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DEPUTY DIRECTOR OF PUBLIC WORKS—TRANSPORTATION & ADMINISTRATION

CITY OF BERKELEY, CALIFORNIA

ANNUAL SALARY: $171,066.90—$246,075.23 DOE/DOQ



THE CITY OF BERKELEY, CALIFORNIA seeks a strategic, collaborative, and forward-thinking leader to serve as Deputy Director of Public Works—Transportation & Administration (Deputy Director). Newly established as part of a strategic realignment of responsibilities within the Public Works Department, this position provides dedicated leadership for Administrative and Fiscal Services, the Transportation Division, and the recently created Measure FF division, strengthening coordination and supporting the continued success of these essential service areas. Overseeing four direct reports, approximately 80 indirect staff, and an annual operating budget of $25M and 5-year capital program of over $150M, the Deputy Director advances multimodal transportation improvements, guides critical infrastructure investments, and enhances departmental operations and financial management. The ideal candidate brings expertise in municipal transportation, parking management, financial management, and organizational leadership, along with political acumen to navigate complex challenges and serve a highly engaged community. **Apply today to help guide programs and investments that keep Berkeley**

THE COMMUNITY & THE CITY

THE ICONIC CITY OF BERKELEY, CALIFORNIA, IS LOCATED on the eastern shore of San Francisco Bay. It covers an area a little more than 10 square miles and is home to approximately 120,000 people who create an ethnically diverse community and an ever-evolving, culturally rich atmosphere. Known as a hub for academic excellence, scientific progress, and free speech, the City is home to the world-renowned University of California Berkeley and Berkeley City College. It is also known for its arts, culinary, and entertainment scene. There is never a dull moment in Berkeley, whether you visit the Downtown Arts District, Telegraph Avenue, or the many shops on Fourth St. Other notable attractions include its bountiful farmers' markets, Berkeley Restaurant Week, the Bay Area Book Festival, and so much more! If you're outdoorsy, check out Tilden Park or the Berkeley Marina. If you're a foodie, explore the City's many sustainable and organic restaurants or enjoy a local craft brewery. There is also the Lawrence Hall of Science, Aquatic Park, or the Steam Trains for family fun. When you live, work, and play in Berkeley, you always have something to do!

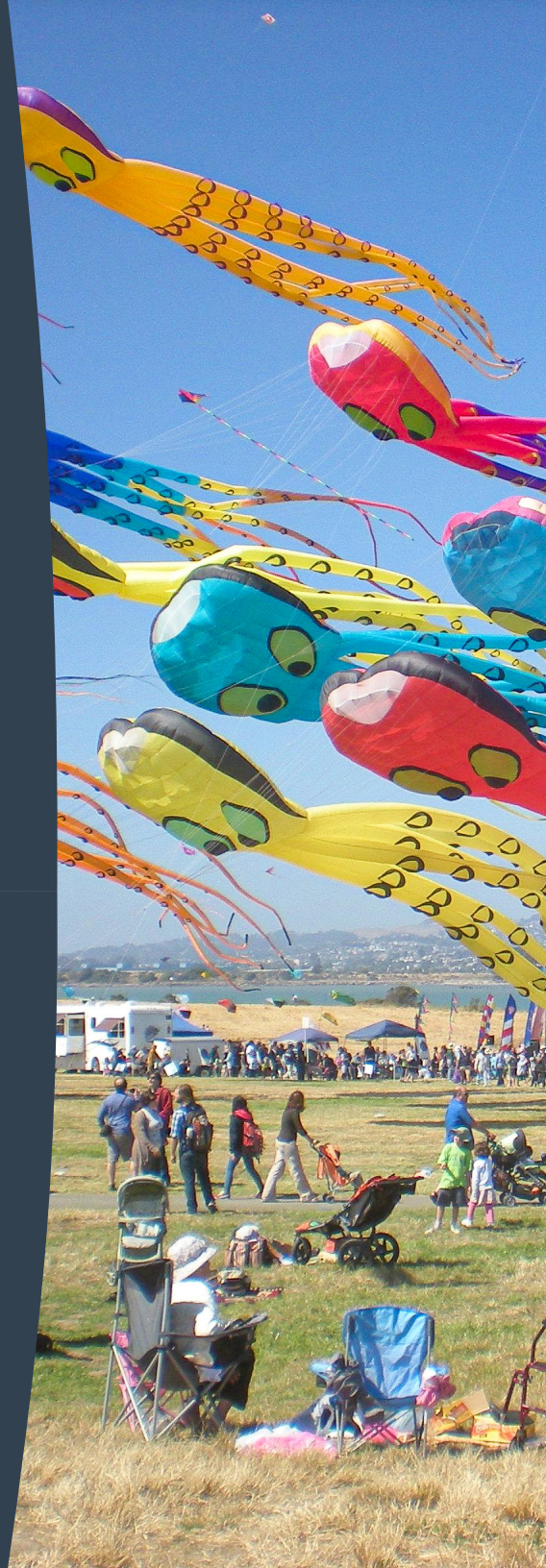
Berkeley is a charter city governed by a Mayor elected at-large and eight Councilmembers elected by district, with a City Manager appointed by the Council. The City provides a variety of services across 12 departments and operates on a FY 2026 budget of $728 million with 1,616 full-time equivalent positions. The City also has eight bargaining units representing various employee groups. In addition to an engaged constituency base, the City has many commissions that discuss and advise on issues, including the Transportation and Infrastructure Commission ("TIC") and the SAFE STREETS Citizen Oversight Committee, which oversees the management of Measure FF funds.

LEARN MORE ABOUT THE CITY

SAFE STREETS CITIZEN OVERSIGHT COMMITTEE

READ ABOUT THE TRANSPORTATION AND INFRASTRUCTURE COMMISSION

CLICK BUTTONS





THE DEPARTMENT & DIVISIONS OF OVERSIGHT

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THE PUBLIC WORKS DEPARTMENT delivers essential services to the community with efficient, cost-effective services. The department's 325+ dedicated staff support the city's extensive network of public infrastructure, including 214 miles of streets, 400 miles of sanitary sewers, 78 miles of storm water piping, 30 green infrastructure installations, 8,000+ streetlights, 3,750 parking meters, 54 public buildings, and citywide waste, recycling, and composting. It is led by the Director of Public Works who oversees its approximately $200 million annual budget.

The new Deputy Director oversees three key service areas: Administrative and Fiscal Services, Transportation, and the delivery of the Measure FF Safe Streets parcel tax program. Administrative and Fiscal Services supports department-wide budgeting, financial management, contracts, and administrative operations. Transportation focuses on traffic engineering, bicycle and pedestrian planning and programs, planning and design of transportation capital projects, on-street and off-street parking management, and implementation of Berkeley's Vision Zero program to eliminate severe and fatal traffic collisions. Measure FF is a dedicated parcel tax passed by Berkeley voters in 2024, which provides over $15 million annually to fund investments in street and sidewalk improvements, pavement rehabilitation, and infrastructure projects that enhance safety, accessibility, and environmental sustainability throughout Berkeley.

LEARN MORE ABOUT MEASURE FF

CLICK BUTTON

THE JOB

REPORTING TO THE DIRECTOR OF PUBLIC WORKS, the Deputy Director of Public Works—Transportation & Administration plays a key role in advancing the City's transportation and infrastructure priorities while providing strategic direction, financial oversight, and operational leadership across assigned divisions. The position oversees four direct reports, approximately 80 total staff, and manages an annual operating budget of $25M and 5-year capital program of over $150M. Key responsibilities include guiding traffic engineering, multimodal transportation improvements, parking operations and policy, and initiatives supporting Berkeley's **Vision Zero** goals, while advancing Measure FF infrastructure investments, overseeing consultant-led projects, and strengthening financial planning and operational efficiency. Serving as a key liaison to the City Council, the Transportation and Infrastructure Commission, and the SAFE STREETS Citizen Oversight Committee, the Deputy Director is the face of transportation programs and operations. They build strong relationships across the City organization and engage frequently with the public and stakeholder groups, navigating complex policy discussions, competing priorities, and community concerns. Working in close partnership with the Director of Public Works and other departmental leaders, they promote alignment across operations, strengthen collaboration between divisions, and exercise independent judgment to support the effective delivery of essential public services.

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UPCOMING PROJECTS & OPPORTUNITIES

MEASURE FF. Oversee implementation of the City's voter-approved Measure FF program, directing investments in street rehabilitation, sidewalk improvements, and transportation infrastructure while balancing community priorities, available funding, and project delivery.

VISION ZERO & MULTIMODAL TRANSPORTATION. Support Berkeley's Vision Zero goals through traffic safety improvements, capital funding and grant strategy, bicycle and pedestrian infrastructure, and multimodal transportation capital projects that enhance safety, accessibility, and connectivity throughout the community.

PARKING MANAGEMENT & FINANCIAL SUSTAINABILITY. Set parking policy for on-street and off-street parking management, and address challenges related to parking revenues, funding, and operations, identifying opportunities to improve financial performance, strengthen management practices, and support long-term sustainability.

ORGANIZATIONAL DEVELOPMENT & STAFF RETENTION. Build institutional knowledge, strengthen collaboration across divisions, and invest in staff development and retention to support operational continuity and long-term departmental success.



THE IDEAL CANDIDATE

THE IDEAL CANDIDATE IS A POLITICALLY ASTUTE, collaborative, and solutions-oriented leader who brings extensive experience in municipal transportation and public administration. With a solid understanding of traffic engineering, multimodal transportation planning, parking management, and capital improvement programs, they combine technical knowledge and experience in budgeting, grants, and contract administration with confident leadership and polished communication. Comfortable navigating complex political environments and engaging with a highly involved community, the Deputy Director demonstrates poise, diplomacy, and a strong commitment to customer service while managing competing priorities and expectations. They will cultivate strong relationships with elected officials, advisory commissions, and community stakeholders, exercising sound judgment in addressing sensitive matters and keeping executive leadership appropriately informed.

As a leader, the ideal Deputy Director is approachable and proactive—empowering staff, building trust across teams, and fostering a culture of accountability, professional growth, and mutual respect. This is a role for someone resilient and adaptable, approaching challenges with creativity and resourcefulness. As the public face of their divisions, the Deputy Director navigates external pressures and champions their team's work, giving staff the space and clarity to focus on delivery.

MINIMUM QUALIFICATIONS

A typical way of gaining the knowledge and skills outlined is:

Education: Equivalent to graduation from a college or university with major coursework in business administration, public administration, planning, architecture, landscape architecture, environmental science, forestry, horticulture, civil, electrical, or mechanical engineering or a field which provide the knowledge and skills required for administrative work in environmental resource management and community affairs.

Experience: Six (6) years of increasingly responsible experience in a Public Works function or in municipal administration, which includes a minimum of three (3) years of supervisory experience of professional and technical staff.

Substitution: Additional qualifying experience may be substituted for the required education on a year-per-year basis.

DESIRED

An appropriate advanced degree and/or experience in contract administration in a municipal or public agency setting, and experience working with community organizations.

SALARY & BENEFITS

This position will receive an annual salary of **$171,066.90–$246,075.23 DOE/DOQ.** ***PLUS*** an attractive benefits package that includes:

RETIREMENT: City employees are included in the California Public Employees Retirement System (CalPERS). Retirement formula is either 2.7% at age 55 or 2% at age 62, depending on the individual's eligibility.

SRIP: The City contributes 6.7% of the employee's salary (up to a maximum annual salary of $32,400) into a 401(a) Supplemental Retirement Income Plan account (SRIP).

DEFERRED COMPENSATION: Two voluntary deferred compensation 457 plans are offered. Employees may contribute up to $24,500 (current 2026 limit) per year on a pre-tax basis.

MEDICAL PLANS: Choice of a Kaiser HMO Plan, Sutter Health HMO Plan, or cash-in-lieu.

DENTAL PLAN: Delta Dental of California or cash-in-lieu.

VISION INSURANCE: VSP coverage with frame allowance of up to $150 every other year.

LIFE INSURANCE: $50,000 Life Insurance and Accidental Death & Dismemberment policy. Optional Supplemental Life Insurance policy of up to $300,000.

SICK LEAVE: 12 days per year.

VACATION: 2–6 weeks based on years of employment with the City.

ADMINISTRATIVE LEAVE: 50 hours per year.

HOLIDAYS: 15 regular holidays and 3 floating holidays annually.

LONG-TERM DISABILITY: Benefit is paid at 60% of salary.

OTHER: Flexible spending accounts, education and professional development reimbursement, retiree medical coverage, YMCA membership subsidy, and transit subsidy.

Hybrid Work Schedule: Subject to approval.

HOW *TO* APPLY

For first consideration,apply by **DECEMBER 7, 2026** at:

CITY OF BERKELEY CAREERS

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INTERVIEW PROCESS

Applicants selected to move forward will participate in virtual panel interviews and assessments on **JANUARY 7 and 8, 2027** before advancing to final in-person interviews, anticipated for late January.

QUESTIONS?

Please contact **Rio Tess Musni** with any inquiries: **510.981.6805**
RMusni@berkeleyca.gov

