

SALINAS

RICH IN LAND | RICH IN VALUES

PUBLIC WORKS DIRECTOR









BOB MURRAY & ASSOCIATES

Experts In Executive Search

THE COMMUNITY

The City of Salinas is the 33rd largest city in the state with a population of over 161,000 and is in beautiful Monterey County, California. Salinas has a great career opportunity for Director of Public Works. The Director will be responsible for planning, organizing, directing, and reviewing the operations of the divisions within the Public Works Department and will oversee essential services to ensure efficient and effective management across all areas of public works.

As the city with the largest population in California's Central Coast, Salinas is a multicultural and diverse community and a key asset in today's global economy. The region also offers various cultural family events and consistent mediterranean climate for year-long outdoor activities. Salinas has a global reputation as an agriculture and innovation hub. It is a center for agricultural research and related resources – driving the development of innovative technologies and industry advancements.

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THE CITY GOVERNMENT

The City operates under a Council-Manager form of government. The City Manager is responsible for all City departments except the appointed City Attorney. The seven-member City Council includes six members elected by district for four-year staggered terms on a nonpartisan basis, plus the Mayor who is elected at-large and serves a term of two years.



City of Salinas Organizational Values

ACT - IN - SERVICE EXCELLENCE



A

ACCOUNTABILITY

Own the outcome: We individually follow through on commitments, make data-informed decisions, and proactively step in to get things done.



C

COLLABORATION

Better together: We unite ideas, resources and efforts with internal and external partners to deliver exceptional services.



T

TRUST

Earned through action: We foster strong lasting community partnerships with integrity, transparency, and consistent results.



IN

INNOVATION

Seek, create, explore: We embrace bold ideas and new technology that improve public service, efficiency and effectiveness.



SERVICE EXCELLENCE

Anticipate, respond and deliver: We commit to provide high quality effective service to all.

Our Values in Action

ACT - IN - SERVICE EXCELLENCE

A

ACCOUNTABILITY

- Meet deadlines and clearly communicate decisions and identified barriers
- Use data to make informed decisions
- Take responsibility for decisions and outcomes
- Adapt and accept input and criticism
- Hold internal and external partners accountable for their actions

C

COLLABORATION

- Respond in a timely manner to questions and requests
- Identify and include stakeholders
- Participate and engage actively throughout the process
- Build consensus and support outcomes

T

TRUST

- Delegate authority
- Communicate respectfully
- Provide accurate and consistent information
- Establish a clear universal mission focus

IN

INNOVATION

- Inspire creativity
- Listen to understand, and be open minded
- Evaluate existing practices and procedures for improvement
- Empower and implement new ideas

SERVICE EXCELLENCE

- Manage expectations while providing courteous and timely responses
- Take the extra step when helping others
- Follow-up to ensure needs are met
- Work to identify solutions
- Gather feedback and establish performance metrics

THE DEPARTMENT

The City of Salinas Public Works Department consists of approximately 128 full-time employees working in 4 divisions within the department and manages a $39.3 million operating budget for FY 2026/27, in addition to a $48.7 million Capital Improvement Program budget. The City is currently processing five tentative maps for residential and mixed-use developments within the Future Growth Area (FGA). Public Works will support the design and construction of these developments. Additionally, the City anticipates issuing bonds in 2027 in the amount of approximately $40 million for sewer infrastructure projects to be overseen by the Public Works Director.

The **Administration Division** provides administrative oversight management of the operating budget and Capital Improvement Program budget and supports efficient and effective operations.

The **Engineering Services Division** includes Development Engineering, Traffic & Transportation, Inspection Services, and Sustainability. These functions support the planning, design, review, construction, maintenance, and sustainable management of the City's facilities, infrastructure, transportation system, and development projects; ensure compliance with applicable City, Caltrans, building code, and federal, state, and local requirements; manage the City of Salinas Street Vendor Program; promote alternative transportation modes and future traffic planning; expand the City's tree canopy; and implement environmentally focused initiatives involving water, solid waste, and energy.

The **Maintenance Services Division** provides maintenance services for all City infrastructure, vehicles, and equipment and ensures NPDES compliance in the field.

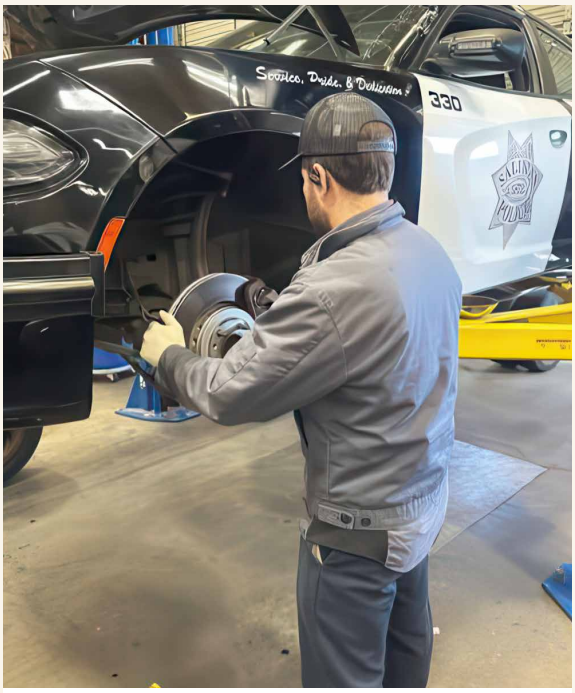
The **Geographic Information Systems Division** enhances and modernizes the City's geospatial data, applications, and services by ensuring all GIS layers and content are aligned with current web-based platforms, industry standards, and emerging technologies.



THE IDEAL CANDIDATE

The City of Salinas is seeking a collaborative and innovative leader to serve as its next Director of Public Works. This experienced professional will be skilled in managing complex operations and initiatives while fostering effective coordination among departments, City leadership, community members, and regional partners.

The successful candidate will be a strong communicator, solution-oriented team builder, and forward-thinking public servant with demonstrated experience in strategic planning, organizational development, project management, staff supervision, and community engagement. The ideal candidate will exercise sound judgment and discretion in sensitive situations and will lead with honesty, integrity, accountability, and a commitment to excellence. The selected candidate must be able to support and advance the City Manager's and City Council's policies, goals, vision, and values; promote safe, efficient, and sustainable public services; and build a culture of collaboration, innovation, professional development, and continuous improvement throughout the Public Works Department.





THE POSITION

- Directs and participates in the development and implementation of goals, objectives, policies and procedures
- Plans, organizes, directs and reviews public works maintenance and service functions
- Reviews plans for public works improvement projects
- Supervises and participates in the development and implementation of the capital improvement program and budget
- Meets with the public in small and large groups to discuss maintenance services policies, practices and problems
- Evaluates and recommends professional consultants and contracts
- Determines need for new equipment and facilities, major repair and rebuilding projects
- Supervises and participates in the preparation and administration of the department budget
- Coordinates public works activities with other City departments and with outside agencies
- Supervises the development, administration and enforcement of departmental responsibilities
- Maintains departmental awareness of state-of-the-art developments in management and the fields of specialty
- Prepares written and oral reports as required
- **Click here** to view the complete job description.

EDUCATION & EXPERIENCE

- Bachelor's Degree in Public Administration, Civil Engineering, Organizational Behavior, Business Management, or a related field.
- Eight (8) years of increasingly responsible experience administrating a major public works or similar division, including professional and technical staff supervision.
- Licenses and Certifications: A valid State of California Driver's License. Registered Civil Engineer in the State of California and Master of Business Administration desirable.

THE COMPENSATION

The base annual salary range for Director of Public Works is **$180,048 - $229,800** (salary under review). Placement in the range is dependent upon qualifications. The City offers an attractive benefits package including:

Health Insurance – The City currently pays 100% of the cost of the Delta Dental plan and Vision Service Plan (VSP) for employees and their eligible dependents and 95% of premium for the level of coverage selected, up to 90% of the PERS Platinum health plan premium. Other PERS health coverage may be available depending upon residence.

Bilingual Premium Pay – $75 per pay period subject to meeting eligibility requirements and passing a City-administered bilingual exam.

457/401(a) Compensation – City-paid contribution based on months of service with the City.

Auto – City assigned vehicle or $750 per month auto allowance.

Annual Leave – May be used for vacation and/or sick leave. Leave is currently accrued at a rate of 296 hours per year for the first five years with additional longevity increases in annual leave depending on years of service.

Holidays – 14 per year.

CalPERS Retirement Plan – The City participates in the California Public Employees' Retirement System (CalPERS). The City also participates in Social Security.

The above-listed benefits are subject to change and do not constitute a contract. Please **click here** to view a full description of benefits for Department Directors.



TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

Filing Deadline:
Open Until Filled

Competitive candidates who apply by December 13, 2026 will be included in the initial application review.

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Salinas. Candidates will be advised of the status of the recruitment following selection of the Public Works Director.

Applicants' qualifications will be evaluated based on the information provided on the employment application. Job offer is contingent on applicant passing a reference check including education verification and a criminal history investigation with the Department of Justice. If you have any questions, please do not hesitate to call:

Ms. Valerie Phillips
(916) 784-9080

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