

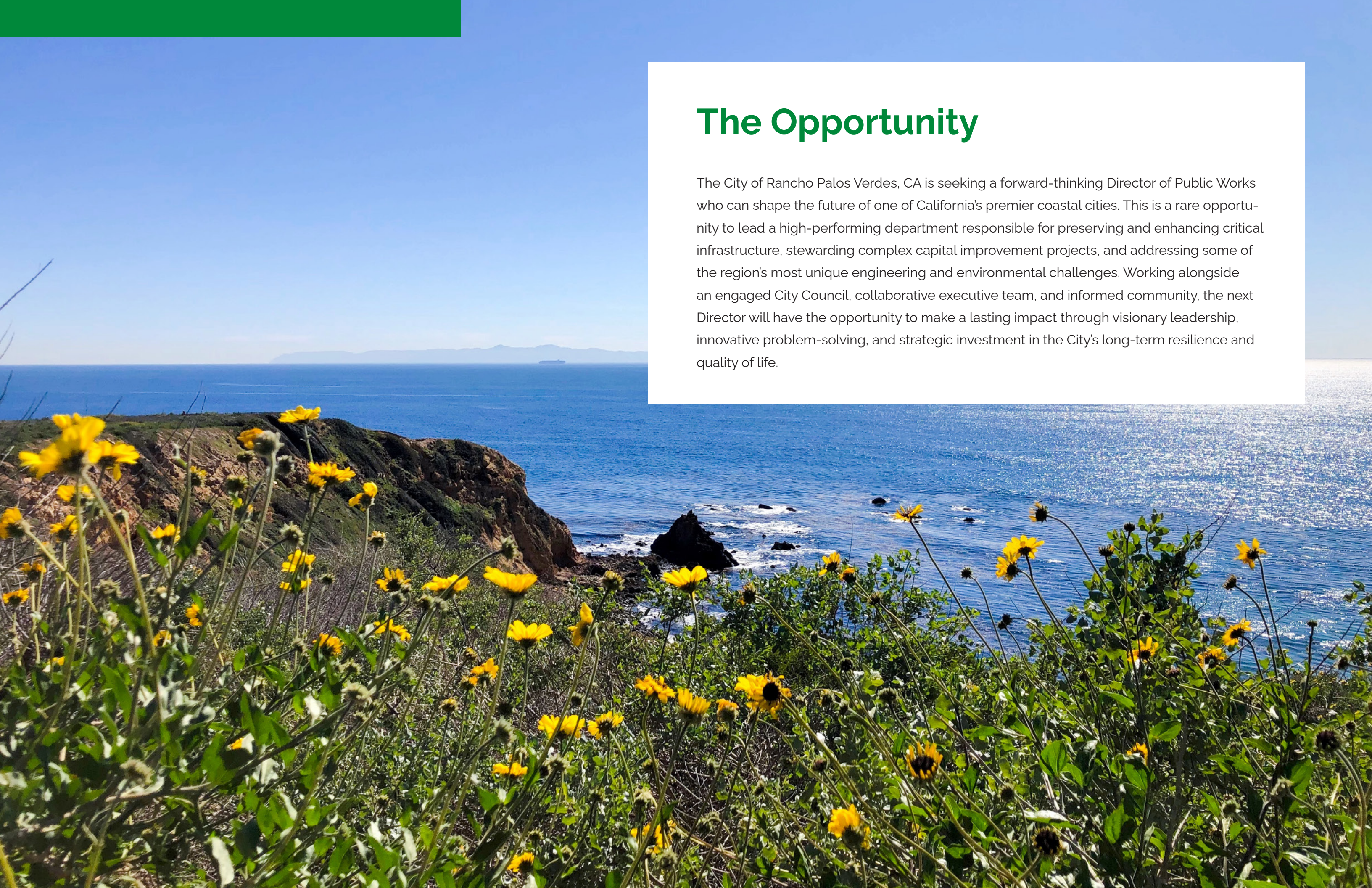


PUBLIC WORKS DIRECTOR

City of **Rancho Palos Verdes, CA**

Recruitment Services Provided By



The background of the slide is a vibrant photograph of a coastal scene. In the foreground, there are numerous yellow wildflowers with dark centers, growing on green foliage. Behind the flowers, a rugged, brownish cliff face meets the ocean. The water is a deep blue, with white foam from waves crashing against rocks visible in the distance. The sky is a clear, bright blue. A small, distant ship can be seen on the horizon line.

The Opportunity

The City of Rancho Palos Verdes, CA is seeking a forward-thinking Director of Public Works who can shape the future of one of California's premier coastal cities. This is a rare opportunity to lead a high-performing department responsible for preserving and enhancing critical infrastructure, stewarding complex capital improvement projects, and addressing some of the region's most unique engineering and environmental challenges. Working alongside an engaged City Council, collaborative executive team, and informed community, the next Director will have the opportunity to make a lasting impact through visionary leadership, innovative problem-solving, and strategic investment in the City's long-term resilience and quality of life.

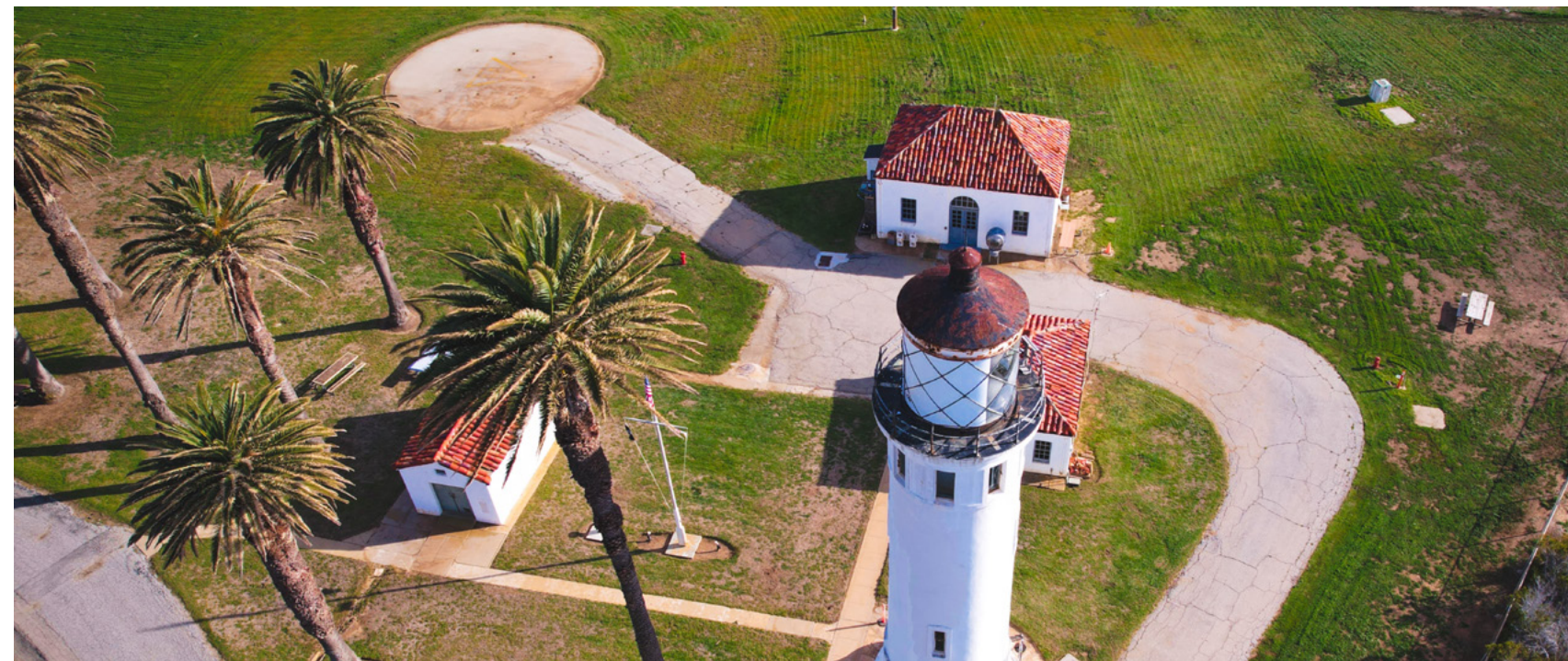
About Rancho Palos Verdes

Situated on the coast of the Pacific Ocean and among the rolling hills and bluffs of the Palos Verdes Peninsula in Los Angeles County, the City of Rancho Palos Verdes is a contract city that prides itself on its low-tax, low-density, and semi-rural environment. The City enjoys over 1,500 acres of expansive open space and picturesque views of the Pacific Ocean, Catalina Island, and the Los Angeles basin. Rancho Palos Verdes' diverse and active population of approximately 41,000 enjoys all the benefits of a coastal community with high-quality services and amenities.

Residents enjoy 7.5 miles of beach and dramatic cliff coastline, the 1,500-acre Palos Verdes Nature Preserve, and hundreds more acres of open space. The Nature Preserve is owned by the City and is co-managed by the Palos Verdes Peninsula Land Conservancy for ecological values and habitat restoration. Excellent passive recreational opportunities are available, as are networks of hiking, equestrian, and bicycle trails.

Located within the City's 13.6 square miles are several historic landmarks and points of interest, including the Point Vicente Lighthouse. The City's Point Vicente Interpretative Center offers spectacular whale-watching opportunities from December through April, and the City hosts a number of community events throughout the year. Rancho Palos Verdes is also home to Trump National Golf Club and Terranea Resort.

Residents of Rancho Palos Verdes can take advantage of excellent educational opportunities in the area. The Palos Verdes Peninsula Unified School District, which features Palos Verdes Peninsula and Palos Verdes High Schools, is recognized for its outstanding academic programs. UCLA also now owns the former Marymount California University property for future educational classes and programming.





City Government

Rancho Palos Verdes is a General Law and Contract city and has operated under a Council-Manager form of government since its incorporation in 1973. Policy-making and legislative authority are vested in the City Council, which consists of five members elected at large on a nonpartisan basis. Illustrating continuity and stability of City leadership, City Manager Ara Mihranian started with the City in 1998 as an Associate Planner, subsequently progressing to Community Development Director in 2016 and appointed as City Manager in 2020.

The organization is comprised of a staff of 74 authorized full-time employees and approximately 61 part-time employees. City Departments include Administration, Finance, Community Development, Recreation & Parks, and Public Works. Police services are contracted with the Los Angeles County Sheriff as a regional force with the adjoining cities of Lomita, Rolling Hills and Rolling Hills Estates. Fire services are provided by Los Angeles County. Other services, such as trash, sanitation, power, water, and communications, are also provided by contracted companies.

In support of community engagement and transparency, the City is fortunate to have several volunteer advisory committees including the Planning Commission, Civic Center Advisory Committee, Emergency Preparedness Committee, Finance Advisory Committee, Infrastructure Management Advisory Committee, Traffic Safety Committee, and Youth Advisory Committee. The Public Works Department oversees the Infrastructure Management Advisory Committee and Traffic Safety Committee.

The City's FY 2026-27 adopted citywide General Fund budget is \$37.5 million. Additionally, the City's Capital Improvement Program budget is almost \$31 million with approximately 20 projects.

The Public Works Department

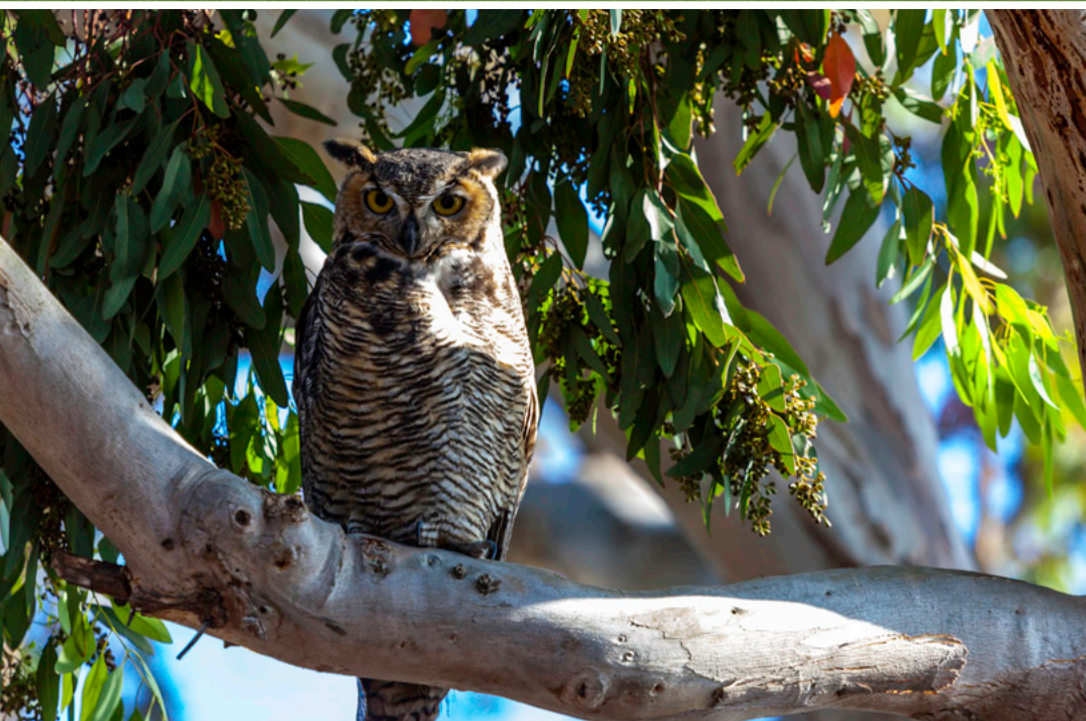
The Public Works Department is responsible for a wide variety of activities, including leadership of the City's infrastructure and environmental programs and the planning, development and maintenance of City assets including public buildings, parks, trails, roads, street trees, storm drains, and sanitary sewers. The Public Works department has a total of 20 full-time staff and a General Fund budget of \$7.9 million for FY 26-27.

The Public Works Department is made up of three divisions: Capital Projects, Operations, and Maintenance.

\$ 7.9M
General Fund Budget

20FTE
Employees





The Position

The Director of Public Works is a hands-on executive leader that oversees, directs, and participates in all activities of the Public Works Department, including short and long-term planning, development, and administration of departmental policies, procedures, and services. The Director of Public Works is responsible for coordinating the activities of the department with those of other City departments, the City Attorney, and outside agencies, along with managing and overseeing the complex and varied functions of the Department. The Director of Public Works is an executive-level, non-represented, at-will position reporting directly to the City Manager. Some of the key job functions for this position include:

- Managing and participating in the development and administration of the Department's annual budget including the CIP; forecasting additional funding needs for staffing, equipment, materials, and supplies; monitoring and approving expenditures; directing and implementing adjustments as necessary; and assessing organizational needs.
- Developing and managing the annual Public Works budget, the 5-year CIP, and working to secure county, state, and federal grants.
- Reviewing the designs, materials, reports, and processes proposed in connection with new construction or major repairs and improvements to City assets; and recommending levels of service for utilities, streets, and drainage areas.
- Preparing and reviewing ordinances and resolutions for City Council consideration.

- Communicating and conferring with engineers, developers, architects, and a variety of outside agencies including county, state and federal, stakeholders, and the public in acquiring information and coordination of engineering, public works, streets, traffic, and related matters.
- Overseeing the preparation of consultant requests for proposals and recommending contract award; coordinating with legal counsel to determine City needs and requirements for contractual services; and negotiating contracts and agreements and administering the same after award.
- Preparing the Department to address emergencies or urgent matters that require an immediate Public Works response. Swiftly and appropriately managing limited resources to recommend solutions in coordination with City management, subject matter experts, staff, and residents.

Opportunities & Initiatives

The next Director of Public Works will have the chance to lead opportunities and innovative initiatives that will positively impact the community. A few focus areas for the next Director will include addressing the City's response and innovative engineering project to remediate the Portuguese Bend Landslide Complex which is known as the largest fastest landslide in North America, aging infrastructure, improvement and beautification of Western Avenue, the City's main commercial corridor, and other roadway beautification projects, examining and revitalizing current facilities to modern standards, assessing traffic calming and safety, and recommending improvements and enhancements.

The Ideal Candidate

The ideal candidate will be a technical expert, hands-on executive who can lead complex, multidisciplinary projects and infrastructure organization while building strong relationships with elected officials, City leadership, partner agencies, department staff, and the community including local businesses. Some of the key attributes being sought include:

- **Team Player and Relationship Builder:** The ability to develop relationships and collaborate with others is essential in this role. Working closely with the Public Works team, other City Departments, City leadership, elected officials at the county, state and federal levels of government, the public, and allied agency partners is a key element of this position.
- **Detail-Orientation and Technical Skill:** Deep knowledge of public works practices including infrastructure management, facilities maintenance and revitalization, traffic safety improvements and enhancements, engineering challenges, and other public works focus areas.
- **Collaborative Leadership:** The interpersonal skill to build trust and work effectively across departments, with elected officials, City leaders, staff, and residents is essential. Internally, an approachable and communicative leader with a focus on emotional intelligence, mentoring and developing staff is highly desired in the next Director.
- **Communication Skills:** The ability to comfortably communicate complex technical information clearly and credibly, including public presentations, is essential.



A Career Defining Challenge

A key challenge and once-in-a-lifetime career opportunity for the next Director of Public Works is the Greater Portuguese Bend Landslide Complex and associated mitigation work which represents one of the most dynamic geological challenges in the United States. This situation and the associated transformative mitigation project have been evolving for the past several years in Rancho Palos Verdes and has impacted the city and its residents profoundly. The City's emergency response to the land movement with the installation and operation of several deep dewatering wells and winterization consisting of installing permeable liners in certain canyons and filling in fissures has started to yield results, with the rate of land movement going from over 12 inches a week to less than 2 inches a week. The landslide emergency has resulted in unprecedented and costly damage and stress to vital infrastructure, including streets, public utilities, sewer lines, public spaces and trails, Abalone Cove Beach, and more.

The landslide remediation mitigation project will require the next Director of Public Works to employ strategic and visionary geotechnical engineering skills and ingenuity and other public works attributes in a real-time situation, while partnering with the City Manager, local leaders, geotechnical experts, and federal and state partners in a collaborative, community-focused manner. The next Director will not only bring their technical skills to bear while working on this project, but they will also be an advocate for the City to identify funding assistance in the interest continuing mitigation and restoration efforts on behalf of the Rancho Palos Verdes community. The City is pursuing multiple federal grants including being selected for FEMA's Building, Resiliency, Infrastructure, and Community (BRIC) grant to fund this engineering project. This is truly a career-shaping project that is evolving in real time.





Qualifications

Any combination of training and experience, which would provide the required knowledge, skills, and abilities, is qualifying. A typical way to obtain the required qualifications would be:

Education: Equivalent to graduation from an accredited four-year college or university with a Bachelor's degree in civil engineering, business or public administration, or a related field.

Experience: A minimum of five (5) years of management and/or administrative experience in engineering, public works operations and maintenance, business or public administration, or a related field. Experience working with the California Coastal Commission is desirable, but not a hard requirement for this position.

Licensure: Possession of a valid registration as a Professional Engineer in the State of California is highly desirable.

Salary & Benefits

The annual salary range for the Director of Public Works is **\$183,796 - \$238,935**. Placement within the range is negotiable and dependent upon the qualifications and experience of the selected candidate. The City also offers the following benefit package:

Retirement - CalPERS:

- Enrolled on or after October 6, 2012, employees receive 2% @ 60.
- Enrolled on or after January 1, 2013, employees receive 2% @ 62.

Deferred Compensation: Directors have a mandatory contribution of 5% to a 401(a) defined contribution plan for management/confidential employees. The City contributes a fixed 3% to the employee's 401(a) plan. Department directors have the option to contribute to a 457 deferred compensation account (on a pre-tax basis), up to IRS limits.

Insurance Plans:

- **Medical** – The City pays 100% of employee premiums and 50% of dependent care premiums. There are five medical plans offered through Kaiser and Blue Shield.
- **Dental and Vision** – The City offers dental plans through Delta Dental and a vision plan through VSP.
- **Health Savings Account (HSA)** - The City currently contributes \$4,400 for the employee only plan and \$8,750 for the employee + dependent plan toward eligible HSAs.
- **Opt-Out Payment** - Employees who waive City medical coverage with proof of other insurance may receive up to 75% of the lowest-cost plan premium. The current monthly opt-out payment is \$566.76.

Leave:

- Sick leave is accrued at 8 hours per month, with a maximum accrual of 720 hours.
- An employee's vacation accrual rate is determined by the years of full-time paid service in the private or public/government sector beginning with 80 hours per year for 0-2 years and ranging up to a maximum of 160 hours per year. Annual cash out options are available.
- Administrative leave is up to 80 hours per fiscal year for Executive Management. Initial allotment will be pro-rated, based on start date within the fiscal year (July 1 to June 30).

Holidays: The City observes 11 paid holidays and 2 paid floating holidays per year, along with a paid winter holiday from Christmas Eve to New Year's Day.

Social Security: The City does not participate in Social Security, but federal law requires that a mandatory 1.45% Medicare contribution be deducted for each employee.

Additional Benefits:

- Auto allowance of \$300 per month for Department Directors.
- Employees are eligible to receive monetary awards of up to 5% of their gross annual pay in recognition of exemplary performance, subject to the approval of the City Manager.
- Wellness Reimbursement of up to \$300 per fiscal year is available to employees.
- City contributes \$100 per pay period to the Retirement Savings Plan with an employee mandatory contribution of 1%.



Application & Selection Process

To be considered for this position, interested candidates must submit a cover letter and résumé online no later than **Monday, November 30, 2026**. Apply at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Bryan Noblett | bryan@mosaicpublic.com | (916) 217-3696

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