



WASHINGTON

DIRECTOR OF PUBLIC WORKS & UTILITIES

\$153,419 - \$186,926

Plus Excellent Benefits Including:

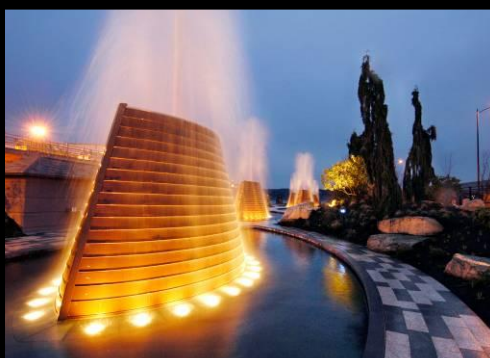
\$10,000 Hiring Bonus and Negotiated Relocation Expenses
Employer also contributes 4% of salary to deferred compensation!

Apply by:

November 23, 2025

(First Review, Open Until Filled)

PROTHMAN



THE COMMUNITY



The City of Bremerton offers affordable, quality living in a spectacular water and mountain setting. Located on the Kitsap Peninsula in Washington State, Bremerton lies east of

the Olympic mountains and directly across the waters of the Puget Sound from Seattle. The ferry terminal and Bremerton Transportation Center at the foot of downtown lead visitors into a growing community of galleries, theaters, shops, restaurants, museums, and cafes.

Bremerton was platted by William Bremer in 1891 and was officially incorporated on October 15, 1901. With a population of nearly 45,000, the City of Bremerton is the largest city in Kitsap County and serves as the urban center for the Bremerton-Silverdale Metropolitan Area. There is a lot to see and do in Bremerton, like taking a stroll along the boardwalk, touring the historic USS Turner Joy, visiting Harborside Fountain Park and PSNS Memorial Plaza, spending the afternoon browsing through Bremerton's historic Arts District and unique shops, or enjoying golf at the City-owned Gold Mountain Golf Complex. Bremerton also hosts a variety of annual festivals and events, including the Bridge Blast in July, a wine festival hosted in the Harborside Fountain Park in August and the popular Blackberry Festival held during Labor Day weekend on the waterfront boardwalk. Bremerton is also home to one of the nation's largest Armed Forces Day parades.



Bremerton is a great place to live, offering quality schools, vast recreation, a clean environment, beautiful parks, cultural programs, convenient shopping, and medical facilities that serve local residents. Olympic College in Bremerton also provides advanced technical and baccalaureate degrees and enriches the community with many educational and community services. Bremerton High School boasts a modern performing arts center which provides a venue for dance, theater, the Bremerton Symphony, among other performances.

For over a century, the City of Bremerton has been home to Naval Base Kitsap-Bremerton and the Puget Sound Naval Shipyard, providing the highest employment in the area. Additional major employers in the region include St. Michael Medical Center and Olympic College. Kitsap County's business climate is healthy and the Department of Defense installations in the county have a significant positive impact on the City's economy. Bremerton's downtown core is also undergoing a comprehensive revitalization.

THE CITY

Bremerton is a full-service city that operates under the laws of the State of Washington applicable to a home-rule charter city under a Mayor/Council form of government. The City Council is comprised of seven members, elected by district, by the citizens of the City, each serving a four-year term. The Mayor, a full-time elected official, is the chief executive officer of the City. The department directors are appointed by the Mayor with City Council confirmation, and work under the direction of the Mayor. The management team is comprised of the City's seven department heads who enjoy a collegial and cooperative working relationship. As of 2025, Bremerton operates on a budget of approximately \$252 million including a general fund of \$70 million and employs 409 FTEs. The City provides a full range of services including fire protection, emergency and medical services, law enforcement and municipal services.

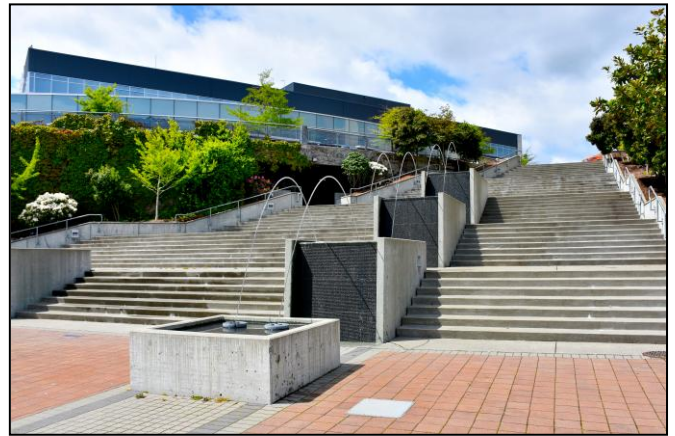
THE DEPARTMENT

Operating on a 2025 budget of \$100.4M with 141 full-time employees consisting of 135 permanent and 6 temporary/seasonal employees, the Public Works and Utilities Department is the largest department in the City of Bremerton. The department is organized into 8 divisions including Administration, Engineering, Streets, Utility Maintenance (Water, Wastewater & Stormwater), Wastewater Treatment, Water Resources, Forestry and Internal Services. The Department is responsible for planning, operations, maintenance and capital improvements associated with the City's 330-lane miles of streets and associated improvements which includes 49 traffic signals. This responsibility is broken into multiple funds that total nearly \$14M in expenditure budgets for 2025.



The City has three utilities (Water, Wastewater and Stormwater) which each have operations and capital expenditure budgets that total \$77M for 2025. The utilities extend beyond the City limits with the water utility serving 21,000 accounts and the wastewater utility serving 12,200 accounts. The largest customer served by the utilities is Naval Base Kitsap – Bremerton which is the regions largest employer.

Major assets owned by the utilities include two wastewater treatment plants, 43 major wastewater pump stations, 200-miles of gravity and pressure sewers, a UV drinking water treatment facility, a drinking water corrosion control facility, 13-drinking water production wells, 21-reservoirs, 330-miles of watermain and a 1.4B gallon reservoir impounded by Casad Dam. The Department is responsible for all aspects of planning, operations, maintenance and capital improvements associated with these utilities.



The Department is also responsible for planning, operations, maintenance and capital improvements for 20-City owned buildings, and additionally responsible for the purchase, maintenance, replacement and disposal of all City owned vehicles and equipment.

THE POSITION

Under general policy direction of the Mayor, the Director of Public Works and Utilities is responsible for managing the eight divisions of the department which include Administration, Engineering, Streets, Utility Maintenance, Wastewater Treatment, Water Resources, Forestry, and Internal Services (Facilities, Inventory and Equipment Services) in conformance with applicable statutes, regulations, and administrative policies. The Director plans, organizes, directs, and integrates all functions and responsibilities of the department including capital construction, maintenance, asset management, regulatory compliance, and environmental stewardship to preserve and improve the quality of life of the City's residents.

The successful candidate will align with the City's values which include being welcoming, having integrity, showing accountability, and demonstrating a commitment to service. They will also provide visionary leadership to the Public Works and Utilities team by inspiring, guiding, and motivating team members to achieve excellence in customer service, service delivery, innovation, and operational efficiency. Additionally, the ideal candidate should find satisfaction in providing excellent customer service, and thrive in a collaborative, high volume work environment.

To view the position's full job description, please view the attachment found [here](#).

OPPORTUNITIES & PRIORITIES

Team and Department Development is the next step in the evolution of Bremerton's Public Works Department. The successful new Director will apply their experience in building collaborative teams, focusing on the department goals and coordinating the department resources to achieve important objectives. Leadership skills will be key in developing and sharing the department vision through the staff and with the Bremerton community while supporting the direction of the Mayor and City Councilors.

Implementation of the Joint Compatibility Transportation Plan by identifying funding and engaging community groups for input on design options to address transportation issues will be a priority for the incoming Director.

The \$40 Million in Capital Improvements for 2025 represents typical annual scope for utility and transportation projects that are underway each year. Overseeing these projects is a central objective for the Director. Important projects on the horizon include:

- Planning for a future \$200 Million upgrade to the City's wastewater treatment plant for permit compliance.
- Partnering with WSDOT on a \$25 million bridge enhancement for multi-modal accessibility.

The US Navy is the largest utility customer for the City of Bremerton. The Public Works Director helps to maintain this key customer relationship and plan for utility systems improvements based on the Navy's projected needs. Under the direction of the Mayor, the Director will balance the Navy's needs with the community's expectations for transportation access and utility rate structure.



EDUCATION & EXPERIENCE

- Graduation from an accredited college or university with a bachelor's degree in engineering, management, business administration, public administration, construction management, urban planning, environmental science, or a related field is required. A master's degree in urban planning, transportation planning, engineering, or public administration is preferred.
- Ten (10) years of experience in progressively responsible supervisory positions is required.
- A valid Washington State driver's license is required and must be obtained prior to date of appointment or another date set by the City.
- An equivalent combination of experience, education, and training sufficient to successfully perform the essential duties of the position as listed above must be demonstrated by the applicant.

Necessary Knowledge, Skills, and Abilities:

- Considerable knowledge, ability and skill in the principles and practices of excellent customer service as practiced in both the private and public sectors.
- The ability to effectively meet and deal with both the internal customers and the public while responding to customers in a friendly, pleasant, and professional manner using appropriate inflection, grammar, and syntax.
- The ability to handle stressful situations while establishing effective working relationships with employees, supervisors, and the general public.
- The ability to maintain a professional, courteous, and pleasant demeanor in difficult, stressful situations while diplomatically dealing with difficult people.
- A willingness is expected to expend extra effort to help the public find answers or information related to their inquiry or complaint.
- Proven leadership skills with the ability to inspire high performance from a diverse team, which will include eight division managers and their staff.
- Familiarity with Complete Streets design and experience in multimodal transportation methods, design and construction techniques in retro fitting legacy street systems.
- Strong team-building abilities, fostering collaboration, empathy, and respect while honoring differing perspectives.

- Excellent verbal and written communication skills, including active listening, public speaking, interpersonal communication, and the ability to thoughtfully consider constructive feedback. The ideal candidate will demonstrate adaptability in delivering effective, audience-appropriate messages.
- Politically astute, and skilled in navigating neighborhood and community dynamics.
- Previous experience with each of the services offered by Bremerton Public Works and knowledge of utility operations.
- Familiarity with Complete Streets design and experience with multimodal transportation planning, including retrofitting legacy systems.
- Project management expertise with a consistent record of delivering projects on time and within budget.
- Proficiency in using social media platforms for effective public communication.
- Demonstrates strong character, empathy, and a public presence appropriate for representing the department.
- A willingness to take the time to build trust and meaningful relationships through intentional interactions and respectful communication.

**For more information on the
community and City of Bremerton,
please visit:**

www.bremertonwa.gov



COMPENSATION & BENEFITS

- **\$153,419 - \$186,926 DOQ**
- Excellent medical, dental and vision plans with 100% of employee premiums paid by the City.
- \$10,000 hiring bonus.
- Employer contributions to the State Retirement System pension plans.
- 15 days of paid vacation per year front loaded and pro-rated based on hire date (front loaded and increases to a maximum of 25 days per year after five years).
- 11 paid holidays per year. 1 paid floating holiday of your choice per year.
- Hybrid remote work/telecommuting upon Mayor approval.
- HRA/VEBA (tax-free health savings account).
- Optional Flexible Spending benefit plan (after one year of employment).
- 4% Deferred Compensation (\$6,137 to \$7,477) in addition to salary.
- Employee Wellness Program.
- Employee Assistance Program.
- Authorized relocation expenses negotiable.
- For more information, click [here](#).

The City of Bremerton is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **November 23, 2025** (first review, open until filled). Applications will only be accepted electronically. To **apply online**, go to www.prothman.com and click on "**Open Recruitments**", select "**City of Bremerton, WA – Director of Public Works & Utilities**", and click "**Apply Online**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



www.prothman.com

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