

# PUBLIC WORKS DIRECTOR

FREMONT, CA

*Rare Opportunity to leave a lasting impact on the livability and connectivity of one of the Bay Area's most dynamic and diverse cities.*



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## THE COMMUNITY

Centrally located and serving as the eastern anchor of the San Francisco Bay Area and Silicon Valley, the City of Fremont (population 232,619) is the Bay Area's fourth largest city and a vibrant center of innovation, culture, and community life. Once an agricultural hub of five small towns, Fremont has evolved into a leader in technology and advanced manufacturing, while maintaining the feel of a connected, diverse, and strategically urban community.

Spanning 92 square miles, Fremont is home to more than 42 million square feet of office, R&D, manufacturing, and warehouse space. Over 1,200 cutting-edge companies in clean technology, life sciences, and advanced manufacturing—including Tesla, Meta, Lam Research, Thermo Fisher Scientific, Boston Scientific, and Western Digital—call Fremont home. The Fremont Innovation District continues to attract start-ups and entrepreneurs, with hundreds of millions of dollars in venture funding fueling new ideas and growth.

Fremont's connectivity within the Bay Area is unmatched. The Warm Springs/South Fremont BART station opened in 2017, and the extension to San José now links Fremont directly to the heart of Silicon Valley by rail. Investment in the Warm Springs area is driving both employment and housing growth, while downtown Fremont is transforming into a vibrant, walkable mixed-use district.

Fremont offers an exceptional quality of life. The community enjoys a high rate of homeownership, excellent public schools, safe neighborhoods, and one of the lowest unemployment rates in the region. Median household income is approximately \$176,350, and nearly 65.8% of residents hold a bachelor's or advanced degree. The City is also one of the most diverse in the country, with more than 80 percent of residents identifying as members of minority communities, including a majority being of Asian descent.

Fremont's livability is recognized nationwide. WalletHub rated it the best place to raise a family in the nation, and it is also recognized as the Happiest City in the U.S. Fremont also became the first city nationally to earn the SolSmart Platinum designation, affirming its

*An innovative, high-tech city with a growing economy and a vibrant community life, Fremont is a City moving forward.*

leadership in solar energy deployment and climate action. The League of California Cities also awarded it top honors for climate action initiatives.

An innovative, high-tech city with a strong economy, diverse community, and enviable quality of life—Fremont is a city on the move and a model for the future of the Bay Area.

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## CITY GOVERNMENT

Incorporated on January 23, 1956, Fremont is a General Law City operating under a Council/Manager form of government. The City Council is comprised of one Mayor elected at large and six Councilmembers elected by district. Together, the City Council adopts the City budget and makes all major policy decisions.

The City Council is assisted in its duties by a variety of advisory boards, commissions, and committees, whose members are appointed by the Mayor, subject to the approval of the Council. The City Council also appoints both the City Manager and the City Attorney. City departments include City Attorney; City Clerk; Community Development; Community Services; Economic Development; Finance; Fire; Human Resources; Human Services; Information Technology Services; Maintenance Operations; Police; and Public Works. Garbage collection and recycling are provided through a contract with Republic Services.

Fremont maintains a workforce of approximately 1,007 FTE and is an employer that values its people, creativity, quality service, integrity, open communication, mutual respect, and diversity. City employees find their work challenging, and most importantly, enjoy the chance to make a difference through public service.

Fremont operates on an adopted FY 2025-26 General Fund Budget of \$277.8 million. The City is committed to financial stability and continues to maintain expenditure levels that are supported by projected ongoing resources. The City also has healthy financial reserves with a total General Fund reserve level of 18.25%, and a budget that provides a sensible combination of funding to maintain future service levels.

Fiscal discipline and wise stewardship have served the City well over the years

and remain the City's philosophy. Fremont continues to dedicate resources to important economic development, capital projects, and legislative advocacy initiatives while remaining committed to fulfilling the City Council's vision that Fremont will be a strategically more urban, vibrant, sustainable, well-designed, diverse, and globally connected economic center anchored by strong neighborhoods, community pride, an involved citizenry, and an outstanding quality of life.

During its annual retreat in February 2025, the City Council emphasized economic development as the key driver to ensure future financial stability and renewed its commitment to key priorities:

- Addressing Homelessness
- Economic Development and Fiscal Sustainability
- Environmental Sustainability
- Focus on Public Safety

To learn more about Fremont, visit:

<https://www.fremont.gov/>

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## THE PUBLIC WORKS DEPARTMENT

The Public Works Department provides engineering services for the City's public infrastructure. Public Works is responsible for the design and construction of new or improved public facilities; managing and improving the safety, condition, and efficiency of the City's transportation network; and the expedient review of development projects in accordance with the Fremont General Plan, Municipal Code, and technical standards. Public Works also partners with regional transportation agencies to ensure Fremont's interests are considered in major regional projects and actively pursues funding grants that align with the City Council priorities.

The Public Works Director reports to the Assistant City Manager and oversees the City's engineering, transportation, and Capital Improvement Program (CIP), including civic and private development projects. The Public Works Department is supported by 67.70 FTE and has an annual FY 2025-2026 Budget of approximately \$22.1 million. The Five-Year CIP (FY 2025-26 to FY 2030-31) totals \$236 million, including citywide projects.

Major projects include an impressive list of regional transportation projects, such as the Irvington BART Station, East Bay Greenway Trail, and Innovation Bridge over I-880; Sabercat Trail Extension and Bridge over I-680; freeway interchange modernization projects at I-680 at Mission (North) and I-880/Decoto; safety improvements on

State Route 262 (Mission Blvd) between I-680 and I-880. Other major projects include the Central Park Community Center Project, the Park Restroom Modernization Program, the Traffic Signal Modernization Program, the implementation of the new Active Transportation Plan, and continued implementation of several Complete Streets Projects in the Central Fremont area.

### Major Services

**Capital Project Delivery** - Plan, review, design, survey, acquire property, construct, and provide inspection services to deliver public infrastructure projects, including streets, storm drainage, and City buildings, as part of the City's Capital Improvement Program.

**Private Development and Permits** – Provide engineering, construction inspection, and encroachment permit services that facilitate private development and utility construction activities, which support the quality construction and/or preservation of the City's infrastructure.

**Transportation System Management** – Plan, provide, and operate a multimodal transportation system with safe and convenient choices for people walking, bicycling, driving, and using transit, through local actions and in coordination with regional and state transportation agencies. Notable services include managing and modernizing the City's system of 200 traffic signals and facilitating Fremont's Mobility Commission.

**Administration** – Provide Department administrative services related to customer service, communications, fiscal management, record keeping, and personnel; and manage the City's capital program and real property assets.

### Mission

To enhance the community by providing high-quality public works infrastructure and services related to the City's streets and buildings that support a desirable quality of life for residents, businesses, and visitors



## THE IDEAL CANDIDATE

The City of Fremont seeks an experienced and forward-thinking public works leader with a strong background in municipal engineering, capital project delivery, and transportation planning. This strategic and collaborative leader will possess broad expertise and bring a demonstrated track record of managing complex capital improvement programs and successfully delivering transportation and mobility projects that enhance safety, connectivity, and quality of life for residents and businesses.

Fremont's next Public Works Director will be an effective communicator who values transparency and community engagement and is comfortable working with an active and informed community. Experience partnering with residents, businesses, regional agencies, and elected officials to shape transportation improvements and infrastructure investments that reflect community priorities will be essential.

The successful candidate will also understand what it takes to deliver complex infrastructure projects successfully in a resource-constrained environment. The ideal candidate will bring demonstrated success in identifying and leveraging diverse funding sources to advance infrastructure and mobility improvements, including regional, state, and federal grants and partnerships. Experience developing innovative funding strategies and working collaboratively with regional partners to implement multimodal transportation projects will be highly valuable. This politically astute professional will also be comfortable working with the community and elected officials to build support for major infrastructure investments, including participation in funding initiatives or voter-approved revenue measures that advance critical transportation and infrastructure priorities.

An approachable and inclusive leader, the Director will bring strong management and supervisory skills, as well as a commitment to developing and mentoring a high-performing team. With high emotional intelligence, the successful candidate will foster a culture of collaboration, innovation, and accountability while working closely with colleagues across City departments to advance key City initiatives and deliver high-quality public services.

The ideal candidate will demonstrate exceptional project management skills and a continuous improvement mindset, with familiarity with modern technologies and industry best practices that improve project delivery, enhance transparency, and strengthen departmental operations. Experience prioritizing investments in a resource-conscious environment and leveraging grants and regional partnerships to address aging infrastructure and advance transportation improvements will be valuable. Experience working with regulatory agencies and managing environmental compliance related to infrastructure, stormwater, watershed protection, or similar programs is also desirable.

Any combination of experience and training that has provided the knowledge, skills, and abilities is qualifying. A typical way would include seven years of progressively responsible professional engineering experience, including at least three years in a public-sector environment, two years in a managerial or supervisory role, and a Bachelor's degree in Civil or Traffic Engineering. Possession of a Master's degree is highly desirable. Registration as a Professional Engineer in the State of California is highly desired, and possession of a valid California Class C driver's license is required.



## Application & Selection Process

The closing date for this recruitment is **midnight on Sunday, April 12, 2026**. To apply for this opportunity, upload a cover letter, resume, and a list of six professional references using the "Apply Now" feature at [www.tbcrecruiting.com](http://www.tbcrecruiting.com)



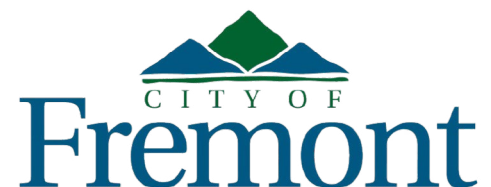
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TERI BLACK & COMPANY, LLC

[www.tbcrecruiting.com](http://www.tbcrecruiting.com)

After the closing date, the consultants will grant preliminary interviews to applicants with the most relevant qualifications. Candidates deemed to be the best qualified will be invited to participate in additional interviews and a meeting with the City Manager. The City anticipates making an appointment in a timely manner, once negotiations, background, and reference checks are completed. Please note that references will not be contacted until mutual interest has been established.



## COMPENSATION & BENEFITS

The annual salary range for the Public Works Director is \$237,832 - \$320,796; placement within the range is dependent on qualifications and experience. Salary is supplemented by an attractive benefits package including:

### Retirement: CalPERS Program

- 2% at 60, for Classic members hired on or after 4/8/12.
- 2% at 62, for new PEPRAs members hired after 1/1/13.

### City Paid Health Benefits Allowance:

Monthly allowance of \$2,900 towards medical (CalPERS), dental, and vision programs effective January 1, 2026.

- Employees are eligible to receive up to \$580 per month if the full allowance is not allocated towards health programs.

**Retiree Medical:** Reimbursement program available based on years of service. Consideration will be given for prior years of public service experience.

**Annual General Leave:** Employees accrue 128 hours of general leave initially, increasing to 188 hours after 16 years of service. Consideration will be given for prior years of public agency experience.

**Management Leave:** Starting at 112 hours initially, increasing to 124 hours after 11 years of service.

**Bereavement Leave:** Up to 5 days (40 hours) of leave.

**Holidays:** 13 fixed paid holidays and 1 floating holiday.

**Life Insurance and AD&D:** Provided coverage up to \$100,000, optional supplementary insurance available at employee's expense.

**Long-term Disability:** City Paid at 2/3 monthly salary up to \$10,000 per month.

**Short-term Disability:** Employee paid (voluntary) monthly salary up to \$2,500 per week.

**Deferred Compensation Programs:** The City contributes 2% of base salary to a 401(a) plan and \$4,000 to a 457(b) plan annually.

**Tuition Reimbursement:** Up to \$20,000 (based upon eligibility requirements).

**Employee Assistance Program:** Program provided.

For more information on the applicable benefits, please visit: <https://www.fremont.gov/government/departments/human-resources/salaries-benefits>