



Public Works Services Director



City of Redwood City, California



THE COMMUNITY

Located in the heart of Silicon Valley, Redwood City (pop. 82,423) is the third-largest City in San Mateo County. Incorporated in 1867, it serves as the county seat and home to the San Mateo County History Museum, located in the county's old courthouse. With an average of 255 sunny days each year, Redwood City enjoys a mild Mediterranean climate (as the City slogan proclaims, "Climate Best by Government Test") and a one-of-a-kind waterfront that includes the Redwood Shores neighborhood, numerous bayfront residential options, ample recreation opportunities (including a yacht harbor), and the only deepwater port south of San Francisco.

Redwood City boasts a robust employment base, home to world-class firms and organizations, including Box, Electronic Arts, and Google. Genomic Health, Impossible Foods, Kaiser Permanente, Stanford Health, McKinsey and Company, the Chan Zuckerberg Initiative, and more than 500 various industry start-ups also have a strong presence in the City. World-renowned Stanford University has relocated administrative functions to a new campus just 1.5 miles from downtown, marking the university's first significant expansion outside its main campus. Redwood City is a key station on the regional Caltrain system, and substantial service expansion over the next decade will enhance efficient rail travel between San Jose and San Francisco.

Redwood City's vibrant and pedestrian-friendly downtown offers residents, visitors, and businesses a unique blend of retail, entertainment, and dining experiences. Beautiful Courthouse Square is the centerpiece of downtown and has become a gathering place for people throughout the community and the peninsula. More than 30 unique parks, ten sports fields, a senior center, and five community centers are popular with the

community. The arts and culture scene features a historic theater and live music venues.

Redwood City is a Welcoming City, and the community has long been recognized for its diversity, strong neighborhoods, community organizations, social involvement, and civic pride. Approximately 55% of the population identifies as Hispanic, Asian, two or more races, or as Black, American Indian, Hawaiian, or Pacific Islander. Nearly half of the residents speak a language other than English at home, and almost a third of the residents were born outside of the United States.

The City works diligently to maintain positive and productive relationships with San Mateo County and other government agencies and community partners to provide residents with outstanding services, programs, and opportunities. This unique mix of commitment to collaboration, innovation, community, and diversity makes Redwood City an extraordinary place to work and call home.

CITY GOVERNMENT

Redwood City is a charter City with a council-manager form of government. The seven-member City Council is elected to four-year staggered terms, and the Mayor serves a two-year term based on a rotation policy. The City has district-based elections with seven City Council districts. Council relations are professional, civil, and mutually respectful, and the elected officials and staff also maintain excellent working relationships.

The City Council appoints the City Manager, who implements the strategic direction and manages the day-to-day operations of the City Government, as well as the City Attorney and the members of the City's boards, committees, and commissions. Redwood City is consistently recognized as being well-managed and innovative, strategically driven, and strongly connected to the community it serves. Patrick Heisinger was recently appointed City Manager and brings more than 20 years of local government experience, including service as Assistant City Manager in the cities of Redwood City and East Palo Alto, Interim City Manager for East Palo Alto, and leadership roles with the City of San Jose, the Housing Authority of Santa Clara County, and Santa Cruz County.

In addition to the City Manager's Department and City Attorney's Office, the City is organized across the departments of Community Development; Engineering and Transportation; Finance, Fire; Human

Resources; Information Technology; Library; Parks, Recreation & Community Services; Police; and Public Works. Together, these departments are supported by 634 FTE. The City's FY2025-26 budget for all funds totals \$396.8 million in expenditures, with a General Fund expenditure budget of \$201 million. The Fiscal Year 2025-26 Capital Improvement Program (CIP) budget totals \$72.9 million.

Redwood City's Strategic Plan identifies three major priorities: Housing and Homelessness, Transportation, and Children and Youth. Redwood City was the first City in San Mateo County to receive State approval for its Housing Element and is among the top 4% of California cities to be awarded a Prohousing Designation, qualifying for nearly \$1 million in additional funding. In 2023, the City was a finalist for an All-America City Award for its efforts to improve the health and well-being of young people in the community.



THE PUBLIC WORKS SERVICES DEPARTMENT

The Public Works Services Department plays a vital role in maintaining and enhancing Redwood City's infrastructure and quality of life. The Department delivers a comprehensive range of services, including environmental programs such as energy efficiency, solid waste management, and water conservation; maintenance of the public right-of-way, including roads, sidewalks, street sweeping, streetlights, traffic signs, and urban forestry; and oversight of essential utilities, including recycled water, sewer, stormwater, and potable water systems.

In addition to serving the community, the Department provides critical internal support services to other City departments and partner agencies, including building maintenance, custodial services, and fleet management.



In FY 2025–26, the Department is supported by more than 116 dedicated employees and an operating budget of \$131.8 million. Reporting to an Assistant City Manager, the Director of Public Works Services will lead an engaged and service-oriented team that takes great pride in delivering proactive, high-quality service to both internal partners and the community.

City initiatives are guided by the City's Core Purpose – **Building a Great Community Together** – as well as the City's values:

- **Excellence:** Commitment to Pride in Our Work
- **Integrity:** Do the Right Thing, Not the Easy Thing
- **Service:** Building Community and Improving Quality of Life
- **Collaboration:** Working Together for a Better Tomorrow
- **Inclusion:** Celebrating Diversity, Promoting Justice, and Inviting Participation
- **Innovation:** Freedom to Imagine and Courage to Act



THE IDEAL CANDIDATE

Redwood City is seeking a visible, collaborative, and community-focused leader to serve as its next Director of Public Works Services. The ideal candidate will be present in the field, accessible to staff and residents, and genuinely engaged in day-to-day operations. They will understand that strong public works leadership requires both strategic vision and boots-on-the-ground credibility.

As a member of the City's executive leadership team, the Director must be a collaborative partner to fellow department directors and the City Manager's Office. The successful candidate will contribute thoughtfully to organization-wide initiatives, balancing departmental priorities with broader City goals. They will bring political acumen and sound judgment, with the ability to navigate sensitive or controversial issues with professionalism, composure, and integrity.

Operational experience in utilities is highly valued, especially hands-on experience on the operations side. The Director will understand the complexities of maintaining critical infrastructure and extending the life of City assets while ensuring regulatory compliance, fiscal responsibility, and long-term system sustainability. Experience building and maintaining strong regional and intergovernmental relationships is essential, as public works challenges and opportunities often extend beyond jurisdictional boundaries.

Internally, the Director must champion exceptional customer service, both externally to the community and internally to partner departments. They will foster a culture of responsiveness, accountability, and pride in service delivery. Experience working with represented employees and navigating labor relations in a collaborative and respectful manner is essential. The ideal candidate will be relatable, approachable, and credible with a diverse workforce, earning trust through authenticity and fairness.

Redwood City takes its organizational values seriously. The next Director will model Excellence, Integrity, Service, Collaboration, Inclusion, and Innovation in both decision-making and leadership style. They will be committed to employee engagement and leadership development, investing in their team to build bench strength and prepare the next generation of public works leaders.

The successful candidate will possess any combination of experience and education that provides the knowledge and abilities necessary to be successful in the position, with ideal candidates possessing a bachelor's degree and five years of increasingly responsible experience in utility and general services in local government including significant supervisory experience.

COMPENSATION & BENEFITS

The annual salary range is \$209,701.96 - \$283,094.76; placement within the range will be DOQE. Salary is supplemented by competitive benefits that include, but are not limited to:

CalPERS Retirement:

Tier 1 - Employees hired before October 24, 2011

2.7% @ 55 formula; employee contribution 14% (includes the employee cost share of 6%).

Tier 2 – Employees hired on or after October 24, 2011

2% @ 60 formula; employee contribution 13% (includes the employee cost share of 6%).

Tier 3 – Employees hired on or after January 1, 2013, and meet the definition of “new member”

2% @ 62 formula; employee contribution 50% of the normal cost of the benefit (plus an employee cost share of 1%).

Effective the first full pay period beginning on or after December 1, 2026, the employee's additional cost share toward the employer's pension share will be reduced by one percent (1%).

401(a) Retirement Plan: The City will contribute an amount equal to 2% of the employee's base monthly salary to a defined contribution plan. There is a mandatory 5% employee contribution to a 401(a)-retirement plan for Miscellaneous Tier 3 CalPERS Retirement Members.

Medical Plan: Choose from a range of HMO, PPO, and EPO options. The City pays up to 90% of the CalPERS Bay Area Kaiser Family Premium per employee.

Dental/Vision: City pays 90% of insurance premiums for eligible employees and their dependents.

Auto Allowance: \$400 per month.

Cellular Phone Stipend: \$46.15 per pay period or city-issued phone.

Flexible Work Schedule: While most department employees provide services in person, the City values flexibility, and periodic remote work can be accommodated.

Vacation/Sick Leave: Annual vacation of 80 to 200 hours per year based on total public sector/industry experience; sick leave is accrued at a rate of 1 day for each whole calendar month of service. Vacation accrual will be based on years of service with the City and total public sector years or years in the industry. A new hire from outside the City into an executive management classification will be granted a starting vacation balance of forty (40) hours.

Holidays: 13 recognized holidays + 2 administrative holidays.

Management Leave: 160 hours per calendar year may be taken as time off or paid in cash for any portion of this leave remaining as of the end of the calendar year. Hours will be prorated at time of hire for the first calendar year. Thereafter, this equates to an annual payment of approximately \$16,131.20 - \$21,776 (at current salary levels) in addition to the base salary.

Educational Reimbursement: Annually up to \$1,500 for approved tuition for courses taken as part of an accredited college or university degree program or for professional development workshops or seminars.

Professional Development Reimbursement: Reimbursement for authorized personal development and improvements will be granted up to a maximum of \$750 per fiscal year. Personal well-being activities such as fitness and gym membership fees qualify for the \$750 per fiscal year.

Retiree Health: Generous city-paid health insurance offered to eligible retirees.

Life Insurance: The City offers basic life insurance coverage of \$3,000 to all members of the Executive Management Group; additional voluntary life insurance is available.

Relocation: Up to \$10,000 in eligible relocation assistance may be available.

For a complete description of benefits, including relocation assistance, please visit:

[Summary of Compensation and Terms](#)

Potential candidates outside the Bay Area are strongly encouraged to research the cost of housing and overall cost of living in the area before applying.

Application & Selection Process

This recruitment will close at 11:59 pm on **Sunday, June 21, 2026**. To be considered for this opportunity, upload cover letter, resume, and a list of six professional references using the “Apply Now” feature at www.tbcrecruiting.com.

TB & CO.

Tina White • 619.948.1786

TERI BLACK & COMPANY, LLC

www.tbcrecruiting.com

Following the closing date, resumes will be screened in relation to the criteria articulated in this brochure. Applicants with the most relevant qualifications will immediately be granted preliminary interviews by the consultants. Candidates deemed to be the best qualified will be invited to additional interviews shortly thereafter. The City anticipates making a timely selection, following the completion of thorough background and reference checks. Please note that references will not be contacted until the end of the process and, at that time, will be done in close coordination with the candidate.

