



## PUBLIC WORKS DIRECTOR



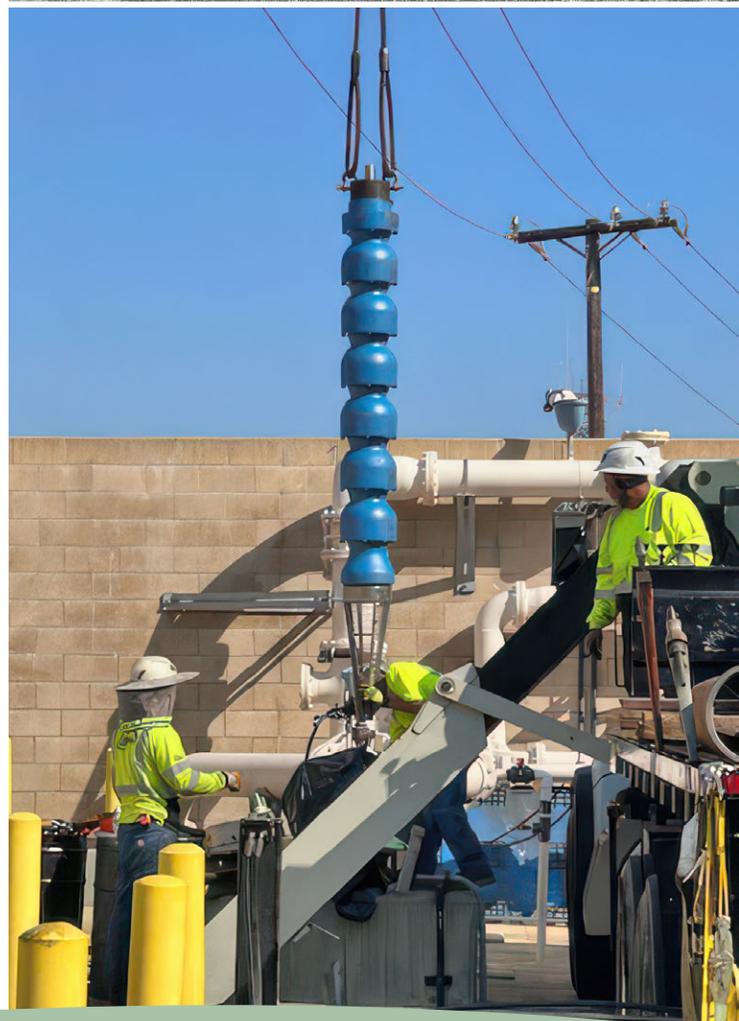
**BOB MURRAY & ASSOCIATES**  
Experts In Executive Search

# ABOUT LOMITA

Nestled at the base of the Palos Verdes Peninsula in the South Bay of Los Angeles County, the City of Lomita is a quaint yet vibrant neighborhood with a small-town vibe and a close-knit and friendly community made up of longtime residents, young families, and small businesses. Lomita is just a short fifteen-minute drive to the beach and is known for its wonderful coastal weather, tree-lined streets, and strong community spirit. Charming homes provide the perfect setting for families and people seeking a safe, peaceful life while staying connected to modern conveniences.

With a diverse population of 20,921, Lomita thrives on creating a welcoming space for all residents. Lomita is home to five parks including Lomita Park which offers green spaces for picnics, playgrounds for kids, and facilities for sports. The mission of the City of Lomita is to provide a healthy, safe and friendly small-town community where everyone can live, work and play.

As a family friendly City, Lomita consistently strives to provide excellent public service and employee performance, with the intent of enriching the quality of life for every community member, worker, and business owner. Lomita is a place where small-town charm meets modern convenience, making it a standout choice for those looking to enjoy the best of South Bay living.



# THE ORGANIZATION

The City of Lomita is a contract city comprised of five departments with a total of 52 full-time staff and 45 part-time staff. The city's overall budget is \$32 million for FY 2025-2026. The City of Lomita administration is under the direction of the City Manager, who reports directly to the five City Council Members elected by the residents. The Mayor and Mayor pro tem positions rotate annually. The City Council recognizes and strongly affirms the council-manager form of government and respects City Council's role relative to the role of the City Manager.

To learn more about the City of Lomita please visit: <https://lomitacity.com/>

## THE DEPARTMENT

The Public Works Department is composed of four highly effective divisions and operates with a collaborative, bottom-up organizational approach. Decision-making and goal-setting are informed by the insight and feedback of employees at every level. The department's dedicated staff is known for being hardworking, cohesive, and supportive.

The Public Works Department has responsibility for the public right of way, public infrastructure, and projects to construct and improve existing infrastructure.

### Key responsibilities of the Department

- Water Treatment and Distribution.
- Maintaining City Streets and Trees.
- Maintaining Outdoor areas of City Parks.
- Maintaining City Facilities.
- Implementing Capital Improvement Projects.
- Issuing Public Works Permits for work in the City's right of way.
- Contracting services for traffic signal maintenance, streetlight maintenance, sewer maintenance, street sweeping, traffic engineering, Industrial Waste Discharge program.



# EXCITING PUBLIC WORKS PROJECTS



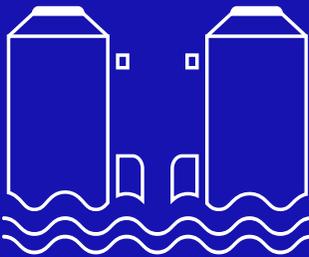
## **PUBLIC LAND DEVELOPMENT**

The City of Lomita is nearing the acquisition of six (6) acres of land currently used as sports fields from the U.S. Department of the Navy. The Public Works Director will play a key role in designing and developing this land for community use.



## **MAJOR STREET IMPROVEMENTS**

Twelve (12) full street reconstruction and water main replacement projects are scheduled to break ground over the next couple of years, offering a significant opportunity to enhance city infrastructure and improve mobility.



## **CITY WATER PLANT**

A revitalized City Water Plant is expected to reopen early 2026 and will treat and distribute purified drinking water to Lomita residents. The Public Works Director will help oversee its implementation and long-term success.

# THE POSITION

Under administrative direction of the City Manager, the Public Works Director manages all functions and activities of the Public Works Department including utilities, civil engineering, maintenance, and capital improvement projects. The Director formulates departmental studies, reports, policies, goals, and directives as well as establishes appropriate budget, service, and staffing levels; fosters cooperative working relationships, and provides highly responsible and complex professional assistance to the City Manager in areas of expertise.

The Director manages and participates in the development and administration of the department's budget and monitors and approves expenditures; is responsible for the selection, training, motivation, and direction of department personnel, as well as their evaluation, correction, discipline, and, when necessary, termination; monitors legal, regulatory, technological, and societal changes - as well as relevant court decisions that may impact the department's operations; stays current on industry best practices and innovations within all areas of responsibility; and ensures staff observe and comply with all City and legally mandated safety rules, regulations, and protocols.

The Director serves as a spokesperson and representative for the Public Works Department at a variety of organizational and community events; is responsible for responding to and resolving the most complex and difficult inquiries and requests for information; manages all aspects of the request for proposals process for professional services; conducts a variety of departmental organizational and operational studies and investigations and recommends modifications as necessary.



# THE IDEAL CANDIDATE

The City of Lomita is seeking a collaborative, forward-thinking professional to serve as its next Public Works Director. The new Director must bring exceptional interpersonal skills and the ability to foster positive, effective working relationships – setting the tone at the top so employees feel valued, connected, and part of a shared team and vision. The Director plays a vital role in guiding capital improvement projects and ensuring effective oversight of project management to support the city’s long-term infrastructure needs. The role requires a strategic leader who can align crucial capital improvement priorities with the community’s vision. Successful performance of the work requires knowledge of public policy, City functions and activities, including the role of the City Council, and the ability to develop, oversee, and implement projects and programs in a variety of areas.

Candidates must have experience preparing and administering large and complex budgets as well as selecting, supervising, mentoring, training, and evaluating staff. The ability to interpret, apply, explain, and ensure compliance with federal, state, and local laws, regulations, policies, procedures, and standards relevant to work performed is crucial. The ideal candidate possesses experience conducting effective negotiations and effectively represents the City and the department in meetings. Candidates must possess the ability to conduct complex research projects, evaluate alternatives, make sound recommendations, and prepare effective technical staff reports. Candidates are not required to have an engineering degree.

## KEY TRAITS

### **Interpersonal Skills:**

The ideal candidate has excellent interpersonal skills and possesses the ability to establish, maintain, and foster positive and effective working relationships. Excellent verbal, written, and presentation skills are required. The ideal candidate is a friendly, approachable, and professional leader who is always willing to mentor and build trust with staff, values constant learning, and can manage conflict effectively.

### **Management Style:**

The City of Lomita is seeking candidates that possess a hands-on management approach and the ability to provide clear, constructive feedback to employees. Equally important is the ability to lead current Public Works staff in a manner that enables them to grow, feel included and valued in decision-making, and part of Team Lomita.

### **Project Management:**

Candidates must have excellent project management skills including the ability to manage the team workload, move tasks along, and manage multiple projects simultaneously.

# QUALIFICATIONS & REQUIREMENTS

## Experience & Education

- Bachelor's degree from an accredited four-year college or university with major coursework in engineering, public administration, or a related field.
- At least eight (8) years of increasingly responsible managerial or administrative government experience in civil engineering, municipal public works maintenance, or a related field.
- At least three (3) years of management experience. First-time directors are welcome.
- Some water knowledge is helpful for this position, but not mandatory. However, a strong eagerness to learn water operations is a plus.
- A professional engineering license is not required.

## Licenses, Certificates, & Special Requirements

- Valid California Driver's License must be maintained throughout employment.



# COMPENSATION

The monthly salary range for the Public Works Director is **\$14,414 - \$17,521**. The salary will increase by 3% in July 2026 and July 2027. The City also provides an excellent array of benefits that include:

**Retirement** - CalPERS: Classic member 2% @ 60, PEPRAs member 2% @ 62.

**Retirement Health Savings (RHS) Plan** - Mandatory employee contribution of \$208.33 per payroll. The city will match 1% the employee's base salary.

**Deferred Compensation** - All employees are eligible to participate in the Mission Square Deferred Compensation Plan.

**Health/Dental/Vision Insurance** - City contributes between \$1,620 and \$1,705 per month towards health, dental, vision, and life insurance, depending on the number of dependents enrolled. Fifty percent (50%) of any remaining money may be deposited into a Mission Square 457 deferred compensation account.

**Life Insurance** - Long-term disability, short-term disability, and \$50,000 group life insurance policy provided by the city.

**Vacation** - Accrual based on combined years of full-time employment with the city and with other public agencies.

**Sick Leave** - 108 hours per year (9 hours per month).

**Holidays** - 14.5 days per year (which includes the week between Christmas and New Years).

**Floating Holiday** - Two floating holidays per year.

**Management Leave** - 72 hours per year.

**Work Schedule** - 9/80 schedule with every other Friday off.

**Other Benefits** - Tuition Reimbursement \$2,000 per year, Wellness Stipend \$150 per year, Transportation Allowance \$250 per month, and Cell Phone Allowance \$50 per month.



# TO APPLY

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

**[www.bobmurrayassoc.com](http://www.bobmurrayassoc.com)**

**Filing Deadline:  
January 16, 2026  
11:59 pm PST**

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 Lomita.

Candidates will be advised of the status of the recruitment following selection of the Public Works Director.



**BOB MURRAY  
& ASSOCIATES**

*Experts In Executive Search*

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

**Ms. Yasmin Beers  
(916) 784-9080**

