The City of Morro Bay is looking for a City Engineer who is community-oriented, an interdepartmental collaborator, and a strong project manager. The ideal candidate is professional, trustworthy, and well-rounded in capital project implementation. The right candidate has the ability to manage projects and consultants as well as participate in regional meetings on a variety of issues. A background managing water and wastewater infrastructure is highly desired.

Learn more within.
**Morro Bay: Rock Solid Together**

The City of Morro Bay is located on California’s Central Coast, halfway between Los Angeles and San Francisco, in San Luis Obispo County. Boasting a close-knit community of approximately 10,500, the City is blessed with a temperate year-round marine climate that offers residents the peaceful tranquility of a coastal fishing village, only 12 miles from the convenience of San Luis Obispo’s shops, dining, and entertainment. Our City motto, “rock solid together” expresses our community’s attitude of collaboration and cooperation.

Morro Bay is instantly recognizable to anyone who has traveled up California’s picturesque Highway 1 along the Central Coast thanks to Morro Rock, a 500-foot extinct volcano that serves as a breathtaking attraction for visitors and long-time residents alike. On a given day, you can find surfers enjoying the waves along its banks, paddleboarders taking advantage of the glassy waters of the bay, bird watchers observing some of the over 200 species in our natural estuary, or travelers setting up camp on the sand for the night. A tourist destination close to Hearst Castle and the Big Sur Coastline, the City receives 800,000 visitors annually from all over the world, who are drawn to its natural beauty, slow pace, and quaint atmosphere.

While the City very much values its visitors, it is highly dedicated to serving our Morro Bay residents. They are active and involved in their community, and the City makes every effort to communicate important issues clearly and involve them in decision-making processes when appropriate. In turn, the residents support the City. In fact, Measure E-20, a 1% sales tax measure on the November 2020 ballot, passed with more than 58% of votes.

Morro Bay is a beautiful place to work and call home. In addition to the incredible nature that surrounds the City, it boasts 13 parks, a County golf course, and a charming downtown corridor that includes used books stores, arts and crafts stores, coffee shops, restaurants and more. During non-pandemic years, our community enjoys a number of City-hosted events, including the Winter Bird Festival, Cruisin’ Morro Bay Classic Car Show, Fourth of July Celebration, Art in the Park, Harbor Festival, Avocado Margarita Festival, and the Lighted Boat Parade.

The City recently completed the replacement of its Wastewater Treatment Plant and is working on implementation of water resiliency projects including Indirect Potable Reuse / Recycled Water for future drought and sea water intrusion protection that the City Engineer will help guide into implementation. In addition to these efforts, the City has over $80 million budgeted in the next 2-3 years for additional capital improvements including: water supply upgrades, wastewater mainline replacements, decommissioning of an old wastewater treatment plant, a new roundabout and other transportation safety improvements, pavement management and rehabilitation projects, water tank upgrades and replacements, harbor infrastructure improvements, a harbor-front park improvement project, and the creation of a multi-year capital improvement plan.

This position also oversees Development Review related to the public right-of-way and future impacts to existing public infrastructure to accommodate new development. The City Engineer’s team oversees issuance of encroachment permit for work in the right of way and inspection of improvements in compliance with City Standards and codes.

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**City Government**

The City of Morro Bay is a general law city, incorporated in 1964, with a City Council/City Manager form of government. The City has an elected Mayor and (4) Council Members, elected at large, that enjoy a positive and effective working relationship with each other and City staff. Morro Bay is a full-service City with a FY 23-24 operating budget of $37 million, capital budget of $19 million, and staff of 108 employees, organized in the following departments: Finance (Information Technology), City Clerk, Administration (Recreation Services), Fire, Harbor, Police, Community Development, and Public Works.

*About the Position:*

**CITY ENGINEER**

This role operates under the general administrative direction of the Public Works Director. The City Engineer will be responsible for planning, organizing, and directing the City’s Engineering Division of the Public Works Department. They will perform complex and professional engineering work for environmental, water, sewer, street, and other public works projects and programs ensuring technical competence and compliance with all current codes and criteria. The incumbent will serve as the “City Official” designated to the Board of Professional Engineers, Land Surveyors and Geologists having “Responsible Charge” for all municipal Engineering and Land Surveying activities.
Essential Duties & Responsibilities

- Plans, organizes and directs the activities in the Engineering Division.
- Acts as City’s Traffic Engineer, Floodplain Administrator and Surveyor.
- Reviews private project development plans for compliance with codes, regulations, and standards; ensures adequacy of applications for permits and compliance with approved plans in coordination with the Community Development Department.
- Determines applicable codes, regulations, and requirements for assigned projects.
- Coordinates the preparation of, or develops, engineering plans and specifications; coordinates required advertising for bids; reviews construction bids and makes necessary recommendations based on lowest and best bids, competency of contractors, vendors and consultants, and the selection criteria.
- Provides project management for the construction of municipal public works projects; oversees assigned projects to ensure contractor compliance with time and budget parameters for the project.
- Prepares sanitary wastewater, water, storm drainage, and street system maps, data bases, and comprehensive plans.
- Maintains and approves the engineering standards and specifications and infrastructure records.
- Assures as-built records of projects, and documents necessary changes for the operation and maintenance programs.
- Responds to public or other inquiries relative to engineering requirements on specific projects and other information.
- Reviews utility permits, street use (encroachment) permits, franchise utility permits, etc.
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KEY TRAITS FOR SUCCESS

Communicative
Responsiveness to community concerns and a customer-service mindset when dealing with the community are essential. The successful candidate will set clear goals and articulate plans for reaching them to a variety of stakeholders. They will be responsive to requests and questions and be approachable.

Collaborative
This role will require frequent collaboration with other staff - the chosen candidate must be able to communicate and collaborate effectively with other City departments, community stakeholders, and regional partners.

Problem Solver
The successful candidate will be a skilled-problem solver and critical thinker with sound judgement. They work with others to develop solutions to complex challenges, have confidence in decision making, and be comfortable working in a fast-paced environment with a diverse workload.
Preferred Education & Experience:
• Graduation from a four-year college or university with a degree in civil engineering or closely related field and minimum of four years previous professional civil engineering experience; or any equivalent combination of education and experience.
• Must be physically capable of moving about on construction work sites and under adverse field conditions.
• Municipal experience highly desired.
• Possession and maintenance of a Registered Professional Civil Engineer license in the State of California.
• Possession and maintenance of a Licensed Professional Land Surveyor license in the State of California highly desired.
• Must possess a valid California driver’s license.

For a full description of the position and workplace requirements and conditions, please visit: morrobayca.gov/832/Employment-Opportunities.

Compensation & Benefits
The competitive salary for this management position is dependent upon the selected candidate’s qualifications, with an annual salary range between $117,844 - $143,241. Additionally, the selected candidate will enjoy an excellent benefits package including CalPERS retirement (2% at 60 for “Classic” members and 2% at 62 for PEPRA). The City does not participate in Social Security.

Application process
Complete City employment application available at https://www.morrobayca.gov/832/Employment-Opportunities
Interested candidates should apply immediately.

Position will be open until filled.
This recruitment will be handled with strict confidentiality. References will not be contacted until mutual interest has been established. Confidential inquiries are welcomed and should be directed to Skyler Onaga, City of Morro Bay Human Resources, at (805) 772-6207. Interested candidates are encouraged to submit materials early for maximum consideration.

The City of Morro Bay is an Equal Opportunity Employer.