



City of Downey
**PUBLIC WORKS
DIRECTOR**



**BOB MURRAY
& ASSOCIATES**
Experts In Executive Search

THE COMMUNITY

Located approximately 12 miles from downtown Los Angeles and 10 miles from the coast, the City of Downey has grown through successive periods of development shaped by the Gold Rush, the Civil War, and both World Wars. Today, Downey is home to a diverse community of approximately 113,000 residents who enjoy nationally recognized schools, well-maintained parks, a regional shopping mall, and a variety of retail, business, and recreational amenities.

Downey has a proud history as a center of aviation and aerospace innovation and played a significant role in the development of the Apollo Space Program. The former aerospace site is now home to the Columbia Memorial Space Center, Downey Landing and Promenade at Downey shopping centers, a nationally recognized hospital, and a city park. Building on this legacy of innovation, Downey is also emerging as a hub for the biomedical industry.

To learn more about the City of Downey, please visit: www.downeyca.org



City of Downey





THE CITY

Incorporated in 1956, Downey is a Charter City operating under a Council-Manager form of government, with a five-member City Council. The City is a full-service municipal organization employing more than 700 people, including approximately 470 budgeted full-time employees, and providing a broad range of services, including police and fire protection, water distribution, library services, and parks and recreational facilities. Downey's commitment to its residents is reflected in its mission statement:

Proudly committed to continuously improving the quality of life for the Downey community by providing excellent service in a professional, ethical and responsible manner.

Downey is a financially stable organization with a strong commitment to infrastructure investment and community improvement. In fiscal year 2025-26, the City operated with a budget of approximately \$325 million and an ambitious \$102 million Capital Improvement Program (CIP). The Public Works Department plays a central role in advancing these investments.

Major initiatives have included a \$30 million bond-funded residential street improvement program. Other projects have included solar energy improvements, alley rehabilitation, new water treatment facilities and wells, and enhancements to the City's parks. Downey has also continued to invest in the Columbia Memorial Space Center, an educational facility and museum celebrating the City's contributions to the space program, including the second building expansion which will feature a full-scale mockup of the Space Shuttle Inspiration. Looking ahead, the City anticipates additional regional connectivity through the Southeast Gateway Line Light Rail project, which is planned to include a station in Downey.

Additional projects include the development of a new Water Well in the City to address PFAS mandates.

■ THE DEPARTMENT

The Public Works Department is organized into four divisions: Administration, Engineering, Maintenance Services, and Utilities. Together, these divisions provide essential services and maintain critical infrastructure that supports Downey's residents, businesses, and visitors. With a budget of approximately \$110 million and a workforce of 100 full- and part-time employees, the Department oversees an extensive portfolio of public assets across the City's 12.6 square miles, including 214 miles of roadways, 276 miles of water mains, 193 miles of sanitary sewer mains, 115 traffic signals, 6,655 streetlights, 31 public facilities, 20,000 trees, and 120 acres of parkland.

ADMINISTRATION provides departmental leadership and support for long-range planning, program development, and professional, technical, and community-related matters. The division also oversees the Keep Downey Beautiful Program, which coordinates community clean-up events, Arbor Day activities, organics recycling, street sweeping, and other initiatives that help maintain the City's appearance and quality of life.

ENGINEERING leads the planning, design, and construction management of the City's public works and capital improvement projects. Its responsibilities include traffic engineering, administration of the Lighting and Landscape Assessment District, grant management, pavement management, and implementation of the circulation element of the General Plan and the Active Transportation Plan. The division also represents Downey in regional transportation initiatives, including the ongoing I-5 Freeway widening project through the I-5 Joint Powers Authority, Gateway Fiber Optics Project, and other transportation and utilities planning efforts through the Gateway Cities Council of Governments.

MAINTENANCE SERVICES is responsible for maintaining the City's buildings and public facilities, vehicle and equipment fleet, streets, alleys, parking lots, trees, parks, and other public grounds. The division also manages essential community services, including graffiti removal, street sweeping, and the cleanup of illegal dumping.

UTILITIES operates and maintains the City's water, sanitary sewer, and stormwater infrastructure. This extensive system includes 20 groundwater wells, three Metropolitan Water District connections for emergency imported water supplies, 276 miles of water mains, 200 miles of sanitary sewer mains, one sewer lift station, two stormwater lift stations, and a network of open channels, culverts, drywells, and infiltration basins.



THE POSITION

Under administrative direction from the City Manager, the Public Works Director provides executive leadership, strategic direction, and oversight for the planning, administration, and delivery of the City's Public Works services. The Director leads the Water and Sanitation, Physical Services, and Engineering divisions, ensuring the effective management of essential municipal infrastructure, services, and capital improvement projects. Areas of responsibility include water production and distribution; sewer and storm drain systems; street sweeping and maintenance; traffic operations and engineering; park and street median landscaping; equipment and facility maintenance; liquid and solid waste disposal; and weed abatement.

The Director establishes departmental priorities, guides operational planning, and ensures resources are effectively allocated to meet the City's needs and long-term goals. The position oversees capital improvements, office and traffic engineering, and the City's solid waste source reduction and recycling programs in coordination with the City's waste hauler. The Director also provides leadership for the Keep Downey Beautiful program and other City Council-appointed committees. Key responsibilities include developing and administering the departmental budget; directing technical studies, research, and reporting; evaluating operational practices and equipment needs; strengthening employee development and performance; and fostering a culture of safety, accountability, and continuous improvement.

Working closely with the City Manager, City staff, and community stakeholders, the Public Works Director plays a vital role in maintaining reliable public services, supporting City priorities, and advancing the long-term sustainability and quality of life of the Downey community. Other related duties are performed as assigned.



■ THE IDEAL CANDIDATE

The City of Downey is seeking a decisive, politically astute, and hands-on leader to serve as its next Public Works Director. The ideal candidate will bring a strong leadership presence, the confidence to make difficult decisions, and the ability to establish and maintain expectations. An organized, results-oriented professional with experience in capital improvement programs (CIP) will be well suited for this role.

The successful candidate will possess broad knowledge of municipal public works operations, including street, sewer, and drainage systems; landscaping and fleet maintenance; asphalt and concrete technology; water supply and distribution; construction methods; engineering and design of public improvements; applicable laws and safety regulations; and personnel management practices. The ability to motivate and develop employees, communicate effectively with elected officials, staff, and the public, coordinate construction and maintenance projects, prepare technical reports, and develop and manage departmental budgets will be essential.

A combination of education and experience that provides the required knowledge, skills, and abilities may qualify. A typical background includes a bachelor's degree from an accredited college or university in Civil Engineering or a related field, along with eight years of progressively responsible experience in municipal engineering, including office engineering, capital improvements, public works maintenance, and water utility operations. At least five years of supervisory experience is required. Professional Engineer (PE) and Project Management Professional (PMP) certifications are preferred.

Given the field responsibilities of the position, the ability to operate a City vehicle may be required. A valid California Class C driver's license and an acceptable driving record are required at the time of appointment and must be maintained throughout employment.

■ COMPENSATION & BENEFITS

The monthly salary range for the Public Works Director is **\$17,192.49 to \$20,974.95**. Placement within this range is dependent on experience and qualifications. A 4% Cost of living increase scheduled for April of 2027, 2028, and 2029. The City also offers a generous benefits package including:

Retirement – The City of Downey contracts with CalPERS. Classic members are covered at 2% @60, PEPRAs members coverage is 2% @ 62.

Deferred Compensation – VOYA Financial Services is available for employees to participate.

Medical/Dental/Vision Coverage – The City offers a variety of medical plans and provides up to \$2,519.53 per month for family coverage. Dental & Vision are voluntary programs.

Life Insurance – The City of Downey provides group term life insurance for Executive employees in the amount of 100k.

Voluntary Benefits – The City offers additional Life Insurance, and a Section 125 Flexible Spending Account.

Bi-Annual Physical Examination – The City of Downey offers a comprehensive wellness exam on a bi-annual basis.

Auto Allowance – The City of Downey provides a \$300 monthly auto allowance.

Annual Leave – Vacation - 160 hours; Sick Leave – 96 hours per year; 11 Holidays; Executive Leave – 32 hours per year.

Work Schedule – This position works a 4/10 schedule Monday through Thursday.

■ TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

**Filing Deadline:
December 1, 2026**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval.

Finalist interviews will be held with the City of Downey. Candidates will be advised of the status of the recruitment following selection of the Public Works Director.

If you have any questions, please do not hesitate to call:

**Ms. Valerie Phillips
(916) 784-9080**



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