MISSION STATEMENT

The mission of Eastvale is to provide exceptional customer service to its citizens and businesses and to continue to attract new businesses to invest and locate in order to build a strong, stable community with an excellent quality of life, superior public safety, and a vital business community.

BUDGET

The City’s fiscal year 2020-21 combined operating and capital improvement expenditure budget is $53.5 million. Projected revenues are $38.3 million.

STRATEGIC GOALS

On November 14, 2018, the City Council adopted Eastvale’s Strategic Plan. The Strategic Plan serves as a “blueprint” for the City on where to go, what to do, and how to get there—successfully. Through the public input process and discussion with City Council members and community stakeholders, the following goals were among those identified as top priority items.

- Enhance traffic safety enforcement education
- Elevate dining experience
- Create value-added development
- Strengthen organizational development and effectiveness
- Diversify and enhance revenue streams

THE COMMUNITY

Eastvale, one of California’s newest cities, incorporated as a General Law City on October 1, 2010. Roughly ten years prior, Eastvale was a part of the world-famous Chino dairy area, home to thousands of dairy cattle and only a handful of residents. Today, Eastvale has an ever-growing population of 73,700 residents. Roughly 90% of the City’s 13.1 square miles is developed and served by a variety of local and regional shopping centers. Eastvale residents are proud of their community, the incorporation as a city as well as the chance to chart their own future.

Eastvale is a young and dynamic community in Western Riverside County filled with economic opportunity and strong values. The City Council values and encourages public participation in the governing process. Eastvale remains one of the bright spots in the local economy. Several housing tracks and commercial projects are under construction, and the pace of housing growth in Eastvale exceeds that of cities several times its size. The median household income is reported at $116,000 by the U.S. Census Bureau.

THE ORGANIZATION

The City organizational structure includes four City departments: the City Manager’s Department, the City Clerk-Communication Department, the Community Development Department and the Finance Department. The functions of the Community Enhancement & Safety Division and the newly created Planning Division, Engineering Division, and Building & Safety Division report directly to the Community Development Department. The function of the Talent Attraction and Development Division report directly to the City Manager’s Office. The Communications Division report directly to the City Clerk-Communications Department.

The Riverside County Sheriff’s Department provides Police services, and CALFIRE provides Fire services. Additionally, water, sewer, parks, and recreation functions are performed by Jurupa Community Services District (JCSD).

The City operates under a Council/Manager form of government and has a five-member City Council comprised of members elected by district. Each Council Member is elected for four years with staggered terms. The Council selects one of its members each year to serve as Mayor. The City Council selects the City Attorney and the City Manager, who are directly accountable to the governing body. For purposes of day-to-day administration, the City Manager carries out the City Council’s policy directives. The City has a cohesive, customer service and team oriented workforce of 25 City employees.

Additional information about the City of Eastvale can be found at the links below:

We are Eastvale: https://www.youtube.com/watch?v=IdWuphQ4WQI
Eastvale State of the City 2019: https://www.youtube.com/watch?v=gJETURdP4e4
City of Eastvale Economic Development: https://www.youtube.com/watch?v=HWtVfM2X1Qw
Economic Opportunity in Eastvale https://www.youtube.com/watch?v=3VyK6s3VJl
THE IDEAL CANDIDATE

The City of Eastvale is seeking a dynamic, experienced professional with strong collaborative leadership skills and demonstrated expertise in all areas of civil engineering to lead the City’s Engineering & Public Works initiatives. The ideal candidate must have the ability to thrive and achieve in a dynamic, fast-paced people and team-centric, solutions oriented, performance driven, environment where the opportunity to leave a strong legacy exists; and must possess and demonstrate many of the following personal and professional attributes:

- An experienced professional with excellent verbal, written and interpersonal communication skills who is comfortable working with and making presentations to elected officials, developers, the business community, and partnering agencies. Build and maintain successful working relationships with other agencies, developers, and stakeholders.
- A sincere commitment to public service and in creating culture, entertainment, and a sense of people and places for the City of Eastvale.
- Be a strategic business minded leader who can successfully manage an engineering and public works team.
- Understand the political nuances of municipal government and navigate the political challenges effectively; be diplomatic and demonstrate political acumen while staying actively attuned to the community’s interests and concerns.
- Demonstrate a proactive, customer focused attitude; champion organizational efficiency, effectiveness, and customer service to residents and businesses.
- Promote interdepartmental teamwork and collaboration with the skills and ability to balance, instruct, inform, and inspire; as well as to create vision, execute strategy, and coach/develop others.
- Work in a collaborative, multidisciplinary team environment where we understand “we go further together.”
- Manage the engineering division budget and understand the fiscal impact of development projects.
- Demonstrate a strong sense of character with uncompromising ethics and values, including honesty and integrity, and proven courageous decision making.
- A proven track record of performance that reflects successful project and program management experience and execution with significant accountability and stakeholder interaction.
- The ability to take a fresh, objective look at issues and develop innovative, yet practical solutions, to solve problems in a manner that contributes to the City’s long-range goals and objectives.
- A strong negotiator, communicator, collaborator with creative problem-solving skills and a strong focus on public engagement who sees a need and adds value, anticipates challenges and identifies strategic solutions.
- A creative, outside the box thinker, who provides exceptional leadership towards implementing the City’s strategic direction in the development of a strong community, with the ability to take a fresh, objective look at uses and develop innovative, yet practical solutions.
- An approachable leader with a management style that quickly fosters trust, loyalty, respect, commitment and partnership with other department heads, managers and employees.
- A leadership style and value system that embodies professionalism, ethics, integrity and proven dedication to public service and the community; with the ability to lead through collaboration, teamwork and active involvement.
- A highly collaborative and active communicator who is capable of working across city departments, with the City Council, as well as with business and community stakeholders.
- Ability to invest, mentor and grow a team to move in the direction of their potential.

THE POSITION

The City Engineer is a newly created in-house management level position that will serve as a key member of the City of Eastvale’s Community Development Department and Management Team. The ideal candidate is a highly experienced, and adaptable leader with a growth-mindset and proven record of achievement. The City Engineer has a unique, once in a lifetime opportunity to work with sophisticated development, to design a downtown destination, and to develop large scale projects. The position will focus on bringing uniqueness to the City that will create places for people to prosper and connect. Further, the selected candidate will serve in elevating the quality of development in the City with a “can do” attitude and “get it done” approach to work in a fast-paced environment working closely with a talented, energetic, and highly engaged team of City staff.

The successful candidate will have a broad background in municipal engineering, community development, land development, street, sewer, traffic, active transportation, private development, capital improvement projects, storm drain construction and maintenance, and a strong track record of success in managing diverse and inter-related municipal functions. Primary responsibilities include providing support to the public, developers, City staff, City Council & Planning Commission, while ensuring the environmental sustainability of proposed public and private projects.
Salary: The salary range for the City Engineer is $130,098.51-$174,344.45 annually. An offer may be made within the range, dependent on the qualifications and experience of the final candidate.

The City offers an attractive benefits package including:

CalPERS retirement: Effective January 1, 2013, new members to CalPERS or an agency with CalPERS reciprocity will be subject to the provisions of the Public Employees’ Pension Reform Act of 2013 (PERSA) and will receive 2% @ 62 benefit formula under which the employee pays 6.25% as a contribution to the PERSA plan. Employees who are current members of CalPERS or an agency with CalPERS reciprocity, or who have less than a six-month break in service between employment in a CalPERS (or reciprocal) agency will be enrolled in the 2.0% @ 60 benefit formula under which employees pay their full share (7%) of the employee contribution to CalPERS.

Cafeteria Plan: The City pays $1600 per month towards a variety of health insurance plan options, dental coverage, and vision coverage. A maximum of $800 per month of the cafeteria allowance may be taken as cash for new employees effective December 1, 2017.

Life Insurance: The City will provide the City Manager and members of the Management Team two times annual salary up to a maximum of $400,000.

City Paid Benefits: Short Term & Long Term Disability, Accidental Death & Dismemberment (AD&D), Employee Assistance Program.

Social Security: The City does not participate in Social Security.

FUTURE CHALLENGES

Current and future challenges and opportunities are abundant for this fast growing and youthful community; with a supportive City Council, a strong revenue stream, a new Strategic Plan, and the desire for investment in the community where high expectations exist. The City Engineer will have the opportunity to work in one of the premier organizations in the Inland Empire. The successful candidate will take the lead in the following key projects:

- Leading our increased strategic initiatives, development and large-scale projects which include; Hamner Place, the Station, the Merge, the Homestead, Eastvale Entertainment District, among many other projects for our development community, businesses, and residents
- Supporting long-range efforts of anticipated or potential future projects that would service the community such as the Eastvale 2040 General Plan, a Civic Center; which includes a City Hall and Public Library, a law enforcement substation, and/or developing the Leal property to become our downtown destination
- Designing a downtown area/entertainment district from raw dairy land, and a unique brand destination location for years to come
- Development of the $22 Million Limonite Bridge Extension and pavement management program.
- Development of the Altfillisch property (southwest corner of Citrus Street & Scholar Way).
- Design and implementation of an $8 million Active Transportation Grant Trail System to enhance walkability and connect our schools, parks, neighborhood, and retail.
- Connect and synchronize our traffic signals.
- Smart City Technology and use of streetlights for community benefitting services and wireless data service.
- Oversee and enhance our Pavement Management Program
THE SELECTION PROCESS

Stage 1 – The first stage in the selection process will consist of a review of each applicant's employment application, resume, and cover letter. Applications that are incomplete and/or that do not meet the minimum combination of education and experience will not be given further consideration.

Stage 2 – The second stage in the selection process will consist of review by subject matter experts who will evaluate and rate the candidates' applications and resumes in order to determine those that most closely demonstrate the knowledge, skills and abilities listed in the qualifications section of this announcement. Successful candidates who most closely meet the defined criteria will be invited to participate in the next stage.

Stage 3 – The third stage will consist of interviews with a panel of subject matter experts, where candidates will be evaluated and rated on responses to pre-defined questions. Candidates may also participate in a skills-based performance test. Candidates must achieve a passing score to be placed on the eligible list for employment consideration.

First round of interviews are tentatively scheduled on the week of August 3, 2020.

Stage 4 – The fourth stage will consist of an interview with the Community Development Director and/or City Manager. Finalists will then move into background and reference checking.

Second round of interviews are tentatively scheduled on the week of August 10, 2020.

The City of Eastvale reserves the right to modify the selection process as necessary to conform to administrative or business necessity.

The ideal start date for this position is August 31, 2020 (negotiable).

TO APPLY

The closing date for this recruitment is July 9, 2020. To be considered for this opportunity, submit your application, cover letter, resume, and a list of professional references https://www.governmentjobs.com/careers/eastvaleca

If you have any questions, or would like to discuss this opportunity further, please do not hesitate to contact:

Angelica Zepeda, Talent & Special Projects Manager at azepeda@eastvaleca.gov or (951) 703-4434

QUALIFICATIONS

The position requires a background including a combination of education and experience that has provided the knowledge, skills, and abilities necessary to be successful as the City Engineer.

Education: Graduation from an accredited college or university with at least a bachelor's degree in Civil Engineering or a closely related field.

Experience: A minimum of five years of progressively responsible experience in civil engineering and public works construction, contract administration, and maintenance activities including at least three years of supervisory experience of professional and support staff.

Licenses/Certifications: Possession of a valid Class “C” California driver’s license and a satisfactory driving record.

Possession of a valid license of registration as a Civil Engineer and as a Traffic Engineer (T.E.) issued by the California State Department of Consumer Affairs Board for Professional Engineers and Land Surveyors and Geologist is required.

Active membership and/or participation in professional organization such as American Society of Civil Engineers (ASCE), Institute of Transportation Engineers (ITE), American Public Works Association (APWA), Professional Traffic Operations Engineer (PTOE) and/or related groups is highly desirable.

For further consideration, candidates must have a verifiable track record of success.