



Recruitment Services Provided By



CIVIL ENGINEER - LAND DEVELOPMENT

CITY OF FAIRFIELD, CALIFORNIA





The Opportunity

The City of Fairfield offers a rewarding career for development engineers seeking increasing responsibility and the ability to directly contribute to a thriving community, all while enjoying a fulfilling work-life balance and excellent benefits.

About Fairfield

Fairfield, the heart of Solano County, is a diverse and growing community located halfway between San Francisco and Sacramento, close to Napa and Sonoma. With 24 parks, numerous bike trails and two championship golf courses, Fairfield is a great family community with just under 123,000 residents. It is a thriving business hub with notable international companies such as Jelly Belly, Clorox, Ball Metal, and Meyer Corporation. Fairfield offers a regional shopping center, a large auto mall, and Travis Air Force Base. Bordered by farms and vineyards, the City's well-developed infrastructure and business-friendly attitude provide the foundation for strong growth and an enhanced quality of life.

In Fairfield, festivals and events occur year-round. Downtown Fairfield hosts two parades, craft fairs, the Certified Farmers Market, the Tomato Festival, the Blues, Brews & BBQ Festival, and the annual Holiday Tree Lighting Ceremony.

The intimate 380-seat Downtown Theatre offers a broad range of entertainment from comedy to concerts. The City also sponsors a variety of sports and entertainment activities for the young and young at heart at the City's Community and Adult Recreation Centers. A network of parks with jogging and bike paths within and around the City offer ample opportunities for hiking, picnics, and other outdoor activities.

Fairfield has prime commercial real estate opportunities, room for growing businesses, and a large and talented workforce. Its central location, desirable water quality, extensive transportation networks, reasonably priced properties, and proximity to Northern California's world-famous destinations make Fairfield a desired destination for both residents and businesses alike.

City Government

The City of Fairfield operates under a City Council/City Manager form of government. The City Council includes a Mayor and six Councilmembers. Fairfield has a FY2027 total budget of \$392 million and a workforce of 600 FTEs. City operations are organized into ten departments: City Manager's Office, Community Development, Finance, Fire, Housing Services, Human Resources, Information Technology, Parks & Recreation, Police, and Public Works.

The City of Fairfield is a forward-looking organization with a long history of innovative practices. The City seeks candidates who are driven to build lasting infrastructure that strengthens how the community functions and grows. The organization prides itself on a collaborative and healthy workplace culture, and the successful candidate's character will reflect the values of the City: Communication, Diversity, Inclusion, Innovation and Transparency.





The Department

The mission of the Public Works Department is to provide the highest possible quality of life to the citizens of Fairfield through the delivery of prompt, professional, efficient, and personal service. Responsibilities of the department include design, construction, operation and maintenance of streets, water, sewer, drainage/flood control, public buildings, parks, landscaping, fleet, and open space. The department also manages transportation activities including local fixed routes, paratransit, a reduced taxi program, two park-and-rides, and train station maintenance services. The management team comes from diverse academic backgrounds, including public works administration, civil engineering, traffic engineering, water resources, construction management, and transportation planning and operations. The department consists of five functional areas: Engineering, Operations, Utilities, Transportation, and Fleet Management.

The Position

The City of Fairfield is seeking a customer-focused land development engineer who enjoys working directly with developers, architects, engineers, contractors, and property owners to facilitate high-quality projects that contribute to the community's continued growth and success. This position offers an opportunity to play a visible and influential role in shaping Fairfield's built environment while helping applicants successfully navigate the development process.

The Civil Engineer – Land Development serves as a key member of the City's Development Review and Plan Check team. Unlike many municipal engineering positions, this role is not focused on capital improvement projects, traffic engineering, utilities, or infrastructure operations. Instead, the position is dedicated to reviewing private development proposals and building projects, interpreting engineering and building codes, and working collaboratively with applicants to achieve code-compliant and practical solutions.

Reporting through the development review and building functions, the Civil Engineer – Land Development performs technical reviews of residential, commercial, and industrial projects, evaluating plans, specifications, calculations, and supporting documentation for compliance with applicable federal, state, and local requirements. The position works closely with both internal and external stakeholders to ensure projects move efficiently through the review process while maintaining the City's commitment to safety, quality, and customer service.

The successful candidate will be a trusted technical resource who combines strong engineering knowledge with excellent interpersonal skills. Fairfield values professionals who can explain complex requirements clearly, exercise sound judgment, identify practical solutions, and foster productive working relationships with applicants and colleagues alike. Recognizing the nature of the development community, the selected candidate will have strong support from the City Engineer and the City's overall management team.

Key responsibilities include:

- Plan, assign, supervise, and review complex engineering work related to private development improvements, as well as floodplain management, and stormwater quality in conjunction with the Fairfield-Suisun Sewer District.
- Lead and manage an engineering section, including setting goals, priorities, schedules, and work methods.
- Support long-range and master planning efforts to ensure development projects align with adopted City plans and infrastructure strategies.
- Provide technical guidance and problem resolution to developers, contractors, consultants, other agencies, and the public.
- Prepare technical reports, environmental documents, grant applications, legal descriptions, and City Council agenda items.
- Participate in interdepartmental and multi-agency teams, including the Development Action Review Team (DART).
- Train, mentor, and evaluate engineering and plan-checking staff to ensure consistent, high-quality project delivery.
- Maintain thorough project documentation and ensure quality control across all assigned projects and programs.





Qualifications

Candidates will be evaluated for placement at either the Senior or Associate level based on qualifications and expertise. The following are the minimum requirements:

Education: A Bachelor's degree from an accredited college or university with major course work in civil engineering.

Experience: For the Associate Civil Engineer level, two years of experience equivalent to Assistant Civil Engineer with the City of Fairfield or three years of professional civil engineering experience. For the Senior Civil Engineer level, five years of increasingly responsible professional civil engineering experience, including two years equivalent to Associate Engineer with the City of Fairfield.

Licensure: Candidates must hold registration as a Civil Engineer in the State of California. The City may consider applicants licensed in another state; however, the selected individual will be hired, and remain, in a lower classification until obtaining a California Professional Engineer license.

Other Requirements: Possession of a valid California Class C Driver's License; possession of a valid equivalent is acceptable during the application process.

Salary & Benefits

The City of Fairfield offers a highly competitive compensation package with a total annual value of **up to \$191,292*** for the Associate Civil Engineer position. This includes base salary **up to \$139,669** plus employer-paid benefits and contributions of **up to \$51,623***.

Advanced Placement Opportunity: Candidates with exceptional qualifications and experience may be considered for appointment as a **Senior Civil Engineer**, with a compensation package with a total annual value of up to **\$207,938***, which includes a base salary **up to \$154,168** plus employer-paid benefits and contributions of **up to \$53,770***.

Key benefits include:

- **Deferred Compensation:** In addition to the CalPERS retirement benefit, the City provides a 401(a) plan with a 10% City contribution and a 4% required employee contribution. A 457 plan is also optionally available to employees without a City match.
- **CalPERS Retirement:** Classic members will be enrolled at the 2.5% at 55 benefit formula. New members hired after 1/1/2013 (PEPRA) will be enrolled at the 2% at 62 benefit formula.
- **Work Schedule:** The city supports flexible work arrangements, including hybrid schedules, where operationally feasible, following the successful completion of the one-year probationary period.
- **Leave:** Vacation accruals may be earned up to 20 days/year. Additionally, the City offers 12 days/year of sick leave and provides 100 hours of cashable personal leave annually.
- **Holidays:** The City observes 14 paid holidays annually.

- **Health/Dental/Vision Insurance:** The City provides generous contributions toward medical, dental, and vision plans. Employees providing proof of other coverage may drop health/dental coverage and receive up to \$518/month as taxable income.
- **Tuition Reimbursement:** The City provides up to \$4,000 annually in tuition reimbursement.
- **Life Insurance:** The City provides a term life insurance policy up to \$150,000.
- **Social Security:** The City does not participate in Social Security.

To view the entire Management Benefits Summary, please click [here](#).

* Estimated total compensation includes base salary and the annualized value of employer-paid benefits and contributions, such as deferred compensation, medical/dental/vision insurance, retiree health contributions, and other applicable benefits. Actual compensation and benefit values may vary based on individual benefit elections, coverage levels, and length of service.





Application & Selection Process

Interested candidates should **apply immediately**. The City may close the recruitment at any time once a suitably strong group of candidates has been established. Submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

Confidential inquiries are welcomed to:

Greg Nelson | greg@mosaicpublic.com | (916) 581-1426

The City of Fairfield is an equal opportunity employer and is committed to creating a work environment in which all individuals are treated with respect and professionalism.

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