

The City Of  
**Vallejo**  
California



We Are Now Accepting  
Applications For The Role Of  
**PUBLIC WORKS DIRECTOR**



## THE COMMUNITY

The City of Vallejo is located in Solano County and has a population of approximately 121,000 residents. Vallejo is a rapidly changing, highly diverse community located midway between the cities of Sacramento and San Francisco. It is a friendly, active waterfront community that attracts innovative, hardworking people and takes great pride in its 148-year history and maritime heritage.

With a mild year-round climate and easy access to various recreational opportunities, residents of Vallejo are situated to take advantage of the best of what the area has to offer. Golf, museums, performing arts, boutique shopping, brewpubs, and a wide selection of restaurants are available in Vallejo. Residents and visitors alike enjoy Vallejo's delightful historical downtown area, weekly downtown farmer's market, and beautifully restored Victorian homes and business fronts. Vallejo is also home to Six Flags Discovery Kingdom, one of America's only combination wildlife, oceanarium, and theme parks. Vallejo's Main Street Designation in 2000 and two historic districts are a reflection of the City's pride in and emphasis on maintaining the character and heritage of Vallejo.

Vallejo is in close proximity to the major employment and tourist areas in the region, approximately nine miles from Napa, 32 miles from San Francisco, 22 miles from Oakland, and 47 miles from Sacramento. It is well connected to these areas via I-80 and I-780, as well as Highways 37 and 29. In addition to being close to four major highways, Vallejo is also serviced directly by Union Pacific Railroad and is convenient to the regional ports of Oakland, San Francisco, and Richmond. Ferry service is available to San Francisco, and air travel is available through San Francisco, Oakland, and Sacramento International Airports.

The Vallejo City Hall is set in a beautiful bayfront park with the ferry terminal service located nearby. The City is updating its downtown and waterfront development plans, which will ultimately transform Vallejo's waterfront area into a transportation-oriented mixed-use area of shops, restaurants, offices, residential, and open space. Vallejo is a charming community that offers its residents a unique combination of bedroom community, suburban quietude, urban waterfront paradise, and foothill vistas.

## CITY GOVERNMENT

Vallejo is a full service, charter city with a fiscal year \$285 million with a general fund of approximately \$138 million and 682 FTEs. The City Council is composed of six Council Members who are elected by district and a directly elected Mayor. Council Members and Mayor serve for staggered terms of four years. The City Council has identified five key priorities for the City: public safety, economic development, housing and homelessness, youth development, and organizational efficiency.

The City is organized into the following departments: Police, Fire, Public Works, Water, Planning and Development Services, Economic Development, Housing, Finance, Human Resources, Information Technology, City Manager, and City Attorney. The City Manager's office encompasses divisions for communications and engagement, city clerk, risk management, homelessness programs, participatory budgeting, intergovernmental affairs, grant management, community events, and youth programs. Staff in the City Manager office, the department heads, and other City employees are collaborative, innovative, and dedicated, making it an exciting and engaging



## THE DEPARTMENT

The Public Works Department is responsible for the engineering design, construction, and maintenance of the City's roads, sidewalks, traffic signals, trees, open spaces, and buildings. The Department also manages stormwater compliance programs, transportation planning, recycling & solid waste contract services, and operates the Vallejo Municipal Marina. Public Works consists of Administration, Environmental Services, Transportation, Engineering Division, and Maintenance Division. The total number of authorized positions for FY 2025-2026 is 73.50 FTEs. Local revenue sources provide substantial funding for the City's Capital Projects.



## THE POSITION

The Director of Public Works is responsible for the planning, direction, management and oversight of the Department of Public Works ("DPW") activities and operations, including engineering, transit, maintenance and the marina; to coordinate assigned activities with other City departments and outside agencies; and to provide highly responsible and complex administrative support to the City Manager.



## QUALIFICATIONS

**Experience:** Seven years of increasingly responsible public works and engineering experience including four years of administrative and supervisory responsibility.

**Education:** Equivalent to a Bachelors degree from an accredited college or university with major course work in civil engineering or a related field.

**License or Certificate:** Possession of a Certificate of Registration as a professional civil engineer in the State of California is desirable but not required.

## IDEAL CANDIDATE

The City of Vallejo Public Works Department is seeking an innovative, collaborative, and hands-on professional to serve as its next Public Works Director. This is an exciting opportunity to play a key leadership role in a dynamic and fast-growing community with a diverse range of infrastructure projects underway. The ideal candidate will be a forward-thinking problem solver with strong technical expertise in public works operations, capital project management, and development engineering. They will thrive in a team-oriented environment, delivering high-quality services and shaping the City's vision for sustainable growth and infrastructure investment.

The successful candidate should have experience fostering a positive culture and supporting the professional growth and development of staff; an approachable and inclusive leader who values communication, accountability, and customer service. We are looking for someone with a proven track record of providing efficient and effective public services, encouraging collaboration across departments, and simplifying complex technical information for a wide range of audiences — from City Council to community stakeholders. This is a unique opportunity for a motivated professional with strength in long-term planning and project execution to make a lasting impact on Vallejo's infrastructure, advance major capital projects, initiatives, and contribute to the continued success of a vibrant and forward-looking city.

## UPCOMING PROJECTS

### Private Development Projects:

Redevelopment of Mare Island Naval Base

### Significant Highway Projects:

Repaving and complete streets for Highway 29 (Sonoma Boulevard)

Installation of diverging diamond on Highway 37

Widening of Highway 37

### Capital Projects:

Real property management plan development

Management of City property portfolio

Design and construction of new Police Department headquarters

Design and construction of new Corporation Yard

Renovation of parks and historic properties

Bicycle and pedestrian projects

Master planning and renovation of the marina

# BENEFITS

**Salary:** \$181,756.43 - \$220,926.37 Annually.

Salary is currently under review.

**Current benefits include:**

**Retirement:** The City participates in CalPERS with Classic member 2.7% at 55 formula, and PEPR 2% at 62 formula.

**Health Benefits:** The City participates in the CalPERS Health Benefits Program. The City pays \$300 and the difference between \$300 and maximum of 80% of the Kaiser Region 1 rate is paid through a Section 125 cafeteria plan/Flexible Benefits. Employee pays the difference between the City contribution and full premium for the plan selected. City pays premium for Dental and Vision.

Medflex in the amount of \$400 is offered in lieu of City medical.

**Life Insurance:** 2x Annual Salary up to \$250k after 31 days.

**Sick Leave:** Employees accrue at the rate of 12 hours for each full month of employment.

**Vacation:** 10 working days (0-3 service years); 15 working days (3-9 service years); 20 working days (9-15 service years); and 25 working days (15 plus service years). May carry up to three-year balance.

**Deferred Compensation Plans:** The City offers a voluntary 457 Plan, as well as a 401A Plan, currently with a 1% match.

**Administrative Leave:** Employees receive 80 hours of pro-rated administrative leave per calendar year. This leave must be used within the payroll calendar year, or be forfeited. There is no cash value.

**Holidays:** 12 paid holidays annually, accrued upon hire.

**Life Insurance:** 2x Annual Salary up to \$250k after 31 days.

# APPLICATION PROCESS

**CLOSING DATE | January 5, 2026**

To apply for this exciting career opportunity, please send a compelling cover letter and your detailed resume electronically to:  
[apply@bobhallandassociates.com](mailto:apply@bobhallandassociates.com).

Should you have any questions regarding this position or the recruitment process, please contact **Maria Fierner** at (925) 448-0660.

Application materials will be screened in relation to the criteria described in this brochure. Candidates deemed to be the most highly qualified will be invited to participate in the selection process. The selection process will include in-person interviews and/or Zoom meetings, with final interviews with the City Manager. Appointment is subject to completion of a thorough background and reference checks, and pre-employment medical exam.

Recruiting Services Provided By



**Apply today and become part of an amazing team!**

