

CITY ENGINEER

CITY OF ESCONDIDO, CA



THE COMMUNITY

About 18 miles from the Pacific Ocean, nestled in a long valley in the coastal mountains of Southern California, the City of Escondido lies 30 miles northeast of San Diego and roughly 100 miles south of Los Angeles. Home to a population of over 150,000, this vibrant community presents the perfect mix of small-town friendliness and big-city conveniences. Within the 37 square miles that comprise the City, there are many attractive residential communities, a regional mall and hospital, an auto park, various offices, industrial and commercial centers, a cultural arts complex and conference center, plus numerous parks and recreational facilities.

Escondido is a welcoming community where its residents enjoy an outstanding quality of life. In addition to plentiful indoor amenities, the City has an abundance of outdoor attractions with fishing and boating at two lakes, camping at Dixon Lake, 11 parks, hiking at the Daley Ranch nature preserve, mountain biking, boating, and fantastic golf courses. It is a family-friendly community with a wide variety of youth recreation programs, the San Diego Children's Discovery Museum, and the San Diego Zoo Safari Park.

Escondido offers a wide variety of art galleries and museums, as well as educational activities for all ages. The California Center for the Arts, Escondido is the home to many performing arts, live theatre, and concert venues. Queen Calafia's Magical Circle in Kit Carson Park was donated to the City by the late internationally renowned artist Niki de Saint Phalle and is her only American sculpture garden. The City's historic downtown district showcases vintage buildings, eclectic shops and boutiques, iconic local eateries, innovative culinary destinations, and more. The Old Escondido Historic neighborhood features 900 historically designated homes with stately Victorians, Craftsman bungalows, and eclectic Art Deco and post-World War II residences.

The Escondido Union School District, the Escondido Union High School District, and the San Pasqual Union School District serve the City's school-aged youth with 19

elementary, seven middle, and seven high schools. In addition to traditional public schools, Escondido is home to multiple charter, private, and higher education schools, including Palomar College and John Paul the Great Catholic University. California State University San Marcos is minutes away, and seven other colleges and universities are in close proximity, including the University of San Diego, the University of California San Diego, and San Diego State University.

Two airports serve the region: Carlsbad Airport (12 miles west) and the San Diego International Airport (30 miles southwest). Escondido has a robust public transportation system and supports the Transit Center with the Sprinter Train. This European-style light rail system offers easy connections to the Coaster, Breeze, Amtrak, Metrolink, Greyhound, and a future Bus Rapid Transit project. Additionally, the City offers 511, a free phone and web service consolidating the San Diego region's transportation information into a one-stop resource in real-time.

To learn more, visit www.escondido.gov

CITY GOVERNMENT

Escondido is a full-service general law city that provides a traditional range of municipal services under the Council-Manager form of government. The City is governed by a five-member City Council, with each of the four City Council members being elected from within a district to serve staggered four-year terms. The Mayor and the City Treasurer are elected at large, with the Mayor serving as the presiding officer for the Council, Successor Agency to the Community Development Commission, Mobile Home Rent Review Board, and Escondido Joint Powers Financing Authority. Additionally, the City Council appoints the City Manager and City Attorney.

The FY 2026-27 Operating budget totals \$261.6 million. Municipal services are administered and delivered with the support of 896 FTE.

DEVELOPMENT SERVICES DEPARTMENT

The Development Services Department is comprised of six service areas working together to protect life and property

through the application of building codes and standards, enhance the image and appearance of the City, improve the quality of life and the environment, support the City's economic development goals, address the City's housing needs, and execute Capital Improvement Projects ("CIP") to maintain and enhance the City's infrastructure.

The Department is organized as follows:

- **Building Services** enforces mandated state codes and the Escondido Municipal Code. This service area examines building plans for safety compliance and conducts construction project inspections.
- **Code Compliance Services** protects life, safety, and property by enforcing codes and standards for maintaining and regulating property, buildings, and structures in the city. This service area also enforces the licensing requirements for all people conducting business within the city.
- **Engineering Services** coordinates the engineering review of private development projects, planning applications, and environmental studies; develops, maintains, and protects the City's inventory of critical easements and rights-of-way; designs and administers the bidding of all capital improvement projects; inspects all public construction projects, including those initiated by private developers; and administers all traffic and transportation projects, including those for traffic signals.
- **Planning Services** assists in maintaining and improving the quality of life and the environment through the General Plan Implementation Program, zoning compliance, and management of the land use entitlement process.
- **Housing and Neighborhood Services** recommends policies and programs; administers affordable housing development and the first-time homebuyer program; oversees CDBG and HOME funds; administers mobile home rent control; and provides housing information and referrals.
- **Department Administration Services** supports the administrative functions of the department, oversees annual budget development and implementation, coordinates departmental contracts and purchasing activities, oversees records management, and provides operational support to ensure efficient and responsive service delivery across all service areas.

ENGINEERING SERVICES

Reporting to the Director of Development Services, the City Engineer leads Engineering Services which is currently comprised of Land Development, Transportation Planning, Capital Improvement Projects (CIP), and Inspection. Supported by an FY26-27 operating budget of \$4.03 million and a direct CIP program budget of \$22 million, Engineering Services also provides project management support for the City's Utilities Department. Engineering Services is staffed by 27 dedicated professionals and supplemented by on-call consultants to deliver critical infrastructure, development review, and engineering services to the community.

The City is focused on the delivery of major infrastructure improvement projects in the areas of streets, parks, buildings, and utilities, supported by funding from the 2024 voter approved passage of Measure I, a one-cent sales tax increase. Engineering Services oversees a significant part of the delivery of these projects. For more information on current and planned capital projects, please visit the [City's Capital Project Dashboard](#). You can also view the city's current and proposed [5-Year Capital Improvement Program](#).

SERVICE AREA REORGANIZATION AND RESTRUCTURING

The new City Engineer will join at an exciting and important time for Engineering Services. The Development Services Director, in coordination with City Administration, is exploring ways to reorganize this service area to create a more seamless customer experience, emphasize innovation and strategic decision-making, and modernize service delivery. Depending on the timing of their appointment, the new City Engineer may have an opportunity to help shape this effort and play a key role in guiding the transition. Success in this role will require strong collaboration, clear communication, and the ability to engage and support Engineering Services team members throughout the process.



THE IDEAL CANDIDATE

The City of Escondido seeks a City Engineer with a servant leader mindset, strong interpersonal skills, a proven track record of innovation, a consistent focus on high quality internal and external customer service and enhanced political acumen. The ideal candidate will be a hands-on and engaged leader who is visible and accessible to staff and has a proven track record of effective team management.

The selected candidate must be comfortable developing and maintaining close alliances and partnerships within the department and with other City departments and fostering a team environment that emphasizes cooperation, collaboration, and responsiveness. The ability to effectively communicate a vision and generate momentum within the team will also be expected. This collaborative business partner will work closely with the Director of Development Services and internal City departments and service areas to advance the goals of the City.

The selected candidate will possess a notable and consistent history of capital project delivery and approach day-to-day operations with an optimistic can-do attitude and a constant eye toward results and continuous improvement. Familiarity with new and innovative technology and tools that support contemporary business practices and maximize efficiency will be expected. Proven success with modernizing systems, standards, and processes and leading employees

through change by promoting a climate of engagement and inclusion is required.

The City of Escondido seeks an accomplished leader who is an excellent verbal and written communicator with superior interpersonal skills. Considered a relationship builder, they will possess the political awareness and communication skills to work with client departments, the public and community, and intra-department staff. The individual selected will have an approachable demeanor and have the demonstrated ability to guide staff through issues important to the organization and community.

The selected candidate will have strong technical expertise in public infrastructure planning and design and broad experience managing complex capital improvement projects and overseeing land development cases. A skilled and focused problem solver, the selected candidate will bring engineering expertise and depth. They will offer extensive project management experience, including considerable experience selecting and working with consultants and negotiating and managing contracts.

Highly qualified candidates will have eight full-time years of increasingly responsible civil engineering experience, including three years of administrative and supervisory responsibility. A Bachelor's degree with major coursework in civil engineering or a closely related field, and a valid California Certificate of Registration as a Professional Civil Engineer is required. A Master's degree is desirable.

COMPENSATION & BENEFITS

The salary range is \$159,681 - \$237,523. Placement within the range will be DOQE. The City Engineer salary is supplemented by an attractive benefits package that includes, but is not limited to:

CalPERS Retirement:

Tier 1 Classic: 3% @ 60 (employee contribution rate = 8%); Single highest year

Tier 2 Classic: 2% @ 60 (employee contribution rate = 7%); 3-year average

Tier 3 PEPRA: 2% @ 62 (employee contribution rate = 7.75%); 3-year average

Medical Insurance: Kaiser HMO and Kaiser High-Deductible Health Plan (HDHP) with a Health Savings Account (HSA)

Dental Insurance: Delta Dental PPO and DMO

Vision Insurance: Anthem BlueView Vision

Supplemental Plans: The Hartford Personal Accident, Hospital, and Critical Illness

Cafeteria Plan: \$100 per month + 4% of monthly salary

Disability: Employee pays 0.610% of salary for short-term disability and 0.310% for long-term disability insurance (both provided by The Hartford)

Life Insurance: City-paid Basic Life and AD&D calculated at one-half (1/2) base annual earnings + \$25,000, and \$1,000 Dependent Life

Vacation: Accrual rate negotiable and dependent on years of service ranging from 124 to 244 hours per year

Holidays: 10 fixed holidays annually and three floating holidays

Management Leave: 54 hours per year

Sick Leave: 9 hours per month; no maximum accrual

Bereavement Leave: 27 hours per year

Employee Discounts: Dell computers, Apple products, AT&T, and Verizon cell phones, gym memberships, plus education and entertainment discounts

Application & Selection Process

This recruitment will close at **midnight on Monday, September 7, 2026**. To be considered for this opportunity, upload your cover letter, resume, and list of six professional references using the "Apply Now" feature at www.tbcrecruiting.com.

TB & CO.

Tina White • 619.948.1786

TERI BLACK & COMPANY, LLC

www.tbcrecruiting.com

This will be a confidential process.

Following the closing date, resumes will be screened in relation to the criteria articulated in this brochure. Applicants with the most relevant qualifications will be immediately granted preliminary interviews by the consultants in August. Candidates deemed the best qualified will be invited to an interview with the City in September. The City Manager anticipates making a selection in a timely manner following the process and completion of background and reference checks. Please note that references will not be contacted until the end of the process, and this will be done in close coordination with the candidate selected.

ESCONDIDO

