



*The City of Lodi invites you
to apply for the position of*

PUBLIC WORKS DIRECTOR

Are you an experienced public works professional who leads with integrity, collaboration and respect? The City of Lodi is seeking its next Public Works Director, a thoughtful and community-minded leader ready to guide a well-established team through an exciting new chapter of growth and opportunity.

This is an opportunity to lead a full-service department encompassing Engineering, Water/Wastewater, Streets, Fleet, Facility Maintenance and Transit, while serving a vibrant community renowned for its strong culture, small-town charm and welcoming spirit that make Lodi a true gem in California's Central Valley.



About the City of Lodi

THE COMMUNITY

Lodi is a scenic, tight-knit city celebrated for its family-friendly neighborhoods, charming downtown and rich agricultural heritage. Known as the “Zinfandel Capital of the World”, it offers a distinctive blend of small-town warmth and big opportunities, surrounded by vineyards, farmland and open spaces that define its relaxed and inviting character.

Home to just under 70,000 residents, Lodi embraces a strong culture of connection and teamwork. City employees, local businesses and residents take pride in supporting one another. Lodi’s lively downtown hosts year-round events, from farmers markets and the renowned Lodi Street Fair to summer concerts and seasonal celebrations that bring the community together.

Lodi’s natural beauty, thriving economy and welcoming spirit make it more than just a place to work, rather a place to live, connect and thrive.

LODI BY THE NUMBERS



69,320 – POPULATION



37 – MEDIAN AGE



\$86,458 – MEDIAN HOUSEHOLD INCOME



55% – COLLEGE EDUCATED



\$520,000 – MEDIAN HOME VALUE



24 – UNIVERSITIES WITHIN 50 MILES



21 – AVERAGE MINUTES SPENT COMMUTING TO WORK



35 – MILES FROM CALIFORNIA’S STATE CAPITAL



85+ – WINERIES IN LODI



3 – AIRPORTS WITHIN 90 MINUTES

OUR MISSION

The City of Lodi’s purpose is to enhance the quality of life for Lodi residents, reflecting our high community standards.

WHY WORK FOR US?

The City of Lodi offers a workplace defined by loyalty, pride and purpose. Our employees are deeply rooted in the community and are dedicated to serving it well. Many have built long-standing, rewarding careers here.

What makes Lodi special isn’t just the work we do, but how it’s done. Here, teams support one another, departments work in sync and there’s a genuine sense of unity across the organization. It’s the kind of place where people show up for each other, take ownership of their work and celebrate shared success.

At Lodi, you’ll find steady leadership, a supportive environment and meaningful opportunities to grow. Whether you’re leading major projects or improving daily operations, your work directly shapes the City’s future and enhances the quality of life for everyone who calls Lodi home.

THE PUBLIC WORKS DEPARTMENT

Lodi's Public Works Department is responsible for planning, coordinating and directing the City's public works programs and services. As a full-service department, it oversees the Engineering, Streets, Water/Wastewater, Fleet, Facility Maintenance and Transit divisions, collectively staffed by 132 employees under the leadership of the Public Works Director, with five employees directly reporting to the Public Works Director.

The department manages major capital projects, long-term infrastructure planning and city expansion initiatives, including annexations and new development. It also serves as the City's Floodplain Administrator and ensures compliance with applicable laws, regulations and engineering standards.

Public Works is led by the Public Works Director and is accompanied by a Deputy Public Works Director, who also serves as the City Engineer. Together, they support division managers and professional, technical and clerical staff. The department values a collaborative culture, technical expertise and dedication to providing high-quality services to the public while maintaining a stable, team-oriented workplace.

The Public Works Department plays a critical role in maintaining and improving Lodi's infrastructure and public services:



ENGINEERING AND PROJECT MANAGEMENT

Planning, designing and overseeing construction projects, including streets, utilities, facilities and transit infrastructure to meet city standards and support future growth.



STREETS, FLEET AND FACILITY MAINTENANCE

Maintaining safe, reliable streets, city-owned vehicles and facilities, ensuring operational efficiency and high-quality services for the community.



WATER AND WASTEWATER SERVICES

Managing potable water treatment and distribution, wastewater collection and treatment, and utilities development in compliance with regulatory standards.



CAPITAL IMPROVEMENT AND LONG-RANGE PLANNING

Developing and implementing department goals, objectives, budgets and work standards while coordinating infrastructure planning, capital projects and city expansion initiatives.



COMMUNITY AND STAKEHOLDER ENGAGEMENT

Collaborating with the City Council, residents, businesses and other agencies to plan, implement and communicate public works programs and projects.



The Position

As our next Public Works Director, you'll step into a leadership role that combines technical expertise with people-centered management. The department is well-established, with skilled managers and a strong foundation built over many years of dedicated service. Your focus will be on guiding a capable team through the City's next phase of growth by advancing infrastructure projects, supporting long-range planning and ensuring that operations continue to meet Lodi's high standards of quality and reliability.

Reporting to the City Manager, you will:

- Plan, direct and coordinate the construction, maintenance and repair of city infrastructure, facilities and public spaces.
- Develop and administer the department's operating and capital improvement budgets, ensuring fiscal responsibility and alignment with City priorities.
- Manage contracts, bids and project delivery while maintaining compliance with codes and safety standards.
- Provide technical expertise and strategic recommendations to the City Council, City Manager and other departments on infrastructure and public works matters.
- Lead and mentor a dedicated team, fostering accountability and professional growth.
- Promote a culture of service, safety and continuous improvement that supports operational excellence and community satisfaction.

This position is ideal for a results-driven leader with a strong foundation in public infrastructure and a passion for shaping efficient, forward-thinking city operations.



FUN FACT:



Lodi is the "Winegrape Capital of the World"

PUBLIC WORKS DIRECTOR AREAS OF RESPONSIBILITY

- Department Leadership and Administration
- Capital Improvement and Infrastructure Planning
- Engineering, Streets, Water and Wastewater Operations
- Fleet, Facility Maintenance and Transit Oversight
- Policy Development, Budget Management and Compliance
- Interdepartmental and Interagency Coordination
- Community Relations and Public Communication



OUR IDEAL CANDIDATE

The next Public Works Director will be a grounded, thoughtful leader who values listening as much as leading. This role calls for someone who takes time to understand people and processes before making changes. The ideal candidate recognizes that success comes from trust, collaboration and the ability to bridge diverse perspectives, from field crews to the executive team to the City Council and the community.

You're our ideal match if you're:

- An excellent, active listener who leads with empathy and respect
- Committed to exceptional customer service
- Thoughtful, deliberate and patient in decision-making
- Open-minded and receptive to learning from staff and peers
- Skilled at communicating clearly with employees, City Council, community members, business owners and builders
- Collaborative by nature and confident in navigating complex dynamics
- Able to balance priorities and expectations between leadership and operations
- Someone who possesses a high level of political and organizational acumen

KEY COMPETENCIES



PUBLIC INFRASTRUCTURE AND OPERATIONS MANAGEMENT

Proven ability to plan, direct and oversee all core public works functions, ensuring safe, efficient and high-quality operations that meet the City's needs.



PROJECT AND CAPITAL PROGRAM DELIVERY

Experienced in developing and implementing capital improvement programs, managing design and construction projects and coordinating contracts and bids.



LEADERSHIP AND TEAM EMPOWERMENT

Strong capacity to mentor, support and develop staff while fostering a respectful and high-performing department culture rooted in trust and shared success.



COMMUNITY COLLABORATION AND STRATEGIC IMPLEMENTATION

Skilled in building effective relationships with the community, City Council and staff to align priorities, communicate clearly and balance operational demands with long-term strategic goals.

[Read the full Job Description.](#)

Qualifications

EDUCATION & EXPERIENCE

Any combination of education and experience that provides the needed knowledge and skills is acceptable. A typical combination is:

Education:

Bachelor's degree from a four-year college or university with major coursework in engineering or a related field.



Experience:

Four years of supervisory or administrative experience in a public works setting, which has included program planning, development and administration.

LICENSES, CERTIFICATES, & SPECIAL REQUIREMENTS

Possession of the appropriate valid Driver's License from the California Department of Motor Vehicles. Registration as a Licensed Civil Engineer with the State of California is highly desirable.

[Read the full Job Description.](#)

Compensation & Benefits

The annual salary for the Public Works Director is **\$225,830**.

- **9/80 Work Schedule with every other Friday off**
- **Health Insurance**
Medical:
CalPERS HMO and PPO plans available
City contribution capped at:
\$771.35 for employee
\$1,542.71 for employee + one
\$2,005.52 for family
Dental:
Fully paid family dental insurance. City contributes \$1,250 for each member per year (including \$1,250 orthodontia for each member per year)
Vision & Chiropractic:
100% City-paid premium
Flexible Spending Accounting (FSA):
Pre-tax premium payments and medical/dependent care expense options available
- **Life Insurance**
Full premium for employee and dependent life insurance at two times the annual salary, with maximum benefit of \$250,000
- **Long-Term Disability**
Long-term disability provides up to approximately 2/3 of an employee's salary, with maximum monthly benefit of \$10,000
- **Retirement**
Member of CalPERS
2% @ 55 for classic employees
2% @ 62 for new employees
The City does not participate in Social Security
- **Leave Benefits**
Holidays:
10.5 fixed holidays per year plus 4 floating holidays
Vacation:
2 weeks of paid vacation annually
Sick Leave:
3.70 hours earned per pay period
Administrative Leave:
80 hours annually, ability to cash out up to 80 hours
- **Deferred Compensation**
3% match
- **Tuition Reimbursement**
Up to \$3,000 per fiscal year



How to Apply

We want to hear from you! To be considered for this position, send your resume and cover letter to Christine Martin at Talent@TripepiSmith.com by

Thursday, January 8, 2026

Candidates may be screened for qualifications following the submission deadline. If you require additional information or have questions, please contact Christine Martin at 949-993-6531.