



# PUBLIC WORKS DIRECTOR



**BOB MURRAY  
& ASSOCIATES**  
EXPERTS IN EXECUTIVE SEARCH

## THE COMMUNITY

The City of Piedmont is a largely residential 1.7-square-mile charter city. Residents are civic-minded and embrace traditions while also looking for opportunities to innovate and grow together as a community. With approximately 11,000 residents, the City is located in the beautiful Oakland hills, overlooking the San Francisco Bay. Aptly named "Piedmont," or "foot of the mountain," its most distinct features are gardens, bridges, parks, and schools that create a special sense of place. In 1907, residents voted to incorporate as the City of Piedmont, and in 1923 Piedmont became a Charter City.

Today, efforts are underway to usher in Piedmont's vision for the future. Accessible and participatory government are centerpieces of the City's approach. The establishment of an ambitious array of programs associated with the 6th Cycle Housing Element are in progress and the City will soon launch its search for a development partner for new housing in Moraga Canyon for people of all income levels. Practicing good governance, advancing quality of life, and becoming a more diverse, inclusive, and welcoming community are priorities.

Extraordinary and generous residents are the heart of Piedmont. Residents partner with the City to deliver community events throughout the year. The 4th of July Parade and Harvest Festival are cherished long-standing traditions, alongside new celebrations that look to expand the City's reach in different ways. In recent years, 50 volunteers came together to envision and plan the City's newest cultural celebration, Piedmont FoodFest, which attracts more than 3,000 attendees and generates interest from all over the East Bay. This community spirit infuses enthusiasm for all aspects of civic life in Piedmont. To learn more about this dynamic city, visit the City of Piedmont website at [piedmont.ca.gov](http://piedmont.ca.gov)

## THE ORGANIZATION

Piedmont is a full-service Charter City operating under a City Council/Administrator form of government. Five Council members are elected at-large on a nonpartisan basis to staggered, four-year terms. Elections are held concurrent with the statewide general election in November of even-numbered years. Following each election, the City Council elects a mayor and vice mayor from among its members. Under the City Charter, a Council Member may be elected for no more than two consecutive four-year terms. The City of Piedmont is served by a variety of skilled volunteer bodies appointed by the City Council, including the Park Commission.

The City employs 101 full-time employees with a total General Fund operating budget of \$41.5 million. Piedmont relies primarily on property tax revenue and is fiscally sound.



The City values fiscal responsibility, budgets conservatively, and staffs accordingly. Department heads are appointed by the City Council and are directed by and serve at the pleasure of the City Administrator.

Piedmont has an outstanding team of public servants who pride themselves on delivering quality and customer-focused services to the community. The City's skilled and professional leadership team enjoys a collegial and supportive culture.

## THE POSITION

The Public Works Director is a senior executive position that reports directly to the City Administrator and plays a central role in advancing the City of Piedmont's operational and strategic priorities. As a member of the executive management team, the Director oversees the full range of Public Works services and infrastructure programs that support the community's safety, functionality, sustainability, and overall quality of life.

The Director is responsible for establishing departmental priorities, developing operational strategies, and ensuring the efficient delivery of core municipal services. This includes overseeing the department's annual operating and capital budgets, guiding long-term infrastructure planning efforts, and implementing policies and programs that align with the City Council's goals and community expectations. The position requires a strong balance of strategic leadership, fiscal oversight, and practical operational management.

Leading a diverse team of professional, technical, maintenance, and administrative staff, the Public Works Director promotes a culture grounded in accountability, collaboration, innovation, and customer service. The Director oversees organizational effectiveness initiatives, including employee development, succession planning, and performance management, while fostering a workplace

environment that supports operational excellence and continuous improvement.

The Public Works Director is responsible for and oversees all major departmental functions, including roadway and transportation infrastructure, grounds, parks, medians, public buildings and facilities, storm drainage systems, heavy equipment and related public assets. The Director also oversees engineering and the City's Capital Improvement Program, ensuring projects are carefully planned, effectively managed, fiscally responsible, and completed in accordance with regulatory requirements and community standards.

In addition to internal leadership responsibilities, the Director serves as a key representative of the City in interactions with the City Council, commissions, regulatory agencies, contractors, community groups, and residents. The Director works closely with City leadership and external stakeholders to address emerging challenges, identify funding opportunities, evaluate industry trends and legislative changes, and develop solutions that support Piedmont's long-term infrastructure and service goals.

## THE IDEAL CANDIDATE

This is an outstanding opportunity for an experienced and collaborative public works professional to join a well-managed organization with a strong operational foundation and a commitment to high-quality municipal services. The ideal candidate will be an approachable and engaged leader with excellent interpersonal and communication skills, capable of building trust and fostering strong working relationships across all levels of the organization and throughout the community. The successful candidate will cultivate a positive and inclusive workplace culture that encourages teamwork, accountability, innovation, and shared purpose.

The City is seeking a strategic and forward-thinking executive who can effectively lead complex infrastructure and capital improvement initiatives while balancing operational priorities, fiscal responsibility, and community expectations. The Public Works Director will play a key role in guiding the City's long-range infrastructure planning efforts and ensuring the successful delivery of capital projects that support Piedmont's long-term service and facility needs. The ideal candidate will understand the importance of aligning departmental goals and infrastructure investments with the City Council's vision and broader community priorities.

Successful candidates will possess strong administrative and managerial experience, including the ability to



prepare and oversee complex operating and capital budgets, manage multiple priorities, and lead diverse teams of professional, technical, maintenance, and administrative staff. Experience mentoring and developing employees, promoting accountability, and building organizational capacity is highly valued. The ability to analyze operational and policy issues, develop practical solutions, and make sound, well-supported recommendations is essential.

The ideal candidate will demonstrate a thorough understanding of municipal operations, public policy, and the regulatory environment affecting public works services and infrastructure projects. Candidates should possess the ability to interpret and apply applicable federal, state, and local laws, regulations, policies, and procedures, while ensuring compliance and maintaining high professional standards. Strong negotiation, project management, and relationship-building skills will be important, along with the ability to represent the City effectively in meetings with elected officials, regulatory agencies, contractors, community stakeholders, and the public. Experience conducting complex analyses, preparing clear and concise technical reports, and communicating effectively on both technical and non-technical matters will contribute to success in this role.

## EDUCATION AND EXPERIENCE:

Equivalent to graduation from an accredited college or university with major coursework in engineering, public administration, or a related field and 5+ years of progressively responsible management and/or administrative experience in civil engineering, municipal public works maintenance, or a



related field. A master's degree and public sector experience are highly desirable.

### LICENSES, CERTIFICATES, & OTHER REQUIREMENTS

- Registration with the State of California as a Civil Engineer is desirable.
- Role requires attendance at evening meetings and travel to/from various work locations.

## COMPENSATION AND BENEFITS

The salary for the Public Works Director will be \$237,029 effective July 1, 2026. The City also offers an attractive benefits package including:

**Retirement** - The City participates in the California Public Employees' Retirement System (CalPERS) with a 2% at 60 formula for Classic members with 7% employee contribution and 2% at 62 for new PEPRAs members with 7.75% employee contribution. The City also participates in Social Security.

**Deferred Compensation** - Voluntary 457 Pre-Tax & After-Tax plans available for employees.

**Medical Plan** - The City offers health insurance through CalPERS and contributes a generous amount towards the premium, up to the family rate.

**Dental** - Delta Dental Premiere, with orthodontia @ \$5,000 lifetime maximum. Family premium fully paid by the City.

**Vision Plan** - VSP, with the ability for an annual exam and glasses. Family premium fully paid by the City.

**In-Lieu Medical** - Employee may elect to receive \$500 cash per month.

**Medicare** - Employee contributes 1.45% with employer match.

**Holidays** - 13 paid holidays plus 1 floating holiday per calendar year.

**Sick Leave** - 15 days per year, accrued at the rate of 9.38 hours per month.

**Vacation** - Starting at 15 days per year (increases with years of service).

**Personal Leave** - 8 days per year.

**Bereavement Leave** - Up to 3 days with pay.

**Life Insurance** - Provided coverage up to 2x annual salary.

**Flexible Spending Plan** - Set aside pre-tax funds for dependent care and out-of-pocket health care expenses.

**Professional Development Reimbursement** - Up to \$1,000 per fiscal year.

**Auto Allowance** - \$416.67 per month.

**AD&D Insurance** - City paid.



**Employee Assistance Program** - City offered up to 10 counseling sessions per issue, each year.

**Additional Benefits** - Children of full-time City Employees are eligible to attend schools in the Piedmont Unified School District, Piedmont Recreation Department Preschool Program, Schoolmates Programs, and PRD Summer Camps at no charge.

## TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

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

**Filing Deadline:**

**June 28, 2026**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Piedmont. Candidates will be advised of the status of the recruitment following selection of the Public Works Director.

If you have any questions, please do not hesitate to call Mr. Gary Phillips at:

(916) 784-9080

