The City of
MADERA

JOIN OUR TEAM!

Are you…

A Civil Engineer interested in municipal government and public service?

A self-starter who likes to keep busy with a variety of assignments?

Well written with solid communication skills?

A leader, who enjoys supervising and mentoring the next generation of engineers?

NOW RECRUITING FOR:

Deputy City Engineer

$111,350 - $142,104/year

* 2% COLAs January 2024, July 2024 & January 2025 *
* $1,500 lump sum July 2024 *
* 5% pay incentive for Master's Degree *

PRIMARY RESPONSIBILITIES

In coordination with the City Engineer, the **Deputy City Engineer** exercises full responsibility for planning, organizing, and directing work activities within the Engineering Department. Under general direction, the Deputy City Engineer plans, supervises, evaluates and participates in professional and technical civil engineering work in the design, investigation, inspection, and construction of street, storm drainage facilities, sanitary sewer facilities, parks, park irrigation systems, water production and distribution facilities, buildings, and other projects; ensures safe work practices, work quality and accuracy; maintains appropriate work records; and serves as a technical resource for assigned work staff.

QUALIFICATIONS

Experience/Education: Four (4) years of increasingly responsible Civil Engineering experience, including two (2) years at a supervisory level, and a Bachelor's degree in Civil Engineering.

Licenses: Valid Class C California Drivers License and possession of a valid certificate of registration as a Civil Engineer, issued by the California State Board of Registration for Civil and Professional Engineers.

EXAMINATION PROCESS

Only those applicants who meet the qualification standards of this position by the application filing deadline will be allowed to participate in the examination process. Examination scores determine standing on Civil Service eligibility lists. The City Manager, upon recommendation of the department head, will make the final selection and appointment from the established eligibility list.

The examination process may consist of the following parts: *Application Package Review*: Qualifying Only; *Oral Interview*: 100% Weight Value. Candidates must earn a score of 70% or higher to be considered for the eligibility list. Applicants who require special examination accommodations due to a disability should contact the Human Resources Department five (5) business days prior to any scheduled examination at (559) 661-5401. Applicants may be eligible for Veteran's Preference Points (5 points) and should attach a DD214 to their employment application for consideration of this preference.

APPLY BY: 3:00 pm, Friday, 11/3/2023

learn more

@

madera.gov/apply

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COMPENSATION & BENEFITS

SALARY

Compensation and benefits for the Deputy City Engineer position are defined in the Memorandum of Understanding between the City and the Mid Management Bargaining Unit, as well as the City's Personnel Rules. The City's payroll is on a bi-weekly schedule, with 26 paychecks per year. The bi-weekly steps within the salary range for Deputy City Engineer are shown below.

	Effective 6/17/2023	Effective 12/30/2023	Effective 6/15/2024	Effective 12/28/2024
Step A	$4,282.70	$4,368.36	$4,455.73	$4,544.84
Step B	$4,496.78	$4,586.72	$4,678.46	$4,772.02
Step C	$4,721.68	$4,816.11	$4,912.43	$5,010.68
Step D	$4,957.38	$5,056.53	$5,157.66	$5,260.82
Step E	$5,205.52	$5,309.63	$5,415.83	$5,524.14
Step F	$5,465.56	$5,574.87	$5,686.36	$5,800.09

LIFE INSURANCE

The City provides a $25,000 life and accidental death and dismemberment policy along with $5,000 dependent life. The employee may purchase additional supplemental life insurance for him/herself, spouse and/or dependents.

LONG TERM DISABILITY

This city paid benefit provides up to 2/3-income protection.

BILINGUAL INCENTIVE

English/Spanish for qualifying individuals and positions after passing annual bilingual test.

DEFERRED COMPENSATION

The City offers a paid/vested contribution of 4.2% of base pay to one of two 457 plans offered to the employee. In addition, the employee may also contribute, though not required.

EDUCATION INCENTIVE

- 5% of base pay for a job-related Master's Degree
- 7% of base pay for a job-related Doctorate Degree

EDUCATION REIMBURSEMENT

Up to $2400/fiscal year for college coursework with prior approval from your Department Head.

LONGEVITY PAY

Mid Management employees are eligible for additional scheduled pay, up to 10%, for additional years of service after reaching Step F of the assigned salary range.

RETIREMENT

The City participates in the CalPERS defined benefit retirement system. Retirement formulas and contributions are as follows. The terms "Classic Member" and "New Member" are as defined by CalPERS.

Classic Members employed with the City prior to 10/20/2012

- 2.5% at 55 formula, single highest year final compensation
- Employee Contribution paid by the employee pre-tax: 3.375%

Tier I Members employed with the City on or after 10/20/2012

- 2% at 60 formula, average three year final compensation
- Employee Contribution paid by the employee pre-tax: 3.375%

New Members employed with the City on or after 1/1/2013

- 2% at 62 formula, average three year final compensation
- Employee Contribution paid by the employee pre-tax: 7%
- Employee Contribution paid by the employee pre-tax will increase to 7.75%

HEALTH INSURANCE

The City contributes a monthly amount for the employee to use to purchase health, dental and vision coverage. For medical coverage, the City contracts with Anthem and Kaiser. Dental insurance is through Delta Dental and vision coverage is through Superior. The City's contribution covers 100% of the health, dental, and vision premium for the employee and family on both the Anthem and Kaiser Core Plans.

EMPLOYEE ASSISTANCE PROGRAM

The City of Madera offers an employee assistance program or employees and dependents that provides counseling and other services for dealing with life's challenges at no cost to the employee.

PAID LEAVE

The City of Madera offers a generous paid leave program, including paid holidays, sick leave, and vacation. Holiday Closure without loss of pay between Christmas Day and New Years Day.

GENERAL INFORMATION

Applications may be obtained from the City's website www.madera.gov/apply or by calling the City's Human Resources Department at (559)661-5401. Applications must be submitted to the City's Human Resources Department prior to the application deadline. Appointment will be contingent upon an extensive background check, pre-employment physical and drug screen. The City of Madera is an equal opportunity, drug free, and affirmative action employer.