The City of Pismo Beach seeks its next exemplary public servants to serve in the City’s Engineering Division for the position of Capital Projects Manager, Engineer, or Senior Engineer. The City is looking to hire two candidates to fill these roles from any of the three classifications to help lead the engineering efforts of the Public Works Department. Successful candidates will have the pleasure of working in one of the most dynamic and energetic communities on the Central Coast of California and will uniquely impact the future of the Pismo Beach Community through the implementation of capital improvement projects.
The **COMMUNITY**

Pismo Beach is a classic California beach community. With its white sand beaches, extensive parks system, and vibrant events, Pismo Beach offers residents and visitors a unique coastal experience. The city is located on the California Central Coast in San Luis Obispo County, midway between San Francisco and Los Angeles, along Pacific Coast Highway 1 and Highway 101. The resident population of Pismo Beach is approximately 8,000, with a seasonal tourist population of 40,000 in the summer. The city enjoys a temperate marine climate all year long, with an average temperature of 70 degrees. The Central Coast is known for its exceptional quality of life, including extensive recreational opportunities and impressive school systems.

‘*Cuz WE’RE PISMO*

Pismo Beach benefits from a stable and positive employee culture, known as ‘*Cuz We’re Pismo*. Employees are encouraged to be innovative, and lead with Pride in Service, and Integrity in Action. Pismo Beach has a reputation for providing outstanding customer service and leading in regional and state initiatives. The City understands that employee culture and professional development are paramount to the success of the organization and overall happiness for the employee. As such, the City encourages staff to serve on professional association boards, attend training conferences, participate in the many employee-focused events hosted throughout the year, and take well-deserved time off.

The **ENGINEERING DIVISION**

The Department of Public Works - Engineering Division is comprised of five employees who are responsible for the implementation of the Capital Improvement Program, development review, construction inspections, the City’s stormwater management program, and customer service. The current staff has a combined experience of 40 years of service with the City of Pismo Beach.

Over the past 12 years the City has received 17 awards for project of the year from ASCE, APWA and other professional organizations at both the local and State level. Recently completed projects include the Pismo Beach Pier Plaza, Pismo Pier Renovation, and the Shell Beach Streetscape.
THE JOB/IDEAL CANDIDATE
CAPITAL PROJECTS MANAGER

The City of Pismo Beach is thrilled to offer a new opportunity as a Capital Projects Manager. In this role, the successful candidate will perform project management and oversight for the planning, design, budgeting and construction phases of capital projects, and city infrastructure projects. The ideal candidate will have a high-level of knowledge of construction management, specifically municipal projects, ensuring the smooth progression of a project from RFQ for design services, to bidding the construction contract to completion of the project. The Capital Projects Manager must have exceptional communication skills, valuing customer service and diplomacy while working with consultants, the public, and partner organizations.

The successful candidate will provide leadership in the initial planning stages of projects by collaborating with inside and outside stakeholders, architects, engineers, and other involved parties and develop detailed descriptions of the projects. Other duties include, but are not limited to:

- Preparing budget estimates
- Ensure adherence to the budget during construction.
- Plan, organize, coordinate, oversee and direct activities regarding the construction of capital projects.
- Ensure safety standards and guidelines are followed on the jobsite.
- Oversee contract negotiations, revisions, and change orders.
- Collaborate with supervisory staff, contractors and design professionals to discuss and resolve problems, including work procedures, complaints and construction or design issues.
- Manage and lead actions that are necessary due to delays, bad weather, or emergencies at the job site.

MINIMUM QUALIFICATIONS

EXPERIENCE: Four (4) years of increasingly responsible experience in the development, implementation, and management of design, construction, or capital projects.

EDUCATION: Graduation from a four-year college or university with major coursework in architecture, construction management, environmental planning, or related field. Work experience as a project manager delivering complex municipal projects may be substituted for a college degree.
THE JOB/IDEAL CANDIDATE

ENGINEER/SENIOR ENGINEER

The Engineer or Senior Engineer will use their substantial experience and training to perform high-level civil engineering tasks and manage the department’s capital projects, City infrastructure, and implementation of Council goals. The successful candidate will report directly to the Engineering Manager and will be an instrumental member of the Engineering Team. The ideal candidate must embrace Pismo Beach’s strong customer service focus, being highly responsive to requests from the public, as well as have the political acumen to build relationships and manage expectations. Pismo Beach fosters a highly successful and competent staff, creating a culture of growth, respect, opportunities, and camaraderie.

With a strong and well-funded CIP, the Engineering team has the exciting opportunities to make a significant impact in the Pismo Beach community and watch their projects come to life. As a small City organization, Pismo Beach enjoys collaboration across departments and divisions, creating an environment of clear communication, support, and collaboration.

In addition to managing capital projects, the successful candidate will review plans, prepare engineering reports, carry out technical and feasibility studies, assess potential risks, provide advice, and resolve creatively any emerging problems or deficiencies.

MINIMUM QUALIFICATIONS

EXPERIENCE:

Engineer: Four (4) years of increasingly responsible engineering experience, including project design and management.

Senior Engineer: Six (6) years of increasingly responsible engineering experience, including project design and management; two (2) years of supervisory experience.

EDUCATION: Graduation from an accredited four-year college or university with major coursework in civil engineering or related field desirable.

LICENSES AND CERTIFICATIONS: Possession and maintenance of a Registered Professional Civil Engineer license in the state of California. Possession of, or ability to obtain within one (1) year a Qualified SWPPP Practitioner (QSP) and/or Qualified SWPPP Developer (QSD) certificate.
PROJECTS, OPPORTUNITIES & CHALLENGES IN THE ENGINEERING DIVISION

PROJECTS:
Recent projects have transformed our community and future projects will continue to be transformative, generational projects including, but not limited to; the James Way Beautification Project, Public Safety Facility and Central Coast Blue, a regional recycled water project that Pismo Beach is the lead agency for and will manage construction of.

OPPORTUNITIES:
The successful candidates will be part of an award-winning team who will be working on “generational” projects that will transform the community. Further, the successful candidates will have an amazing team that would be dedicated to their development, providing growth opportunities, foundational knowledge and experience, and mentorship that would build candidates towards higher level positions.

CHALLENGES:
The Engineering division recently lost two long term employees and despite being short-staffed, remains very busy with multiple large capital projects, development review, inspections, and customer service. The next year will require a dedicated effort by the current staff as well as the successful candidates to rebuild the employee family and to clear out backlogged projects.

SALARY & BENEFITS

CAPITAL PROJECTS MANAGER: $91,655 – $111,407
ENGINEER: $101,170 – $122,973
SENIOR ENGINEER: $111,673 – $135,739

Pismo Beach is proud to offer a recruitment incentive program, including hiring incentive and relocation assistance, to be negotiated. The City offers an excellent benefits package including the following major areas:

Retirement: CalPERS 2% @ 60 formula for Classic Members with an 8% employee share. New PEPRA/Non-Classic members are under a 2% @ 62 formula with a 9.5% employee share. The City of Pismo Beach does participate in Social Security.

Deferred Compensation: The City contributes $7,000 annually into a 457 deferred compensation retirement plan account.

Medical, Dental, and Vision Insurance: Allowance up to $2,103 monthly toward coverage, or $947 monthly to opt-out of City coverage if covered by a spouse or another eligible plan.

Leave: 80 hours Vacation and 96 hours Sick leave annually (accrual rate increases after 5 years). 56 hours of Administrative Leave per Fiscal Year.

Holidays: 11 days per year, plus 2 floating holidays. Additional Benefits include a cell phone stipend and $50,000 term life insurance.

**These positions are scheduled to receive a 3% COLA adjustment in July 2024**

Further details of the benefit package are available on the City’s website.
To Be CONSIDERED

The application period for Capital Projects Manager, Engineer and Senior Engineer positions is now open.

To apply, please visit www.pismobeach.org/jobs. Confidential inquiries are welcomed to Mrs. Bianka Buchanan, Human Resources Officer, at (805) 773-7004 or HR@pismobeach.org.

Act quickly to be considered for this exciting opportunity to help shape the City of Pismo Beach!

APPLY NOW