



TRAFFIC ENGINEERING MANAGER

CITY OF ELK GROVE, CALIFORNIA

Recruitment Services Provided By





The Opportunity

The City of Elk Grove offers a great opportunity for a talented Traffic Engineering Manager who seeks both compelling professional challenges and the opportunity to work in a major metropolitan area where traffic safety and quality of life issues are of critical importance. The next Traffic Engineering Manager will have a hallmark career opportunity to make a lasting impact on the quality of life of those who live in and visit Elk Grove by way of improving traffic systems, safety, and utilizing an entrepreneurial mindset.

About Elk Grove

In 1850, Elk Grove was established as a hotel and stagecoach stop. It was located about 15 miles south of historic Sutter's Fort and thus became a crossroads for business, entertainment, mail service and agriculture, and acted as home base for gold miners in nearby communities. After it played its part in the early gold rush and statehood history in California, a close-knit community evolved with a distinctly rural and western lifestyle. Despite its proximity to California's capital city, Elk Grove remained quietly independent of Sacramento's growth and development until the 1980's.

Today, Elk Grove is a vibrant, family-friendly community of approximately 178,000 people in the Sacramento, California region. The city is situated 14 miles south of the State Capitol and 60 miles east of the Bay Area. In addition, the beautiful Sierra Nevada mountains, several wine country regions, and countless other nearby amenities offer endless day-trip opportunities. Elk Grove is a young, ethnically diverse, modern city that was the first city in California to incorporate in the 21st Century (July 2000). While the city has grown rapidly, it is known for its low crime, excellent schools, over 100 community parks and 28 miles of trails, plentiful dining and shopping options, numerous annual events and festivals, and over 270 sunny days per year.

The city is home to an entrepreneurial spirit and a superior quality of life, offering everything from starter homes to ranch estates where families can put down roots. Opportunities to participate in youth sports and countless other outdoor activities abound in Elk Grove. Elk Grove has blossomed with new businesses, residents, and employment opportunities since its inception as a city. City services include an outstanding police department, animal care services and a new shelter, and a first-rate public transportation system. Elk Grove is also home to a new Civic Center property called District 56 which is co-located with a beautiful aquatic center and many other community-centric amenities. Elk Grove is a city with small town roots that boasts a proud heritage and bright future.

City Government

Elk Grove is a general law city under the laws of the State of California and operates under the Council-Manager form of governance. Elk Grove's Mayor is elected city-wide every two years, while its City Council members are elected by-district every four years. Elk Grove operates its own Development Services, Public Works, Finance, and Police Departments, and is also served by the Elk Grove Unified School District, and the Cosumnes Community Services District which provides fire and emergency medical, along with parks and recreation services.

The City Manager leads the provision of a full slate of municipal services, carried out by 432 full-time equivalent staff and a FY22-23 General Fund budget of \$86 million. The total FY budget including Capital Improvement Projects (CIP) is \$294 million. Services to residents are delivered through several municipal departments and contracted staff positions.

The mission of the City of Elk Grove is to provide exceptional services that enhance the quality of life for residents and promote a thriving economy in an efficient and cost-effective manner. The vision of the City is as follows: Elk Grove prioritizes a superior quality of life for all that builds upon the community's diversity and heritage through safe, welcoming, and connected neighborhoods, with a variety of residential, educational, and employment choices and amenities that create a sense of place.





The Public Works Department

The Public Works Department is led by the Public Works Director who is assisted by two (2) Deputy Public Works Directors who oversee Engineering and Operations respectively. The Traffic Engineering Manager leads the Traffic Engineering Division and reports to the Deputy Public Works Director over Engineering. The Public Works Department consists of 54 FTE's and has a FY 22/23 budget of \$32.2 million. The City has a robust Capital Improvement Program (CIP) with a budget of nearly \$300 million to support a multitude of projects designed to make lasting improvements in the community in the coming five years. The 2022-2027 CIP document provides project descriptions, budgets, and revenue sources and can be viewed at [City of Elk Grove - Capital Improvement Program](#).

Given the rapid growth of the City of Elk Grove since its inception and anticipated future growth, the Public Works Department and the Traffic Engineering Manager will play key roles in planning, designing, and implementing many important projects that will impact the safety, well-being, and overall quality of life for those who live, work, and play in Elk Grove.

54 FT
EMPLOYEES

\$32.2 M
BUDGET

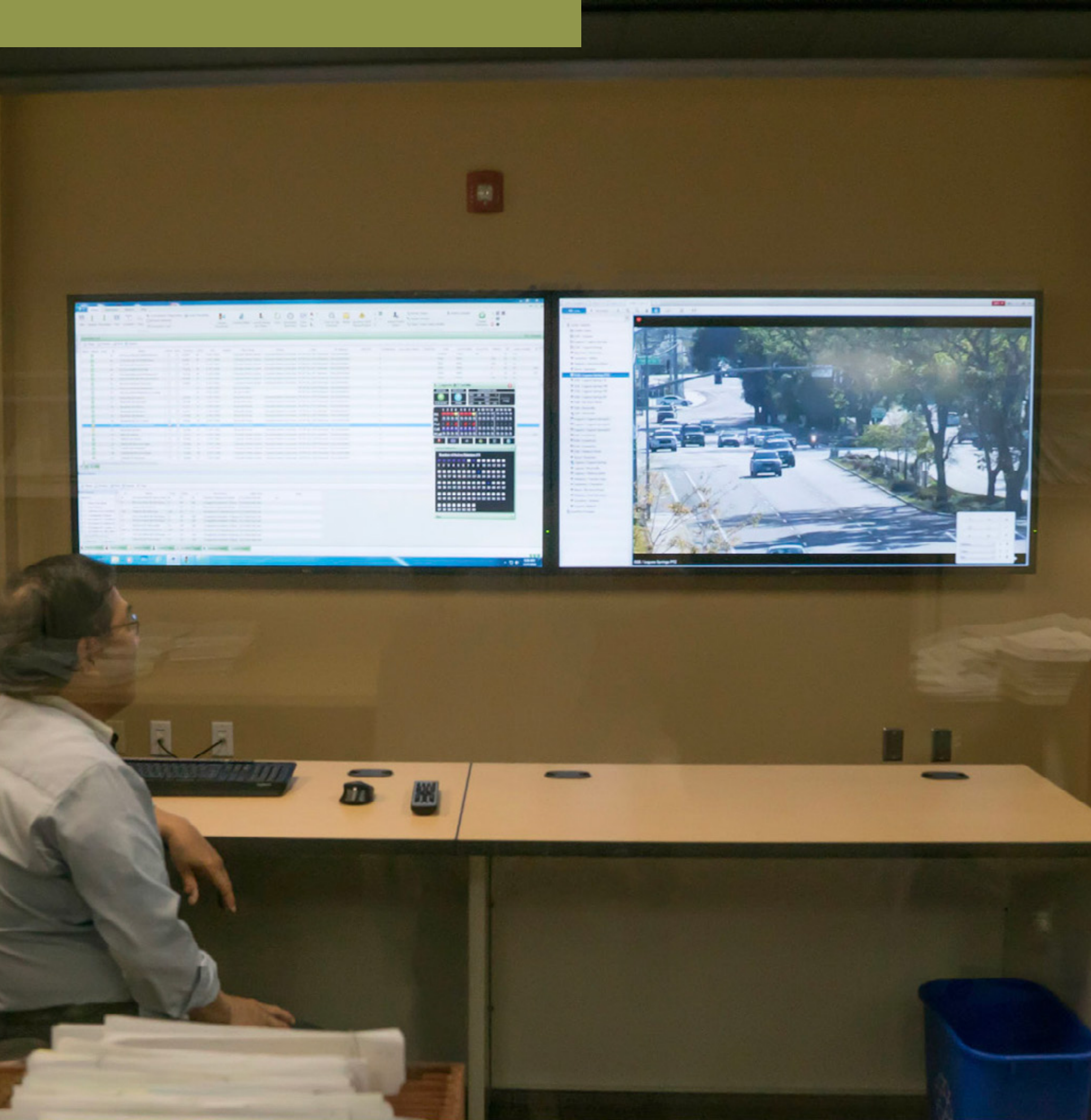
The Position

Reporting to the Deputy Director of Public Works, the Traffic Engineering Manager is responsible for managing the engineering services in Public Works associated with traffic engineering, right-of-way engineering, alternative modes of transportation, and transportation related land development issues. A valid California civil or traffic engineering license and experience in transportation related land development issues, construction of public works projects, traffic control and congestion management, right of way management, transportation safety projects and other public works operations and activities are required for this assignment. The Traffic Engineering Manager is additionally responsible for the following:

- Managing the traffic engineering functions in Public Works. This includes, but is not limited to, transportation planning, design, and operations; directing and supervising a broad range of activities involving installation of traffic controls, analysis of collisions or traffic problems, speed control measures, management of the traffic operations center, and evaluation of potential impacts of proposed developments; and coordinating traffic engineering related activities with other City departments, consultants and outside agencies.
- Assuming management responsibility for assigned services and activities of the Traffic Division including managing the City's contracted services for the department; and ensuring that federal, state, and local requirements are met.
- Overseeing and participating in the development and implementation of goals, objectives, policies, and priorities for assigned projects; and recommending and administering policies and procedures.
- Overseeing and participating in the development and administration of the Division's annual budget; participating in the forecast of funds needed for Public Works projects, equipment, materials, and supplies; monitoring and approving expenditures; and implementing adjustments.

- Planning and designing traffic control systems; administering traffic control and congestion management programs and conferring with a variety of public and private officials on traffic engineering issues.
- Directing field surveys and supervising the work of collecting, tabulating, and analyzing traffic information such as traffic flow and hazardous traffic situations; and reviewing and approving traffic investigation reports and recommending mitigation measures.
- Monitoring the operations and suitability of existing traffic facilities and recommending and assisting in the implementation of new traffic control facilities.
- Making presentations to the City Council, various committees and commissions, city staff and the public.
- Preparing various applications for State and Federal grants; preparing and administering the Division budget; preparing cost estimates for budget recommendations; submitting justifications for equipment, materials and supplies; and monitoring and controlling expenditures.
- Managing consultants including preparing Requests for Proposals and leading the consultant selection and award process for local, State and Federally funded projects.
- Providing professional development training and mentoring for direct reports and other staff in the Traffic Engineering Division.





Ideal Candidate

The ideal candidate for the position of Traffic Engineering Manager will possess certain traits and experiences that will lead to success:

- The ideal candidate will possess experience as a traffic engineer, preferably in a municipal, county, or state position. This experience will provide the successful candidate with the credibility and real-world experience needed to be successful.
- A flexible and adaptable approach and a commitment to teamwork will align with the variety of projects and priorities encountered in Elk Grove.
- Experience with Intelligent Traffic Systems (ITS) will be very beneficial to the candidate and to the City as increased traffic safety is desired.
- Strong communication skills, both written and verbal, are needed for the role.
- Management or supervisory experience is desirable, as the Traffic Engineering Manager will initially be responsible for supervising three (3) employees, with the possibility of more in the future, and consultants.

Qualifications

Any combination of training and experience that would provide the required knowledge, skills and abilities is qualifying; however, the most qualified candidates will possess the following:

Education: A Bachelor's degree from an accredited college or university with major course work in civil engineering, environmental engineering or a closely related field.

Experience: Five years of increasingly responsible experience in professional traffic, civil or environmental engineering, including two years of administrative responsibility.

Licensure: Possession of a California registered professional civil or traffic engineering license is required to perform the duties of this position. Licensure as a traffic engineer is highly desirable. Possession of an out of state professional civil or traffic engineering license with the ability to obtain licensure in California within one year may be considered dependent on other qualifications.



Compensation & Benefits

The salary for the Traffic Engineering Manager is **up to \$156,422**, with placement made depending upon experience. In addition, the city offers an excellent benefit package as outlined below. Key benefits include:

- **Retirement:** CalPERS retirement is dependent upon hire date with the City of Elk Grove and/or status with a reciprocal Public Retirement System. Classic members in CalPERS receive 2% at 55 and new or PEPRA members receive 2% at 62.
- **Insurance:** The City participates in the CalPERS Health Plan and provides a monthly City contribution up to \$2,138.15 (2023 rate for family coverage) that an employee may apply toward premiums for medical insurance. Dental and Vision premiums are paid 100% by the City.
- **Annual Leave (vacation/sick):** Upon hire, new employees receive 176 hours annually, which equates to 6.77 hours per pay period. Accrual increases with each 5-year service increment. Cash out options are available.
- **Holidays:** Twelve (12) paid holidays per year and eight (8) paid floater hours per year.
- **Administrative Leave:** Eighty (80) hours provided annually with cash out options.
- **Deferred Compensation:** 457 plan, 401(a) employer match up to 4% - 1 year vesting period.
- **Health Retirement Account:** City provided defined contribution program is \$200 per month, for IRS-eligible medical expenses upon retirement.
- **Technology Allowance:** \$100 per month for cell/data is paid by the City.
- **Vehicle Allowance:** \$200 per month is paid by the City.
- **Social Security:** The City does not participate in Social Security.
- **Life Insurance:** City provides life insurance at 1x base salary with a minimum of \$50,000 and maximum of \$300,000.
- **Wellness Program:** On site wellness coordinator and multiple available wellness classes provided by the City.
- **Relocation Assistance:** Up to \$5,000 reimbursed for eligible expenses.
- **Signing Bonus:** 7% of starting salary, up to \$10,000. 50% paid upon hire, with the remainder paid at the completion of the probationary period (*subject to City Council approval).



The Recruitment Process

Candidates are encouraged to apply immediately, as this recruitment will close once a sufficiently strong candidate pool has been established.

Confidential inquiries are welcomed to Bryan Noblett or Greg Nelson at (916) 550-4100.

Interested candidates may apply online at mosaicpublic.com/careers.

The City of Elk Grove is an Equal Opportunity Employer.

