



The City of Solana Beach Invites Applications for

SENIOR CIVIL ENGINEER





THE COMMUNITY

Incorporated in 1986, the City of Solana Beach is a General Law City with a Council-Manager form of government. The Solana Beach City Council consists of four members representing four separate Council Districts and a city-wide elected Mayor. Solana Beach is located along the northern coast of San Diego County and has 1.7 miles of coastline, covers 3.2 square miles and is about 95% built-out. The average winter temperature is 62 degrees and the summer average is 72. The City is bounded on the west by the Pacific Ocean, on the north by San Elijo Lagoon and the City of Encinitas, on the east by the unincorporated community of Rancho Santa Fe and by the 125 acre San Dieguito County Park, and on the south by the City of Del Mar (and the Del Mar Fairgrounds). Solana Beach has a population of approximately 13,500 – primarily residential. The community is home for many artisans, high tech business and professionals.

THE DEPARTMENT

The Engineering/Public Works Department is responsible for maintaining, repairing, and improving public facilities including streets, sewers, storm drains, streetlights, traffic signals and public parks. The Engineering Department assists in reviewing private development projects both at ministerial and discretionary level. The Department also implements the City's capital improvement projects (CIP) and manages the City's environmental services and stormwater programs.

THE POSITION

The City of Solana Beach is currently recruiting for a Senior Civil Engineer position. The ideal candidate will be a self-motivated professional with a focus on providing top notch engineering services to the community using innovative and effective solutions and services. The incumbent must enjoy working in an environment and a City that moves quickly, be able to wear multiple hats, and possess a drive to succeed.

The Senior Civil Engineer position is a FLSA, at-will, exempt management position.

To view the full job description, visit: [Senior Civil Engineer Job Description](#)

EDUCATION & EXPERIENCE

- Six (6) years of increasingly responsible civil engineering experience including two years of experience leading staff and/or supervising projects.
- A bachelor's degree from an accredited college or university with major course work in civil engineering or a related field.
- Current and active State of California registration as a Professional Engineer (P.E.)



TENTATIVE RECRUITMENT SCHEDULE

(all dates are tentative and subject to change without notice)

- Application closing date: Open Until Filled
- 1st application review process: Weeks of August 12
- Oral board interviews: Week of August 26
- Departmental interviews: Within 2 weeks following Oral board interviews
- Anticipated start date: Mid-September early October timeframe

KNOWLEDGE, SKILLS & ABILITIES

Knowledge of:

- Principles and practices of employee supervision, including work planning, assignment, review and evaluation, discipline, and training staff in work procedures.
- Principles and practices of engineering project management, and program development and administration.
- Principles and practices of civil engineering as applied to the planning, design, cost estimating, construction, installation, and inspection of a wide variety of municipal facilities, miscellaneous buildings and structures.
- Civil and transportation engineering principles, concepts, standards, and practices associated with public works programs and private development projects.

Ability to:

- Assist in developing and implementing goals, objectives, practices, policies, procedures, and work standards.
- Supervise, train, plan, organize, schedule, assign, review, and evaluate the work of staff.
- Analyze, interpret, apply, and enforce applicable Federal, State, and local policies, procedures, laws and regulations.
- Identify problems, research and analyze relevant information, develop and present recommendations and justification for solution.
- Perform the most complex engineering projects and programs efficiently and effectively.

ADDITIONAL REQUIREMENTS

Physical Examination and Background Check:

Employment offers are conditional based, upon the successful completion of a medical examination which includes drug screening. Physicals are performed by the City's designated physician at the City's expense.

The applicant selected will be subject to a criminal history investigation through the California Department of Justice (DOJ) and a thorough background check. A waiver for reference and background information must be completed.

Possession of a Valid California Driver's License:

Employees in classifications requiring possession of a valid California driver's license will be enrolled in the Department of Motor Vehicles (DMV) Government Employer Pull Notice program, which confirms possession of a valid driver's license and reflects the driving record.

Special Requirements:

City of Solana Beach employees are designated Disaster Service Workers through state law (California Government Code Section 3100-3109). Employment with the City requires the affirmation of a loyalty oath to this effect. Employees are required to complete all Disaster Service Worker-related training as assigned, and to return to work as ordered in the event of an emergency.

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

The City of Solana Beach does not discriminate on the basis of race, color, religious creed, physical or mental disability, medical condition, genetic information, marital status, veteran's status, sex, age, national origin or ancestry, or sexual orientation. If you feel you have a need for special testing arrangements due to a disability, please contact the Human Resources Department at (858) 720-2458. The provisions of this announcement do not constitute an expressed or implied contract. Provisions contained in this employment announcement may be modified or revoked without notice. All offers of employment are contingent upon the candidate successfully passing a pre-employment medical examination and drug screening as well as a criminal history investigation through the California Department of Justice.





COMPENSATION & BENEFITS

The **Senior Civil Engineer** is a FLSA, at-will, exempt management position.

Monthly: \$9,067 to \$13,601 **Annual:** \$108,804 to \$163,217

This position is eligible for a hybrid telecommuting arrangement.

The City's benefits package includes:

- New CalPERS members will be enrolled under a 2% at 62 CalPERS retirement formula, and Classic members (as defined by CalPERS) will be enrolled under a 2% at 60 CalPERS retirement formula. Both formulas will be based on the employee's three-year highest salary. The City does not participate in Social Security
- The City will contribute \$1 for each \$1 contributed to a 457 Deferred Compensation Savings Plan by each employee, with an annual cap of \$2,000 per year. Management employees must have an active account with Mission Square Retirement or CalPERS 457
- The City provides up to \$1,682 per month in a Cafeteria Health Plan, which allows employees to purchase a medical insurance plan through the California Public Employees Retirement System (CalPERS). Dental and Vision insurance plans are also available. Opt-out option is capped at \$475 per month
- Standard vacation, and sick leave provisions
- Vacation Cash Out Option
- Management Leave: 40 hours per fiscal year
- Holidays: 13 full day holidays and 3 floating holidays per year
- City Hall closure from December 24th through January 1st each year
- Tuition Reimbursement: Up to \$2,000 per fiscal year
- 9/80 work schedule with every other Friday off
- Section 125 Healthcare and Dependent Care Flexible Spending Account
- City paid Life Insurance is 1x annual salary
- City paid Long Term Disability (LTD) insurance
- Up to \$480 per year for gym or health/fitness membership

TO BE CONSIDERED FOR THIS OPPORTUNITY

This recruitment is open until filled, with the first application review beginning during the weeks of August 12. All applicants are required to submit an online City application and resume.

To view the full job descriptions, please visit: [Senior Civil Engineer Job Description](#)

To view the full job announcement and to submit your application online, please visit the [City's Career Page](#).

QUESTIONS

Contact the Human Resources Department at (858) 720-2458 or jburke@cosb.org.