The City of Newark invites you to apply for

PUBLIC WORKS MAINTENANCE MANAGER

NEWARK california

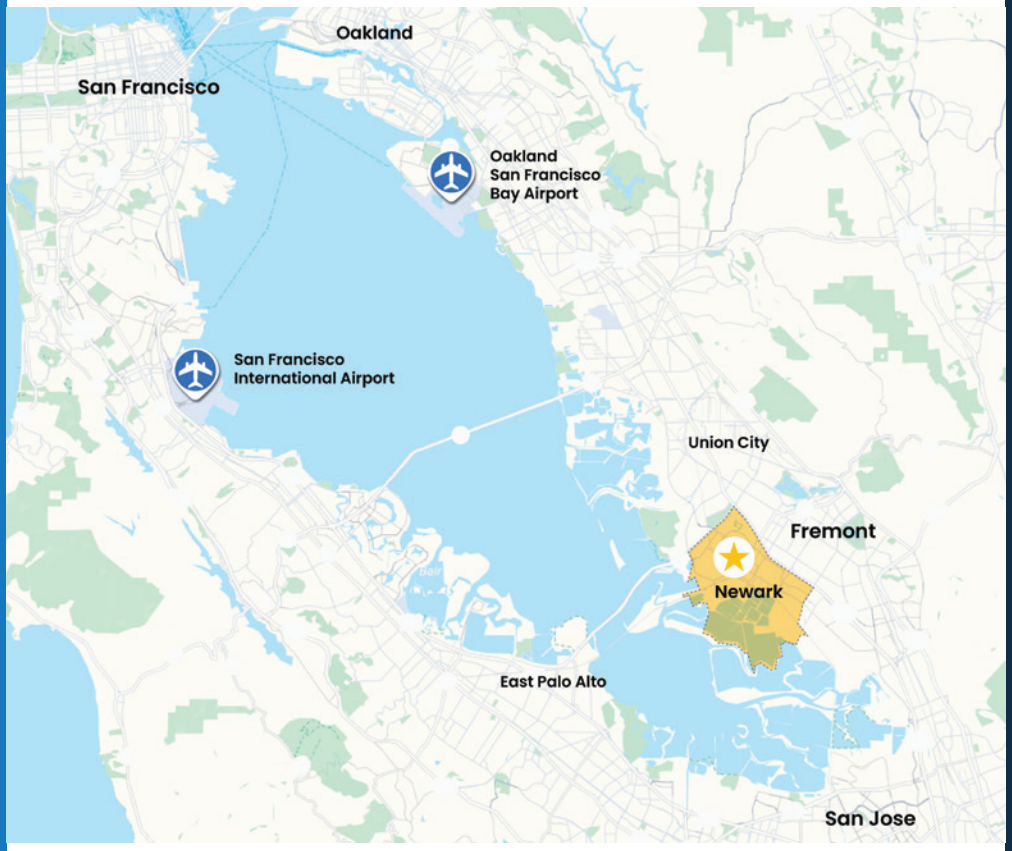
The City of Newark is seeking a Public Works Maintenance Manager to lead hands-on, strategic core operations. In this high-impact role, you will manage city streets, parks, facilities, fleets and storm drainage systems while driving continuous improvement, balancing competing priorities and building lasting trust across the Newark community.



TRIPEPI SMITH
—TALENT SOLUTIONS—

About the City of Newark

Newark is a vibrant city that balances its rich industrial heritage with innovation. Located in the heart of Alameda County, Newark enjoys a premier location just 36 miles south of San Francisco with immediate access to major regional corridors such as the Dumbarton Bridge and Highway 880. This geographical location makes it a vital link in the Bay Area, offering the convenience of a high-tech hub while maintaining an inviting, suburban character.



THE COMMUNITY

The community of Newark has undergone a remarkable transformation, evolving from its roots in agriculture and railroads into a center for bio-tech, health science and technology. Despite these advancements, Newark has successfully preserved genuine small-town charm. Here, neighbors know one another and the City team remains deeply connected to the needs of its community. Team members proudly represent our mission to serve and partner with our community, continually enhancing the quality of life for everyone in Newark.

Newark is also in an era of renewal, with new housing developments and an expansion of commercial spaces. The City offers many recreational opportunities, ranging from the Silliman Activity and Family Aquatic Center to its beautiful local parks. Newark's blend of strategic opportunity and hometown spirit makes it an ideal place to plant roots.

MISSION STATEMENT

It is our mission to serve and partner with our community to continually enhance the quality of life of everyone in Newark.

VISION STATEMENTS

We are a welcoming city...

... where it is safe to live, play and raise children.

... where diverse and energetic people strive to live in harmony.

... that cherishes small town values and also enjoys being progressive.

... where educational programs are available and first-rate.

... where cultural and recreational opportunities are plentiful and spiritually enriching.

... with residents filled with civic pride, social concerns and community involvement.

... with tree-lined streets and a diverse system of parks and open spaces.

... where the economy is strong and vital and provides jobs.

... where government is stable, accessible and responsive.

... that provides timely, accurate and transparent communication.

... that is well-planned, well-managed and well-maintained.

The Public Works Department

Maintenance Division

The Maintenance Division is dedicated to maintaining, enhancing and safeguarding the physical foundation of Newark.



DIVISION MISSION

Our mission is to keep our city running smoothly, safely and efficiently through proactive maintenance, thoughtful stewardship of public assets and continuous investment in vital infrastructure.

The division operates with 46 dedicated staff and manages a proposed operating budget of approximately $6.5 million.

The division oversees a diverse, citywide portfolio organized across four key sections:

Streets and Storm Drainage

104
centerline miles

Fleet Vehicles and Equipment

250
Vehicles & Equipment pieces (includes Police & Fire)

Buildings and Facilities

229,000+ sq. ft.
across **35+** Facilities

Parks, Landscaping and Tree Care

156
total acres across **15** Parks & Sports Play Facilities
Turf & Planters: **123** acres
Trees: **~18,000**
Medians: **~21 miles**
Lake: **16** acres



UPCOMING PROJECTS

Public Works is helping shape Newark's next generation of public facilities guided by the new **Facilities Master Plan** and updated **Parks Master Plan**. The team ensures new and existing assets are built and maintained to function seamlessly by evaluating industry best practices, integrating modern maintenance technology and participating in capital project design and construction.

Major Capital Projects on the Horizon:

New Fire Stations
Construction and delivery of two modern, state-of-the-art fire stations to replace aging infrastructure.

New Community Center
Development of a multi-purpose community center designed to enhance civic life, youth programs and resident gatherings.

New Maintenance Leadership Facility
Construction of a dedicated, modern operational hub designed specifically for the Maintenance administrative team.

The Position

As the Public Works Maintenance Manager, you will serve as a cornerstone of Newark's operational leadership, ensuring the City's roads, parks, fleet assets, public buildings and drainage systems remain safe, reliable and well-cared for every day. We are seeking a grounded, accessible leader who excels at translating strategic infrastructure goals into practical, hands-on field operations. This is a transformative moment for Newark. You will steer a committed maintenance team through an operational transformation—bringing proactive vision, defined milestones and hands-on guidance to turn everyday dedication into high-impact results.

This position manages, plans, organizes and directs the programs, services, personnel and operations of the entire Public Works Maintenance Division, including streets, fleet vehicles and equipment, buildings and facilities, landscape, tree and park maintenance and other assigned maintenance functions.

Reporting to the Public Works Director, you will ...

- Empower and support field staff, leading with approachable, hands-on guidance that respects trade expertise, closes communication gaps and fosters career growth, supervisory development and team accountability across the division.
- Direct core division operations by providing comprehensive oversight across streets and rights-of-way, pavement and sidewalks, parks and playgrounds, street trees and medians, storm drainage systems, traffic control markings and signs, City-owned facilities such as City Hall, Library, Aquatic Center, fleet vehicles and street sweeping operations.
- Navigate local priorities with diplomatic tact, balancing stakeholder needs, community expectations and administrative directions to solve daily challenges.
- Optimize maintenance workflows by developing and implementing division goals, standard operating procedures and preventative maintenance programs while utilizing Computerized Maintenance Management Systems (CMMS), workload analysis and key performance measures to elevate service levels.
- Support Capital Improvement Planning (CIP), lending practical maintenance expertise and technical insight to project planning, blueprints, specifications and the construction of new civic infrastructure to ensure long-term maintainability.
- Prepare and administer the division budget, forecast staffing and equipment needs, handle public procurement, prepare contract specifications and rigorously evaluate contractor performance and compliance.
- Monitor division adherence to federal, state and local requirements — including Caltrans standards, Greenbook standard specifications, Municipal Regional Water Permit regulations, building codes and workplace safety rules.
- Deliver responsive internal and public service, processing and prioritizing citywide work orders and building strong, collaborative partnerships with other City departments.
- Research and prepare technical staff reports, present recommendations to the City Council and commissions and coordinate operational response activities during emergency situations.

Click here to read the full job description.

Our Ideal Candidate

The City of Newark is seeking a people-focused leader who balances operational discipline with strong interpersonal intuition. Our ideal match seamlessly connects frontline field crews with city leadership goals, creating a culture built on mutual respect, clear communication and continuous improvement.



You're our ideal match if you are ...

- **An Authentic & Accessible Leader**
  A grounded manager who builds instant rapport with trade crews, values field expertise and leads with transparency.
- **A People-First Mentor**
  Dedicated to workforce development, team building and empowering emerging leaders through the field level.
- **A Forward-Thinking Problem Solver**
  Driven by continuous improvement, operational discipline and transitioning teams from reactive fixes to proactive strategies.
- **A Driver of Operational Excellence**
  Skilled at evaluating existing workflows, establishing clear operational guidelines and introducing modern maintenance technology and practices to streamline daily work.
- **Resilient & Adaptable Under Pressure**
  Calm and decisive when navigating complex organizational priorities or coordinating division emergency response efforts.
- **A Hands-On Operations & Construction Leader**
  Brings deep expertise in municipal maintenance and construction, paired with a proven ability to direct daily operations, coordinate specialty contractors, lead frontline staff and elevate service delivery citywide.







Qualifications

EDUCATION & EXPERIENCE

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

- Possession of a Bachelor's degree from an accredited college or university in civil engineering, construction management, business administration, public administration or a closely related field.
- Five (5) years of increasingly responsible experience in public works administration or maintenance involving the care, upkeep and construction of streets, public buildings, parks facilities and vehicles and equipment, including two (2) years of supervisory responsibility overseeing staff.

LICENSES & CERTIFICATIONS

- Possession of a valid driver's license and a satisfactory driving record throughout employment.

Compensation & Benefits

The annual salary for the Public Works Maintenance Manager is **$184,932.80 - $221,894.40**.

BENEFITS:

- **CalPERS Pension:**
  - Classic Members: 2.5% at 55.
  - PEPRA Members: 2% at 62.
- **Retirement Savings:**
  - 457(b) & Roth Plans: Pre-tax and after-tax voluntary retirement savings options.
- **Education & Wellness:**
  - Tuition Reimbursement: Up to $10,000 lifetime educational reimbursement benefit.
  - Wellness Support: Employee Assistance Program (EAP), access to wellness programs, and free access to the gym, shower and pool at the Silliman Center for employees and family.
- **Health & Welfare:**
  - Medical, Dental & Vision (effective January 1, 2027): City contributes under the Cafeteria Plan up to $2,842/month for Employee + Family, $2,151/month for Employee + 1 Dependent or $1,077/month for Employee Only.
  - Cash-in-Lieu: Up to $450/month in taxable cash-back if you waive medical benefits or do not utilize the full allowance under the Cafeteria Plan (proof of alternative coverage required).
  - Flexible Spending Accounts: Pre-tax programs for Child Care and Health Expenses.
  - Life Insurance: 100% City-paid $50,000 policy.
  - Disability & Supplemental Insurance: Employee-paid Short/Long-Term Disability and optional Pet Insurance with group discount rates.

Read the full 2026 benefits guide here.

PRIDE VALUES

We, the employees of the City of Newark, take PRIDE in our service to our community. In the daily course of our work, we value:

PERSONAL SERVICE

Our success and relationships are built upon a foundation of trust and transparency. We conduct ourselves with the highest degree of ethics, integrity, accountability and professionalism, to ensure we are championing exemplary service to each other and to the community we serve.

RESOURCEFULNESS

We actively manage our resources in the most efficient and responsible way possible. We take initiative and build dynamic teams. We train, adapt and persist to overcome challenges and optimize value and benefit for our community.

INNOVATION

We are committed to evolving for the future. We generate and execute new ideas to maximize progress for our community and organization. We leverage and invest in technology and other tools to cultivate an environment that inspires imagination, creative problem-solving and forward-thinking.

DIVERSITY

Diversity is vital to our success. We ensure accessibility and a welcoming environment for everyone. We foster equity, inclusion and belonging by honoring our differences, nurturing sensitivity and creating opportunities so everyone can contribute in meaningful ways.

ENGAGEMENT

We promote a culture of wellbeing, empowerment, appreciation and recognition. We practice impactful communication and collaborate to foster teamwork that nurtures lasting connections within our organization and community.

WHY WORK FOR US?

When you join Newark, you're joining a team that feels more like a community. We're a place where a small-town heart meets progressive spirit and we're looking for leaders who are just as excited about our future as we are.

Here you'll find a supportive environment where long-term careers are the norm and hard work is celebrated along the way. We believe in being Resourceful and Innovative to meet the needs of our community, while always leading with Personal Service and integrity.

We know that our best work happens when our team feels valued. That's why we foster a culture of Diversity and Engagement, ensuring every voice is heard and every employee feels they belong. We support your professional growth and encourage a healthy lifestyle with wellness activities and free access to our gym and pools at the Silliman Center.

If you're looking for a workplace that values trust, collaboration and a deep connection to the community, we can't wait to meet you!

FUN FACT

Newark is a true enclave city, completely surrounded by the City of Fremont on three sides and the San Francisco Bay shoreline on the fourth.

NEWARK By the Numbers

- **47,000** Population
- **37 Years** Median Age
- **$169,000** Median Household Income
- **48%** College Educated
- **11** Public Schools
- **36** Miles from San Francisco
- **3** Airports within 20 miles
- **14** Parks in the City
- **75°F** Average Daily High Temperature in the Summer
- **58°F** Average Daily High Temperature in the Winter

How to Apply

To be considered for this position, submit your resume and cover letter to **Talent@TripepiSmith.com**.

First review of applications will begin **Monday, December 7, 2026**.
Candidates are encouraged to apply by this date for priority consideration.

Candidates will be screened for qualifications as applications are reviewed.
For questions or confidential inquiries, please contact Alexis Gillam at 213-905-5671.

