City of
SACRAMENTO

DIRECTOR OF PUBLIC WORKS



Recruitment Services Provided by
Ralph Andersen & Associates

OUTSTANDING PUBLIC WORKS OPPORTUNITY

A nationwide search is underway to attract highly qualified candidates for consideration as the Director of Public Works for the City of Sacramento. This executive-level position reports to an Assistant City Manager and serves as a member of the City's Executive Team. The successful candidate will be a strategic, collaborative leader who can guide a multi-disciplinary department through a period of growth and investment in the infrastructure that moves people throughout California's capital city.

THE SACRAMENTO REGION

Sacramento is California's capital city and sits at the confluence of the Sacramento and American Rivers. The City is the sixth largest in California, with approximately 530,000 residents. The Sacramento Region, including surrounding cities and counties, has a population of approximately 2.5 million, making it the 27th largest metropolitan area in the nation. The community is one of the most culturally diverse of all American cities, with a blend of residents, businesses, and students from many cultures and backgrounds. Residents enjoy a central location within easy reach of the San Francisco Bay Area, the Sierra Nevada, Lake Tahoe, and the Napa Valley, along with miles of riverfront trails, a thriving arts and dining scene, and a growing downtown.



CITY GOVERNMENT

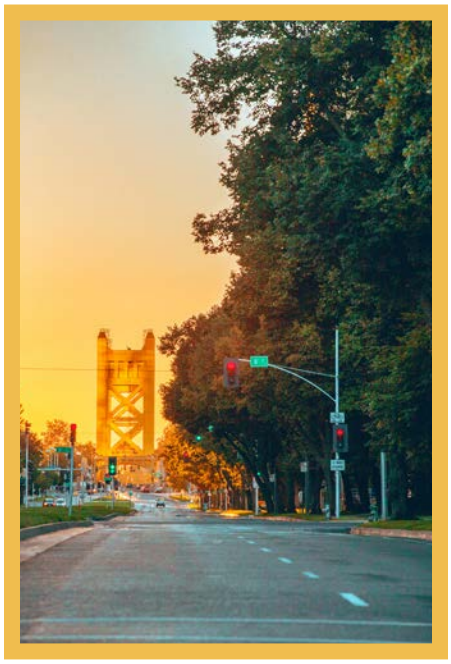
Sacramento is a charter city operating under the Council-Manager form of government, with eight council districts and a directly elected Mayor. City Manager Maraskeshia Smith took office in January 2026 and oversees the day-to-day operation of the City. Sacramento provides a full array of municipal services, with a total budget for FY 2026/2027 of $1.7 billion and more than 4,800 employees.



THE DEPARTMENT OF PUBLIC WORKS

The Department of Public Works is responsible for the transportation network that serves Sacramento's residents, businesses, and visitors. The Department's major functions include Traffic Engineering, Transportation Planning, Transportation Design and Funding, Transportation Construction, Street Maintenance, and On- and Off-Street Parking. The Department has an annual budget of $272 million and approximately 782 full-time budgeted positions. Public Works is on solid financial footing, with healthy fund balances and a strong record of securing grant funding, particularly for transportation. The Department is known for its strong customer service culture.





OVERVIEW OF RESPONSIBILITIES

Nearly every commute, delivery, bike ride, and parking space in Sacramento runs through the Department of Public Works. As Director, you will shape how people move through California's capital city, from the streets they drive and the signals that time their trips to the long-range plans that will define how the city grows.

As the City's top public works executive, you will set the Department's direction, lead a team of experienced managers across nine distinct divisions, and sit at the table with the City's Executive Team on decisions with citywide impact. The role offers real authority to set priorities, along with the support of a solid team of experienced and diverse managers and staff who lead each division day to day.

The new Director joins Sacramento at an exciting and pivotal time. Major projects are underway across the City, including the new 20,000-seat soccer stadium at The Railyards. The Director will also have a significant opportunity to bring greater alignment and efficiency to the City's Capital Improvement Program (CIP), which spans facilities, transportation, parks, and utilities, and to set clear priorities that reflect the City Council's goals.

In this role, you will:

- **Set the vision:** Lead the Department's overall direction and organizational improvement, building goals and strategies that reflect the City's mission and values and that position Public Works for the future.
- **Improve how Sacramento moves:** Champion better service in transportation design, street maintenance, and parking, working alongside other City departments and regional partners.
- **Align the capital program:** Lead a more efficient, coordinated CIP across facilities, transportation, parks, and utilities, working with partner departments to prioritize investments in line with City Council goals.
- **Steward the resources:** Direct the Department's budget, strengthen the Department's financial management capacity, anticipate resource needs, and make sure every investment delivers lasting value for residents.
- **Build a high-performing team:** Recruit, coach, and develop managers and staff; foster a culture of accountability and service; and maintain constructive relationships with employees and labor partners.
- **Be the City's voice on public works:** Advise the City Manager and City Council, build consensus among community and business stakeholders, and represent Sacramento on regional boards and committees.

THE IDEAL CANDIDATE

The ideal candidate will be a strategic, forward-thinking public works executive with a proven record of leading a broad range of municipal services, including engineering, traffic engineering, transportation, and street maintenance, in a large public agency. The Director will bring a working knowledge of public works financing, subdivision law, and the principles of engineering and administration as applied to the design and construction of public works facilities, along with a strong grasp of federal, state, and regional transportation and air quality regulations. Breadth of experience is essential: the City is seeking a well-rounded leader whose background spans multiple public works disciplines, ideally including capital program delivery and fleet and facilities management. Strong financial skills, including budgeting, capital financing, and grant management, are a must.

Equally important, the Director will be a collaborative leader who is politically astute without being political. This person will be skilled in interest-based negotiation and consensus building, and able to present complex technical issues simply and logically to City leaders, policymakers, and the community. The successful candidate will be adaptable, innovative, decisive, and diplomatic, and will build a culture that motivates staff to deliver high-quality service at a competitive cost. The Director will build on the Department's strong customer service culture, and candidates from outside the City organization who bring a fresh perspective are encouraged to apply. A commitment to coaching and mentoring, and to developing the next generation of Department leaders, is essential.





EDUCATION AND EXPERIENCE

MINIMUM REQUIREMENTS:

Any combination of education and experience that would provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

- **Experience:** A minimum of eight (8) years of progressively responsible experience managing a broad range of municipal services, including engineering, traffic engineering, and/or street maintenance, in a large public agency, including a minimum of two (2) years at a management level comparable to Division Manager.
- **Education:** A bachelor's degree in civil engineering, public or business administration, or a related field from an accredited college or university.
- **Substitutions:** A master's degree in a related field may substitute for one year of the required supervisory experience. Additional qualifying experience may substitute for the required education on a year-for-year basis.

PREFERRED QUALIFICATIONS:

- Possession of a Certificate of Registration as a Professional Engineer in the State of California.



COMPENSATION AND BENEFITS

This is an at-will position, and the expected hiring range for the Director of Public Works is $184,185.36 to $250,363.19, depending on qualifications and experience. The City of Sacramento offers a generous benefits package, which includes:

Medical, Dental, and Vision: The City offers substantial contributions towards medical, dental and vision benefits.

CalPERS Retirement: The City contracts with the California Public Employees' Retirement System (CalPERS). Miscellaneous employees: 2% @ 55 retirement formula for Classic PERS members; 2% @ 62 retirement formula for new members subject to PEPRA. The City participates in both CalPERS and Social Security, with contributions made by both the City and the employee.

401(a) Retirement Plan: The City contributes four percent (4%) of salary, and the employee contributes five percent (5%) of salary.

457 Deferred Compensation: Optional, voluntary plan.

Holidays: 14 official holidays and 2 floating holidays.

Vacation: A minimum of 80 hours and up to 160 hours per year, depending on years of qualified service.

Other Benefits: Sick Leave, Management Leave, Longevity Pay, Flexible Spending Account, Long-Term Disability, Life Insurance, Employee Assistance Program, and Technology Allowance.

Additional benefits information can be found here:

- **Benefits Information**
- **Unit 20 Benefit Summary**
- **Labor Agreement Total Compensation Matrix**

APPLICATION PROCESS AND TIMELINE

Interested candidates are requested to apply by emailing a cover letter and resume to **apply@ralphandersen.com** **prior to Monday, December 14, 2026**. This is a confidential recruitment, and the process will be handled accordingly throughout the various stages.

Resumes will be reviewed upon receipt by Ralph Andersen & Associates. Candidates are strongly encouraged to apply early in the process, as this position may close early once a strong pool of qualified candidates has applied. References will not be required upon submittal but will be requested once mutual interest has been established. Only the most qualified candidates will be invited to an initial screening (via video) conducted by Ralph Andersen & Associates.

Top contenders will be advanced to a panel interview with key City leadership. A select group of finalist candidates will be interviewed in person, and customary travel expenses will be reimbursed for on-site interviews. The final selection process will include meetings with the City Manager and Executive Team. Top candidates should be prepared to undergo a detailed background and reference check as part of the final steps in a comprehensive evaluation and selection process.

Ideally, the new Director of Public Works will join the City of Sacramento in March 2027 or on a mutually agreed-upon date to allow for a smooth transition of leadership. Specific questions should be directed to Ian Appleyard at 916-630-4900. Alternatively, reach out for a confidential discussion by sending an email to **info@ralphandersen.com**.

The City of Sacramento encourages women, minorities, and persons with disabilities to apply. Applicants will be considered regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, medical condition, or pregnancy.



