

PUBLIC WORKS FIELD MAINTENANCE SUPERINTENDENT

County of Alameda

Hayward, CA



THE COMMUNITY

Alameda County is the geographic center of the San Francisco Bay Area, located on the east side of the Bay across from the San Francisco peninsula. Commonly referred to as the “East Bay,” the region has been the fastest growing in the San Francisco Bay Area for more than two decades. The East Bay is popular because of its desirable location, incredible diversity, ideal climate, broad economic base, plus its range of available housing and business opportunities. The County itself is one of the most diverse regions in the country.

Alameda County offers a rich array of cultural activities, including the Oakland Museum and the Oakland East Bay Symphony. The region is home to three professional sports teams: the Oakland A’s, Oakland Raiders, and the Golden State Warriors. The wine country of the inland Tri-Valley area, the Chabot Space and Science Center, and outstanding outdoor recreational facilities bring additional opportunities for recreation, relaxation, and education. The University of California, Berkeley and California State University, East Bay are just two of the distinguished academic institutions serving Northern California. Urban transportation options are extremely accessible including the Oakland International Airport, the Bay Area Rapid Transit (BART) system, and the San Francisco Bay ferry system.

THE COUNTY

Established in 1853, Alameda County has a population approaching 1.6 million residents making it the second largest county in the Bay Area and the seventh largest in the State. The County encompasses 14 cities including Alameda, Albany, Berkeley, Dublin, Emeryville, Fremont, Hayward, Livermore, Newark, Oakland, Piedmont, Pleasanton, San Leandro, and Union City as well as 6 unincorporated communities and rural areas that span a total of 738 square miles. The City of Oakland is the seat of County government and is also the largest city in Alameda County.

The County operates under a charter form of government and is governed by a five member Board of Supervisors elected on a nonpartisan basis from the districts in which they live, and serve four year staggered terms. The Board is responsible for setting policy, overseeing all County operations, approving the organization’s annual budget, and representing the County in a number of areas including its numerous special districts and regional agencies. The Board appoints the County Administrator, who is charged with overseeing County operations and services as well as developing the overall budget.

Alameda County employs over 9,000 employees working in 21 different agencies and departments and has an annual budget of nearly \$2.7 billion. As a major urban county, Alameda delivers a full spectrum of services, including general government and internal services, health care, social services, public works, criminal justice, and other public safety services for a population that is culturally and ethnically diverse.

The County’s mission is to enrich the lives of its residents through visionary policies and accessible, responsive, and effective services. Its vision is to be recognized as one of the best counties in which to live, work, and do business.

For more information, visit <https://www.acgov.org>.

THE PUBLIC WORKS AGENCY

The Alameda County Public Works Agency has a continuing commitment to public services, with a focus on improving the overall safety and quality of life of Alameda County residents. Its mission and goal is to provide, maintain and preserve public infrastructure in an efficient and effective manner, while promoting a healthy and sustainable environment that supports safe and livable communities. The Agency values community engagement and participation, and performs its tasks in transparent and responsive manner.

THE POSITION

The Public Works Field Maintenance Superintendent directs the general and specialized maintenance and repair crews who maintain and repair County roads and flood control facilities. Representative duties are as follows:

- Plans, organizes, directs and inspects the maintenance, repair and improvement of all roads and flood control structures done by the Agency’s field crews and supporting office staff; makes cost estimates on work to be performed; reviews with subordinate supervisors the daily assignment of personnel and equipment.
- Supervises the inspection of roads and flood control structures for needed repairs; coordinates chip sealing, erosion repairs, levy grading, desilting of channels, tide gates, vegetation control and other program activities; prepares estimates for materials, tools, and equipment necessary for projects and assures their availability; reviews work in progress to assure compliance with safety practices and assures proper safety training is provided; prepares reports and maintenance.
- Handles complaints and requests for service from the public or private agencies. Coordinates activities with other agencies such as the California Highway Patrol, Department of Fish and Game, incorporated cities and County Sheriff; makes presentations to the public and other agencies on planned and in-progress projects; orders office and other supplies.
- Prepares and maintains written records and correspondence; integrates new program activities into preventive maintenance schedules.
- Prepares and manages the operating budget for roads or flood control including submitting budgetary recommendation, anticipating future budgetary needs and assists in developing the budget for the Capital Improvement Program updates.

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- Manages Field Supervisors, work evaluations, and disciplinary action of staff and provides for their training and development.
- Prepares or assist in preparing cost estimates for proposed jobs.
- Notifies administration of any conditions which might endanger public safety, including storm or flood damages or hazards, excavations, fallen trees, or other emergency conditions, and directs staff of corrective action to be taken.
- Represents the Public Works Agency to citizens on issues concerning interpreting relevant laws and ordinances and to assist in resolving complaints; contacts property owners, public utilities employees, private construction firms, governmental agencies and civic groups to secure cooperation on road and flood structures maintenance matters of present and future concerns.
- Participates in the Public Works Agency's emergency management planning, and serves as the department liaison or Incident commander during emergency operations and disasters as required. (Other roles may be assigned as necessary)
- Represents the department and/or agency at public meetings or meetings with other agencies, municipalities, etc.

THE IDEAL CANDIDATE

The ideal candidate will be a seasoned manager who understands the value and communicates the need for continuous investment in the County's aging infrastructure system. This individual will be an inspiring and collaborative leader who grows and develops staff, supports other departments, and carries forward the objectives of leadership. He/She will be a creative problem solver with a business mindset who understands how the Agency's automated maintenance management system can be used to improve decision-making and operational efficiencies. Armed with that knowledge, the Field Maintenance Superintendent will ensure that team members leverage the system's capabilities to better forecast maintenance needs, schedule and complete repairs, enhance communication, and improve work flow. The incumbent will inspire, grow and develop talent within the Public Works Agency. The best qualified candidate will have a positive outlook, flexible attitude, excellent communication skills, and sincere interest in moving the Agency forward.

Education and Experience:

Requires either the equivalent of five years' full-time experience as a Field Maintenance Supervisor or an equivalent or higher level class in the Alameda County service or possession of a Bachelor's degree from an accredited college or university with major course work in engineering, construction management, business administration, public administration or a closely related field.

Also requires either two years' experience in roads, flood control structures and public works maintenance, construction management, or related activity (one year as a supervisor) or the equivalent of six years' full-time experience in roads, flood control structures and public works maintenance, construction management, or related activity (two years as a supervisor).

Possession of a valid California Class C Driver's License is also required.

COMPENSATION & BENEFITS

The annual salary for this position is \$124,342.40. In addition, Alameda County offers a comprehensive and competitive benefits package that affords wide-ranging health care options to meet the different needs of a diverse workforce and their families. These benefits include but are not limited to*:

For your Health & Well-Being

- Medical – HMO & PPO Plans
- Dental – HMO & PPO Plans
- Vision or Vision Reimbursement





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- Share the Savings
- Basic Life Insurance
- Supplemental Life Insurance (with optional dependent coverage for eligible employees)
- Accidental Death and Dismemberment Insurance
- County Allowance Credit
- Flexible Spending Accounts - Health FSA, Dependent Care and Adoption Assistance
- Short-Term Disability Insurance
- Long-Term Disability Insurance
- Voluntary Benefits - Accident Insurance, Critical Illness, Hospital Indemnity and Legal Services
- Employee Assistance Program

For your Financial Future

- Retirement Plan - (Defined Benefit Pension Plan)
- Deferred Compensation Plan (457 Plan or Roth Plan)

For your Work/Life Balance

- 11 paid holidays
- Floating Holidays
- Vacation and sick leave accrual
- Vacation purchase program
- Management Paid Leave**
- Catastrophic Sick Leave
- Employee Mortgage Loan Program
- Group Auto/Home Insurance
- Pet Insurance
- Commuter Benefits Program
- Guaranteed Ride Home
- Employee Wellness Program (e.g. At Work Fitness, Incentive Based Programs, Gym Membership Discounts)
- Employee Discount Program (e.g. theme parks, cell phone, etc.)
- Child Care Resources
- 1st United Services Credit Union

*Eligibility is determined by Alameda County and offerings may vary by collective bargaining agreement. This provides a brief summary of the benefits offered and can be subject to change.

HOW TO APPLY

Please **apply on-line** by **Friday, September 20, 2019** at www.allianceRC.com.

For questions and inquiries, please contact:

Cindy Krebs or Sherrill Uyeda

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