

Peckham & McKenney
"All about fit"



City Engineer
CITY OF RANCHO MIRAGE, CALIFORNIA

THE CITY

As an oasis in the desert with an average temperature of 88° daytime and 55° evening and backdrop of the picturesque Santa Rosa Mountains, the City of Rancho Mirage (approximately 17,000 population) is a destination for visitors and residents alike. Known for world-class resorts, shopping and dining, recreation, and culture, the City is one of the most desirable communities to live, work and raise a family in Southern California.

Incorporated in 1973 and within a 24.7 square mile area, the City of Rancho Mirage features numerous exceptional resort destinations. The City is also known for family and visitor activities that include festivals and fairs, art and culture events, Broadway shows, and great golf and tennis courses, as well as beautiful parks, scenic open space, and gorgeous hikes. The impressive Rancho Mirage Amphitheater, Observatory and Library serve as host for numerous events. Additionally, the City is home to the renowned health facilities: Eisenhower Health, Hazelden Betty Ford Center, and Barbara Sinatra Children's Center. Located in the City is also the Annenberg Foundation's Sunnylands, the "Camp David of the

West," that is recognized for hosting Presidents, dignitaries and celebrities.

The City of Rancho Mirage has a well-earned reputation among visitors and residents for first-class entertainment, dining and shopping; quality facilities and infrastructure; and exceptional municipal services and responsiveness. Situated adjacent to, and between, U.S. highway 10 and State highway 111, the City is easily accessible to all of southern California and the cities throughout the valley region. For residents, the City has a suburban feel, a family orientation, quality residential neighborhoods, a large percentage of home-ownership, good schools, low crime, and well-maintained facilities in support of providing a phenomenal quality of life.

For more information about the City of Rancho Mirage, please visit www.rancho Mirageca.gov.

THE ORGANIZATION

The City of Rancho Mirage is a Charter City serving the public under the Council-Manager form of government. The City Council is comprised of 5 members elected to serve 4-year terms with staggered elections every 2 years. The position of Mayor is rotated



annually among the Council Members. Illustrative of organizational stability, City Manager Isaiah Hagerman has served the City since 2012 beginning as Director of Finance and in the positions of Assistant City Manager and Director of Administrative Services before being appointed City Manager in 2018.

The City is comprised of 8 departments: Administrative Services, Information Services, Development Services, Library Services, Management Services, Public Safety, Public Works, and Tourism & Marketing that are supported by approximately 90 full-time equivalent personnel. With a General Fund operating budget of approximately \$33 million and a Capital Improvement Program of \$8.2 million for FY 24/25.

As world-class community to live, work and recreate, the City of Rancho Mirage maintains a very high commitment to and reputation for being responsive, delivering excellent public services, building and maintaining quality facilities and infrastructure, and achieving goals. Toward this end, capital projects include a wide range of park, road, sidewalk, bridge, water recycling, and bicycle facility improvements. The success of the City organization and the Public Works Department results from a conscious effort and continual focus on collaboration, team work, respect, professionalism, innovation, creativity, communication, civility, having reasonable expectations, and supporting a work/life balance in the work environment.

THE POSITION

The City Engineer is a key member of the Public Works Department. The position reports to the Director



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of Public Works, Ryan Stendell. The Public Works Department includes the Engineering, Street Maintenance, and Facilities and Fleet Maintenance Divisions comprised of an excellent team of 21 dedicated and committed individuals, an operating budget of approximately \$4.5 million for the current year, and a capital improvement budget of approximately \$8 million. Public Works functions are provided from two locations with engineering offices in City Hall, and streets, facilities and fleet operations in a Corporation Yard situated in the neighboring community of Thousand Palms.

The Engineering Division of Public Works is responsible for plan checking and inspection services for grading, on-site and off-site infrastructure improvements for all development, providing professional civil and engineering services for the City, other City departments, and private homeowner associations as necessary. This Division also provides project management and contract administration for City projects and oversees the majority of the City's Capital Improvement Projects. Some of the upcoming project the City Engineer and the division will be involved with include:

- Fiber Optic Signal Interconnect Project (\$5mil),
- Public Parking Lot Improvements (\$2mil);
- Vista Del Sol Full Roadway Improvements (\$3mil);
- The Annual Roadway Maintenance Program (\$2mil); and
- North Area Park (full scope to be determined).

The Public Works Department and the Engineering Division remains committed to maintaining and upgrading the community's infrastructure through an aggressive Capital Improvement Program, ensuring that new development meets

all City standards and responding in a professional and dedicated manner to the concerns of residents and businesses alike.

As an active participant in the development, management, and implementation of the City's CIP projects it is important that the successful candidate be an experienced leader, a creative problem solver with the ability to find the best pathways to successfully achieve the City's goals and objectives. The City is seeking an enthusiastic



and knowledgeable manager, with a successful track record for working directly with the public, developers and other departments to move projects forward. It is important that the new City Engineer be a collaborative team player. A strategic thinker that can help the City and their team to coordinate and prioritize a busy workload while being flexible to the changing needs of the community and new state and federal regulations. The ideal candidate must be a professional with excellent and efficient communication skills, with the ability to provide informed recommendations, present and explain information in a clear and concise manner, and

positively interact with members of the City Council, Commissions/Committees, the public, and their team.

As the leader of the Engineering Division of Public Works, the City Engineer must be an energetic and innovative team leader with experience supervising, supporting, coaching and developing a small, hardworking and talented team. The ideal candidate should be skilled at managing the City's current resources and able to identify new, untapped resources. The City Engineer will have the opportunity to work with the Engineering Team to evaluate and create best practices, procedures, and standards for managing projects and developments through the necessary design, review, and permitting steps. The ideal candidate should have a thorough knowledge of engineering principles and practices as applied to the field work of public works, including planning and development, land surveying, design and construction, operation and maintenance; technical, legal and financial issues involved in the conduct of a City Public Works program; and methods of preparing designs, plans, specifications and estimates relating to proposed Public Works facilities.

EXPERIENCE/EDUCATION REQUIREMENTS

This position requires a combination of education and experience that would provide the knowledge, skills and abilities necessary for satisfactory job performance. Example combinations include a Bachelor's degree in civil engineering, or a related field; and



five years of progressively responsible related civil, municipal and traffic engineering experience, including or supplemented by three years of experience in an administrative or supervisory capacity.

The successful candidate must possess a valid registration as a Professional Civil Engineer in the State of California and the ability to approve subdivision maps. The possession or ability to obtain an appropriate California driver's license and a satisfactory driving record is required for the position.

THE COMPENSATION PACKAGE

The City is prepared to offer a salary in the range of \$153,920 to \$182,853.63, with a 4.0% cost of living adjustment on January 1, 2026, competitive with like positions in the region and based on the education, experience, and qualifications of the successful applicant. This position will also have an employment agreement providing the flexibility to tailor some benefits and includes a six-month severance provision. The City offers the following excellent benefits:

WORKWEEK: 9/80 work week providing alternative Fridays off.



SEARCH SCHEDULE

Filing Deadline:April 10, 2025
Preliminary Interviews:April 11 – 25, 2025
Recommendation of Candidates: April 24, 2025
Interview Process: May 1, 2025 & May 8

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

LEAVES: 12 city observed paid holidays plus 2 floating holidays, 80 hours of administration leave, 96 hours of sick leave and 160 hours of vacation leave annually.

MEDICAL/DENTAL/VISION: 100% employer paid medical, dental & vision for employee and all dependents; \$360 per fiscal year health & wellness benefit reimbursement; and \$8,550/family or \$4,300/single annually City funded HRA account flex benefit. Medical, dental and vision benefits become effective the first of the month after hire date.

Allowances

CELL PHONE: City provided

AUTO ALLOWANCE: \$500 per month

RETIREMENT: CalPERS Defined Benefit Pension: Classic members 2% @ 60; PEPRA members 2% @ 62, Classic members pay the full employee 7% contribution and new PEPRA members pay the full employee contribution, which is currently 7.75% of the total CalPERS contribution.

DEFERRED COMPENSATION: \$250 per pay period or \$6,500 annual city match towards 457 deferred compensation plan.

EDUCATION: Tuition Reimbursement Program & Student Loan Debt Assistance - \$850.00 each per fiscal year.

RELOCATION INCENTIVE: Negotiable.



THE RECRUITMENT PROCESS

To apply for this key position and exciting career opportunity, please visit our website at:

Peckham & McKenney
www.peckhamandmckenney.com

Resumes are acknowledged within two business days. Contact Tara Schultz at 626-644-1398 or toll-free at 866.912.1919, if you have any questions regarding this position or the recruitment process.



www.peckhamandmckenney.com