with a strong record of collaborative work with internal and external stakeholders would be highly valued, as the Director of Public Utilities must be able to develop positive relationships with staff, other City departments, the public, and a number of other agencies. The Director must have excellent written and verbal communication skills and the ability to prepare clear, concise, and comprehensive reports, records, and other written materials for a variety of audiences.

The ideal candidate for this position must be able to demonstrate knowledge of the day-to-day public utilities operations with a thorough understanding of compliance with legal mandates, maintenance of solid waste, wastewater as well as water treatment and distribution systems that ensure public health. A background that includes a Bachelor's Degree from an accredited college or university with major course work in civil engineering, public administration, environmental science or a closely related field, and

five years of progressively responsible administrative experience overseeing a large public utility or equivalent operation is required. Possession of a master's degree is preferred. This position also requires a valid California Driver's License.

COMPENSATION AND BENEFITS

The City of Fresno offers an attractive and competitive salary and benefits package. The salary for the Director is \$147,804 up to \$240,348 . The employee benefits package, as noted below, is subject to change and includes:

- **Retirement:** Fresno City Retirement System; reciprocity with other public California systems. The City's pension funds are among the best funded public systems in California. The City does not participate in Social Security.
- **Health Insurance:** The City maintains a PPO plan through the City of Fresno Health and Welfare Trust. The City contributes toward the current monthly premium for medical, prescription, dental, and vision for employee and dependents.
- **Flexible Spending Account:** IRS 125 Plan for health/dependent care.
- **Auto Allowance:** Dependent upon provisions set forth in Administrative Order 2-2.
- **Deferred Compensation:** 457 plan available.
- **Management Leave:** 108 hours (pro-rated) per FY with an annual cash out provision.

- **Annual Leave:** Accrue 15.50 hours per month, with cash out provision.
- **Holidays:** Ten (10) City-observed holidays annually, plus birthday and two (2) personal days per year.
- **Life Insurance:** Equal to annual salary; premium paid by City.
- **Long-Term Disability:** City pays premium for 66.66% of monthly salary up to \$7,500 per month after 30 days.
- **Deferred Retirement Option Program (DROP):** DROP is an optional, voluntary program that allows for retirement benefits deposited in a special savings account within the Retirement System while continuing to work for the City of Fresno. To participate, must be at least age 50 with 5 years of service. Benefits include: ownership of DROP account monies; compound interest earnings; and alternative distribution options.

APPLICATION PROCESS

If you are interested in this outstanding opportunity, please submit a letter of interest, a comprehensive resume and five references to:

Sandra Chavez Martin, Assistant Director
Email: sandra.chavezmartin@fresno.gov

OPEN UNTIL FILLED

Candidates are encouraged to apply early in the process for optimal consideration.

