CITY OF Fremont

DEPUTY DIRECTOR OF FINANCE

FREMONT, CA

THE COMMUNITY

Centrally located and serving as the eastern anchor of the San Francisco Bay Area and Silicon Valley, the City of Fremont (population 233,974) 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 $175,816, and nearly 63% 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 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 growing economy and a vibrant community life, Fremont is a City moving forward.

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.

CITY GOVERNMENT

Incorporated on January 23, 1956, Fremont is a General Law City operating under a Council/Manager form of government. The City Council consists 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's Office; City Manager's Office; 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 994 full-time equivalent (FTE) positions 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 under an adopted FY 2026-27 General Fund Budget of $289.1 million and a total Citywide Budget of $427.1 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 18.1% 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 2026, the City Council emphasized economic development as the key driver to ensure future financial stability and renewed its commitment to key priorities:

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

To learn more about Fremont, visit: **https://www.fremont.gov/**

THE FINANCE DEPARTMENT

The Finance Department performs at a high level and is responsible for providing financial information, policy analysis, and recommendations that help the City Council and all City departments make informed decisions about how to best allocate City resources. Serving as a strategic partner to the City Council, City Manager, and City departments, the Finance Department is responsible for safeguarding the City's financial resources while providing the analysis, planning, and financial leadership that support informed decision-making and long-term fiscal sustainability. From developing the City's annual budget to managing investments, debt, purchasing, accounting, revenue collection, and financial reporting, the department plays a vital role in ensuring Fremont remains financially strong and well-positioned for the future.

With a FY 2026-27 budget of $7.9 million and 28 full-time employees, the Finance Department is organized into five functional areas: Accounting, Budget, Purchasing and Accounts Payable, Revenue, and Treasury. Staff are recognized for their technical expertise, customer service, and commitment to continuous improvement. The City's financial management practices have earned national recognition, including

Mission
To assist the City Council, City Manager, and operating departments in prudently managing financial resources and assets by providing accurate information and high-quality business and financial planning and management advisory services.

the Government Finance Officers Association's Distinguished Budget Presentation Award for 29 consecutive years and the Certificate of Achievement for Excellence in Financial Reporting for 41 consecutive years.

The Finance Department continues to modernize its services through technology and process improvements. Current initiatives include expanding online business tax services, implementing Tyler Resident Access to provide customers with enhanced online payment services, and continuing to improve business processes to deliver efficient, responsive service to internal departments and the public.

DEPUTY FINANCE DIRECTOR

Reporting to the Finance Director, the Deputy Director of Finance is a key member of the Department's leadership team, helping to shape the City's financial strategy and ensuring operational excellence across the organization. The Deputy Director provides executive leadership for the Budget and Treasury functions while contributing to all major areas of the Department and serving as the Finance Director in the Director’s absence.

This position leads long-range financial planning, budget development, debt and investment management, and the modernization of financial systems and business practices. Working collaboratively with City leadership and departments across the organization, the Deputy Director provides strategic financial guidance, develops policies and procedures, and helps ensure the City's resources are managed with transparency, accountability, and long-term fiscal sustainability.

This is an exceptional opportunity for a collaborative and forward-thinking municipal finance leader who enjoys mentoring staff, improving organizational performance, and helping shape the future of one of California's most respected and financially well-managed cities.

THE IDEAL CANDIDATE

The City of Fremont seeks a collaborative and forward-thinking municipal finance professional who combines exceptional technical expertise with the ability to think strategically and contribute as a trusted member of the City's leadership team. The ideal candidate will bring broad experience across municipal finance, with strength in budget development, treasury operations, labor costing, long-range financial planning, and financial analysis. They will be a strategic leader who understands how sound financial stewardship supports organizational priorities and community outcomes.

The successful candidate will be an articulate communicator who is comfortable presenting complex financial information to the City Council, executive leadership, employees, and the public. They will possess strong political acumen and the ability to develop productive relationships across the organization while serving as a trusted advisor on complex financial issues. An approachable, team-oriented leadership style, coupled with outstanding interpersonal skills and emotional intelligence, will be essential to fostering collaboration, building consensus, and achieving results.

Fremont seeks a leader who embraces innovation and continuous improvement. The ideal candidate will be technologically savvy, experienced in leveraging financial systems and data to improve decision-making, streamline operations, and enhance customer service. They will be comfortable leading special projects, integrating new technologies, and identifying opportunities to modernize financial processes while maintaining the City's long-standing commitment to excellence in financial management.

The Deputy Director will be a flexible and solutions-oriented leader who thrives in a fast-paced environment, balances multiple priorities, and readily adapts to changing organizational needs. This individual will enjoy mentoring and developing staff, empowering others to succeed, and cultivating a culture of accountability, collaboration, and exceptional customer service. A data-driven approach, sound judgment, and a willingness to "lean in" wherever needed will position the successful candidate to become an invaluable partner to the Finance Director and City leadership.

Any combination of experience and training that provides the knowledge, skills, and abilities is qualifying. A typical way would include five years of progressively responsible experience providing accounting, budget development, administration, or other financial services, including at least three years working in a public-sector environment, two years in a managerial or supervisory role, and a Bachelor’s degree in Accounting, Finance, Economics, Public or Business Administration, or a related field. Possession of a Master’s degree is preferable. Designation as a Certified Public Finance Officer or possession of a Certified Public Accountant (CPA) license is highly desirable.

COMPENSATION & BENEFITS

The annual salary range for the Deputy Director of Finance is $170,558 - $230,253; 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 PEPRA members hired after 1/1/13.

City Paid Health Benefits Allowance: Monthly allowance of $2,900 towards medical (CalPERS), dental, and vision programs. The allowance will be increased to $3,100 effective January 2027.

- 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.

Tuition Reimbursement: Up to $20,000 (may be increased at City Manager's discretion).

Employee Assistance Program: Program provided.

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

Application & Selection Process

The closing date for this recruitment is **midnight** on **Sunday, August 30, 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**

TB&CO.

Suzanne Mason • 562.631.2500

TERI BLACK & COMPANY, LLC

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 Finance Director. 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.

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