

ASSISTANT DIRECTOR OF PUBLIC WORKS – UTILITIES & ENVIRONMENTAL SERVICES

THE CITY OF





THE COMMUNITY

The city of Pleasanton (population 79,871) is a vibrant community with an exceptional quality of life marked by a low crime rate, award-winning schools, a diversified economic base, a wide variety of amenities and activities, and a charming nationally recognized downtown. Located 40 miles southeast of San Francisco in the East Bay's Tri-Valley region, Pleasanton is ideally situated to provide access to many of Northern California's finest attractions.

With over 1,200 acres of surrounding parks, open space, and trails, Pleasanton offers spectacular vistas and abundant recreational opportunities for residents and visitors. Its extensive and quality community facilities include a library, aquatics center, two performing arts theaters, an art gallery, a senior center, a preschool, and the historic Alviso Adobe. Sports enthusiasts can take advantage of tennis and pickleball courts, the award-winning Callippe Preserve golf course, and numerous sports fields. Downtown Pleasanton offers a mix of retail shops, services and dining and is a gathering place for the community, with the popular Concerts in the Park series, festivals and parades, and a year-round weekly farmers market. Pride of ownership is apparent in the well-maintained homes and neighborhoods throughout the city.

Pleasanton is also home to the Hacienda business park, boasting 850 acres of versatile space and wired infrastructure with approximately 11 million square feet of office, research and development, commercial and residential space. More than 4,000 companies are part of Pleasanton's thriving community – from Fortune 500 to home-grown innovation firms. Several of the Bay Area's largest businesses have a strong presence in Pleasanton including Kaiser Permanente, Oracle, 10X Genomics, Workday, Thermo Fisher Scientific, Abbott, and Roche Molecular Systems. This diversity of companies adds to Pleasanton's economic

strength by building a local supply chain and robust business-to-business activity. The city's proximity to two major interstate highways and two BART stations, plus an ACE train station results in convenient access for both residents and businesses.

Pleasanton was incorporated in 1894 and consistently earns exceptionally high levels of satisfaction on community surveys periodically commissioned by the City. This year, 91 percent of respondents considered Pleasanton an excellent or good place to live, and 93 percent reported feeling safe. Pleasanton's active, highly educated and professionally skilled residents are passionate about their city and generously participate in civic engagement. The impressive level of involvement and volunteerism ensures thoughtful and thorough outcomes that maintain the city's overall vitality. Collectively, these factors make Pleasanton a community of choice within the Bay Area as a premier place to live, work, raise a family, recreate, and do business.

CITY GOVERNMENT

The City of Pleasanton is a General Law City with a five-member City Council. The mayor is directly elected to a two-year term. The other four councilmembers are elected to alternating four-year terms and began transitioning to elections by district in 2022. Pleasanton has long enjoyed a positive reputation for good governance with a strong emphasis on fiscal sustainability and customer service. The City Manager's Office and City Council work together to foster a professional relationship highlighted by mutual respect.

Pleasanton is a full-service city committed to providing the best, most innovative, and responsive municipal services possible. It operates on a bi-annual budget with an FY 2025/26 General Fund of \$154.8 million and a total budget of over \$248.3 million. The City employs over 464 regular employees within 10 departments, including: offices of the City Manager and the City Attorney, Human Resources, Information Technology, Community Development, Finance, Library & Recreation, Public Works, Police, and the Livermore-Pleasanton Fire Department (jointly operated with the City of Livermore). The City has historically operated in a fiscally conservative manner and maintains a healthy financial reserve.

In April 2022, the City Council selected Gerry Beaudin to serve as Pleasanton's City Manager. Mr. Beaudin has more than 20 years of public management experience, having held progressively more responsible roles, including four years as the City of

Pleasanton's Community Development Director. Prior to this, his civic experience in California includes serving the cities of Alameda, Los Altos, South San Francisco, and Mountain View.

In November 2023, with input from the City Council, City employees, and hundreds of diverse community members, the City adopted "One Pleasanton," a strategic plan that will guide the City for the next five years through FY 2027/28. The Plan outlines key objectives for five goals, including:

- **Funding Our Future:** Fiscal Sustainability
- **Optimizing Our Organization:** Organizational Effectiveness
- **Investing in Our Environment:** Infrastructure, Public Facilities, and Sustainability
- **Safeguarding Our City:** Public Safety and Emergency Preparedness
- **Building a Community Where Everyone Belongs:** Livability and Community Development

For further details on the One Pleasanton Strategic Plan visit:

www.PleasantonStrategicPlan.com

THE PUBLIC WORKS DEPARTMENT AND UTILITIES & ENVIRONMENTAL SERVICES DIVISION

The Public Works Department was recently reorganized, bringing together two previously independent departments – Engineering and Operations Services. The Department is responsible for the operations and maintenance of the City's infrastructure, as well as the administration of many high-quality essential services that protect and enrich the lives of Pleasanton residents. This is accomplished through the following major divisions: Administration, Customer Service & Utility Billing, Engineering, Operations (Facilities, Fleet, Streets, and Traffic Maintenance), Parks, and Utilities and Environmental Services. The Department is supported by an FY 2025/26 operating budget of \$105.3 million, and 148 FTE.

The Utilities and Environmental Services Division operates and maintains the City-owned potable water, recycled water, sewer, and storm drain systems for 22,660 customers. The Division is responsible for health and safety compliance, infrastructure planning and replacement projects, and water supply planning. The Division FY 2025/26 budget totals over \$62.8 million for operations, \$8.9 million for capital expenditures, and is supported by 40 FTE.

Alameda County Zone 7 Water Agency is the Tri-Valley's water wholesaler that procures water from the state and produces water from its regional wells, which it sells to Pleasanton and other Tri-Valley water retailers for distribution. Pleasanton is in an advantageous position in that, in addition to buying water from Zone 7, it also has local groundwater wells that have the capacity to deliver 3,500 acre-feet of water per year, which is approximately 20-25 percent of all water delivered within Pleasanton. The City also contracts with Dublin San Ramon Services District and the City of Livermore for sewer treatment. The potable water system includes 18 pressure zones, 20 reserves, 14 pump stations, and 330 miles of pipeline. The sewer system includes 10 pump stations and 286 miles of pipeline. The storm drain system runs 196 miles in length, with four lift stations.

Reporting to the Director of Public Works, the Assistant Director of Utilities and Environmental Services (Assistant Director) is responsible for directing a wide variety of functions and programs related to planning, operation and maintenance of the City's potable water facilities, recycled water facilities, sewer collection and storm drain systems; laboratory, environmental and regulatory compliance, as well as contract management with Zone 7 Water Agency, Dublin San Ramon Services District, and the City of Livermore. The Assistant Director develops and manages the Utilities and Environmental Services Division budget, capital improvement plans, oversees maintenance operations, and attracts and retains a high-performing team. They also oversee environmental services functions, including recycled water connections, water conservation and education, backflow protection, industrial and stormwater inspections, and regulatory compliance. The Assistant Director will play a pivotal role in moving major initiatives of the ONE Pleasanton Strategic Plan forward, including identifying funding and implementing recommendations from the Water Supply Alternative Study, completing the Water System Management Plan, developing and implementing an Asset Management Plan, implementing the upgrade to the Department's Computerized Maintenance Management Software (CMMS), and updating/creating the Sewer System Management Plan, Recycled Water Management Plan and the Stormwater Management Plan.

To discover more about Pleasanton and the Public Works Department, visit:

www.cityofpleasantonca.gov



THE IDEAL CANDIDATE

The City is seeking an experienced and visionary utilities professional to serve as Assistant Director of Public Works – Utilities & Environmental Services. This is an exceptional opportunity for a seasoned leader to guide a dedicated team in delivering safe, reliable, and high-quality water, sewer, and environmental services that protect public health and enhance community sustainability.

The ideal candidate will be a visible advocate for the Utilities & Environmental Services Division, ensuring that staff are supported and that responsibilities are clearly defined across Public Works, other City departments, the City Council, and external agencies. They will bring the ability to make informed operational and strategic decisions, implement improvements, and lead change initiatives grounded in both professional expertise and the evolving needs of the Division.

This leader will be adept at managing lean budgets, addressing aging infrastructure, and identifying sustainable funding sources to support long-term capital needs. They will be well-versed in regional and State water issues, industry best practices, and emerging technologies, with the technical expertise to oversee the design, construction, and maintenance of water and sewer infrastructure. The Assistant Director will also direct environmental services programs, ensuring regulatory compliance, advancing sustainability initiatives, and promoting stormwater management and water quality protection in collaboration with regional and state partners.

As a leader, the ideal candidate will be approachable and collaborative, with a strong customer orientation. They will be flexible, adaptable, and self-aware, demonstrating high emotional intelligence, compassion, and empathy. They will prioritize mentoring, coaching, and creating opportunities for cross-training and advancement, while leading by example with a hands-on style. Excellent communication and presentation skills will be essential for representing the Division and City with elected and appointed officials, outside agencies, and the community.

This individual will also bring proven skills in capital and O&M program management, budget forecasting, and the delivery of complex infrastructure projects. Experience in the development and implementation of master and management plans is highly desirable. They will be effective relationship-builders and team players accustomed to working across departments and divisions to advance community priorities. Whether presenting before the City Council or meeting staff in the field, this leader will be regarded as credible, trustworthy, and solutions-oriented.

Competitive candidates will possess any combination of experience and education that provides the knowledge and abilities necessary for successful job performance, with the ideal candidate having seven (7) years of operations, maintenance, and/or laboratory monitoring of a water and sewer utility, wastewater, or water treatment facility or similar industrial facility, including five (5) years of supervisory responsibility and a Bachelor's degree with major coursework in engineering, public or business administration, organizational leadership or related field.

COMPENSATION & BENEFITS

The salary range for the Assistant Public Works Director is \$169,020 - \$253,536. Appointment within the range will be DOQE. In addition to salary, the City of Pleasanton offers a competitive benefits package that includes but is not limited to:

Retirement: PERS: 2.7% at 55, single highest year for "CLASSIC" members. Employees pay 8% of member rate on a pre-tax basis. 2% @ 62 for "NEW" members. Employees pay 8% of member rate on a pre-tax basis.

Retiree Medical: Percentage calculated based on years of service with Pleasanton for employee only until age 65 (Medicare eligible).

Retiree Health Savings Plan: City contributes \$75 per month to the employee's RHSP.

Deferred Compensation Program:

Two deferred compensation programs are available, allowing employees to maximize contributions to their retirement accounts on a pre-tax, voluntary basis. Management employees are eligible to participate in both programs concurrently, and the City makes a 2.5% contribution to the 457 plan on the employee's behalf.

Medical Insurance: Choice of one of four comprehensive health plans (available only in specific geographic areas of Northern California).

Dental Insurance: City paid, including \$2,000 maximum orthodontic benefit.

Life Insurance: Twice annual salary to a maximum of \$100,000.

Long-Term Disability: 60% of salary to maximum monthly benefit of \$10,000 monthly (employee paid).

Vacation Leave: Vacation leave accrues at 6.667 hours per month the first through fourth years; 10 hours per month in years 5-9; and increasing with years of service up to maximum of 16.667 hours per month. Prior years of service will be considered in determining accrual rate.

Administrative Leave: 7 days per year, paid if not taken.

Holidays: 11 fixed holidays per year, plus 7 floating holidays.

Paid Sick Leave: 12 days per year.

Tuition Reimbursement: Job-related courses from accredited colleges or universities reimbursed at the current California State University, East Bay tuition rate.

Employee Assistance Program

Application & Selection Process

The closing date for this recruitment is **Sunday, November 23, 2025**. To be considered for this opportunity, upload cover letter, resume, and list of six professional references using the "Apply Now" feature at www.tbcrecruiting.com.



Suzanne Mason • 562.631.2500

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Following the closing date, resumes will be screened in relation to the criteria articulated in this brochure. Applicants with the most relevant qualifications will immediately be granted preliminary interviews by one of the recruiters. Candidates deemed to be the most highly qualified will be invited to interview with Pleasanton in December. A selection is anticipated shortly thereafter following the completion of extensive background and reference checks on the top candidate. Please note that references will not be contacted until the end of the process and, at that time, will be done so in close coordination with the candidate impacted.

