



CITY ENGINEER

City of Laredo, TX



The Community

Nestled along the historic Rio Grande, Laredo is a dynamic border city with a population of approximately 257,000 residents. As the largest city in Webb County and its county seat, Laredo plays a vital role in international trade and cultural exchange. Uniquely positioned, it is the only city in the U.S. that operates international bridges connecting to two different Mexican states. With four bridges spanning into Tamaulipas and Nuevo León, Laredo serves as a key link between the United States and Mexico.

Strategically located on the Pan American Highway—a trade route that extends from Canada to South America—Laredo is the principal U.S. port of entry into Mexico. This prime location has made the city a thriving hub for commerce, logistics, and international business. Spanning 83.44 square miles, Laredo continues to grow as a center of opportunity, blending rich history with modern economic influence.

This location lends itself to a perfect blend of culture, language, culinary influences and ambiance that can only be found deep in the heart of South Texas. Whether for business, travel, or cultural exploration, Laredo stands as a vibrant, welcoming city where tradition and progress go hand in hand.





Government

Laredo operates under the Council-Manager form of government. The policy-making and legislative authority lies with the City Council, consisting of the Mayor who is elected at-large, and eight Council Members elected by district. The Mayor is elected to serve a four-year term with a limit of two terms, with Council Members elected on a non-partisan basis and may serve up to two, four year terms.

The City provides a full range of municipal services including police and fire protection, parks, recreational and cultural activities, libraries, recycling services, public health and social services, municipal housing, animal care facility, public improvements, public bus transportation, water and wastewater services, sanitation services, four international bridges, an international airport, planning and zoning, and general administrative services provided by roughly 3,460 employees. The FY 2025 Annual City Budget is roughly \$983 million (General Fund \$278 million.)

The Position

The City Engineer directs the activities of the City Engineering Department, manages all public works improvement projects, and enforces City ordinances, codes, and regulations under the jurisdiction of the City Engineer. The City Engineer provides technical recommendations and assistance to the Mayor and City Council, City Manager, Planning and Zoning Committee, Technical Review Board Ad Hoc Committee, Transportation & Traffic Safety Advisory Committee, and other City committees.

Essential Functions and Responsibilities

- Reviews and approves design plans, projects, specifications, cost estimates, and related contracts.
- Directs, supervises, and administers the work program of professional, technical, and clerical departmental staff; makes decisions regarding hiring, terminations, disciplinary actions, and conducts annual performance appraisals of employees.
- Organizes, schedules, and assigns public works improvement projects such as streets, drainage, public buildings, water and sewer, recreational, bridges, airport, etc.; plans, specifications and assures that all public works projects are performed in compliance with plans and specifications and to City standards.
- Provides technical assistance and recommendations to the City Manager, City Council, Planning and Zoning Committee, other City committees, elected officials and Department Directors on questions or matters related to engineering and/or code enforcement.
- Enforces City ordinances, codes, and regulations under the jurisdiction of the City Engineer to include: public Right-of-Way, land development code handbook, standard technical specifications manual, subdivision ordinance, flood control or natural waterways, parking, lighting, and striping ordinance, water/sewer assessment policies and ordinance, and prepare and issue permits for heavy loads crossing international bridges.
- Assists the City Manager in preparing City Council agenda items relating to engineering.
- Procures and administers engineering, architectural, and surveying consultant contracts.
- Assists other departments in preparing list of eligible projects, cost estimates for improvements, and in preparing applications for federal and state assistance.
- Assists the City Manager in preparing the City's Capital Improvement Program (C.I.P.)
- Prepares the Paving Assessment Bond Program and monitors those expenditures (5-year plan). Reviews and approves design plans, projects, specifications, cost estimates, and related contracts
- Requests and evaluates consultant fee proposals; monitors and approves compensation for professional services. Reviews bid packages prepared by consultants. Attends pre-bid meetings; analysis bid results; makes recommendations on accepting/rejecting bids.
- Evaluates projects and provides recommendations to select consultants and award professional services contracts.
- Develops, manages, and updates the City's Public Building Master Plan used to manage expansions, renovations, and new construction.
- Develops, manages, and updates the City's sidewalk Master Plan used to manage reconstruction and new construction in compliance with ADA (American with Disability Act).
- Develops, manages, and updates City project related to construction contracts.





Education and Experience

Qualified applicants will have a bachelor's degree from an accredited college, university, or engineering school approved by the State Board of Registration for Professional Engineer in Civil Engineering, and at least seven (7) years of experience in the practice of civil engineering, working with other governmental entities, and coordinating with utility companies, including five (5) years in a managerial capacity. Bilingual proficiency in English and Spanish is highly preferred.

Required Certifications/Licenses

- Licensed Professional Engineer (P.E.) in the State of Texas is required.
- Registered Professional Land Surveyor is desired.
- Valid Texas Driver License

The Ideal Candidate

The ideal candidate should be a seasoned municipal engineer with a deep understanding of civil engineering principles, public works projects, and municipal infrastructure management. They should have extensive experience in reviewing and approving design plans, specifications, cost estimates, and contracts while ensuring compliance with City ordinances, codes, and regulations. A strong grasp of construction methodologies, engineering best practices, and project management will be essential.

The ideal candidate should possess financial knowledge to include fiscal planning, budget management, capital improvement programs, and consultant contracts. They should be adept at providing technical guidance to the City Manager, Mayor, City Council, and various committees, offering sound recommendations on infrastructure, traffic safety, zoning, and development projects. The ability to collaborate effectively with stakeholders, including government agencies and utility companies, is crucial.

As a results-driven manager, the ideal candidate should excel in directing and mentoring a diverse team while fostering a culture of accountability and innovation. Strong written and oral communication skills are essential for conveying complex engineering concepts to technical and non-technical audiences alike.

Salary

The City of Laredo is offering a competitive salary range between \$144,144 - \$191,006 (negotiable), commensurate with experience and a comprehensive benefits package that includes:

- **Paid Time Off:** 10 days of paid vacation per year; 6.5 days of sick leave per year; 16 paid holidays per year.
- **Retirement:** Pension plan; 7% Employee Contribution; 2:1 Contribution Match; 20 years of service any age retirement or 5 years of service age 60 retirement
- **Insurance Coverage:** Paid health insurance (Employee); Dental plan; Life insurance.
- **Employee Assistance Program (EAP):** This program is designed to help employees and members of their household to cope with a variety of personal and career-related concerns such as managing stress and work-life.
- **Occupational On-Site Clinic**

Relocation assistance will be available for the successful out of area candidate.

How to Apply

Interested applicants should forward a cover letter and resume to:

resumes@affionpublic.com
Reference: LAREDOCE

Affion Public
PO Box 794
Hershey, PA 17033
717-214-4922
www.affionpublic.com



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The City of Laredo values diversity in its workforce and is an EEO/AA employer and complies with the guidelines of the Americans with Disabilities Act. Applicants selected as finalists for this position will be subject to a comprehensive background check and drug & alcohol pre-employment. The final selected candidate will also be required to undergo a drug and alcohol test prior to employment.