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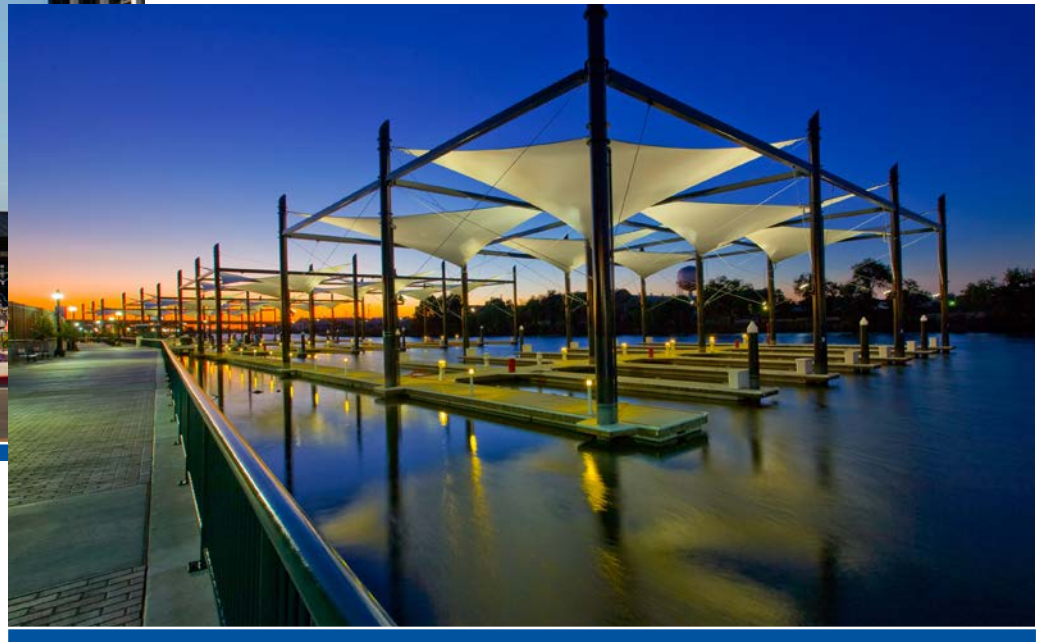
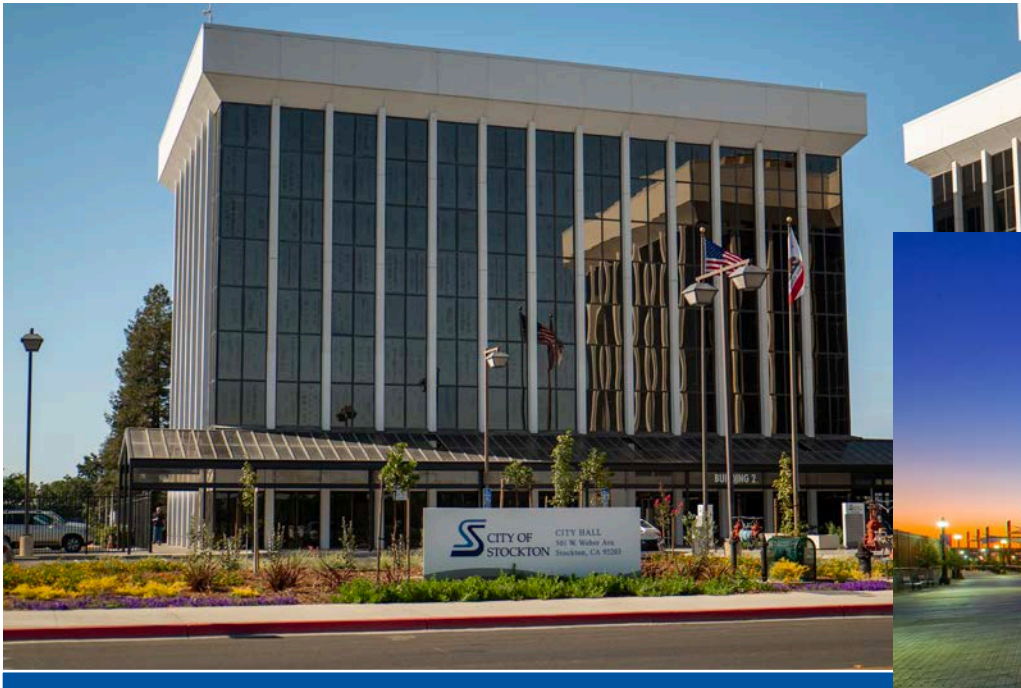
Director of Human Resources



Recruitment Services Provided by Ralph Andersen & Associates

An Exceptional Career Opportunity

The City of Stockton is seeking a well-organized, respected, and energetic professional, with an understanding of the importance of quality service in local government, to serve as its next Director of Human Resources. This position offers a unique opportunity to make a lasting contribution, combining the complexity of a major California city, with the organization culture and support to do meaningful, values-driven work.



The Organization



The City of Stockton is a full-service, Charter city with a Council/Manager form of government. The Mayor is elected citywide, and the six Council members are nominated and elected within their respective districts. The City is one of the largest employers in Stockton with 1,806 full-time employees and has a FY 2026-2027 annual budget of \$1.05 billion. The City Council directly appoints the positions of City Manager, City Attorney, City Auditor, and City Clerk. All other departments report to the City Manager, including Administrative Services, Human Resources, Community Services (Library and Recreation), Economic Development, Public Works, Information Technology, Municipal Utilities, Fire, Police, and Community Development. What sets Stockton apart is its organizational culture built on high performance, trust, and collaboration, led by an executive management team of highly skilled, experienced leaders dedicated to serving the community with excellence.

About Stockton, California

Located in California's great Central Valley, Stockton has grown from a community with deep agricultural roots into a thriving urban destination — rich in arts and culture, dining, shopping, sports, and family activities. With a multi-ethnic population of over 320,000 residents, Stockton is California's 11th largest city, positioned just 60 miles east of the San Francisco Bay Area and 45 miles south of Sacramento. From here, a scenic drive puts destinations like Lake Tahoe, Yosemite National Park, and the California Coast within reach, while local treasures like the San Joaquin Delta offer natural beauty close to home.

For Stockton's next Director of Human Resources, this means recruiting and retaining talent in a community that delivers on quality of life. Stockton is home to generations of established families alongside a steady influx of new residents choosing to put down roots here. Beautiful neighborhoods line its waterways and tree-lined streets, and the City offers an affordable cost of living, with home prices about one-third those of the Bay Area. It's a comfortable California lifestyle enriched by metropolitan amenities, without the congestion or expense of larger coastal cities — a genuine advantage in attracting and retaining talent.

About Stockton continued

As the seat of San Joaquin County, Stockton anchors a region where wine grapes have become a leading crop, elevating the area into one of California's premium wine districts. The Port of Stockton, with direct waterway access to San Francisco Bay, drives significant economic activity through domestic and international distribution of cargo and steel, welcoming ships from around the world.

Higher education is well represented, with institutions including the University of the Pacific, California State University–Stanislaus (Stockton Center), and San Joaquin Delta Community College, alongside private and vocational schools, providing a strong pipeline for local talent. Year-round attractions round out the community's appeal, from the award-winning Stockton Flavor Fest and the Annual Jazz Brubeck Festival to the Haggin Museum, the Bob Hope (Fox California) Theatre, and the Stockton Symphony. Sports fans can catch the Stockton Kings, the NBA G-League affiliate of the Sacramento Kings, at the waterfront Stockton Arena, or the Stockton Ports, a Single-A affiliate of MLB's Athletics, at the nearby Banner Island Ballpark, ranked among the nation's top minor league ballparks.

Taken together, Stockton offers its next Director of Human Resources more than a job. It offers the culture, affordability, and vibrancy to build a rewarding career and life.

The Human Resources Department

The Department of Human Resources is responsible for attracting, managing and retaining a talented workforce in an exciting and dynamic work environment. The Department coordinates and administers delivery of the City's Human Resources programs and services, including workforce planning, labor and employee relations, risk services, benefits, leave management, worker's compensation and safety, and training. The Department takes a proactive and collaborative approach advancing the City's strong organizational health and culture. The Department has a staff of 31 FTEs and has a current FY operating budget of \$3.1 million.

The Department serves the full employee lifecycle, from recruitment and onboarding through classification, compensation, and career development. Its team works closely with labor partners across multiple bargaining units, reflecting the scale and complexity of a full-service municipal organization spanning public safety, utilities, and community-facing departments. Beyond day-to-day operations, the Department plays a key role in advancing citywide initiatives around employee wellness, safety culture, and organizational development.

The Position

The Director of Human Resources for the City of Stockton leads the City's workforce strategy, advancing departmental goals while furthering the City's broader mission within established policy guidelines. This is a role of both strategic oversight and hands-on leadership, delivering the full range of human resources functions across the organization.

- **Departmental Leadership & Administration:** Develop and direct the implementation of goals, objectives, policies, procedures, and work standards for the Department; direct preparation and administration of the Department's budget; plan, organize, administer, review, and evaluate the activities of professional, technical, and support staff.
- **Labor & Employee Relations:** Confer with City management regarding major human resources and employee relations activities; may serve as a Chief Negotiator and administer agreements with employee organizations.
- **Talent Acquisition & Equal Employment:** Direct recruitment and selection activities for permanent and temporary City staff, and the City's equal employment process for protected groups, including individuals with disabilities.
- **Classification, Compensation & Development:** Direct comprehensive classification, compensation, and benefits administration; direct citywide employee training and development programs.
- **Staff Supervision & Culture:** Select, train, and develop assigned staff; interpret City policies and procedures; and positively impact staff culture to elevate productivity.
- **Strategic Analysis & External Representation:** Direct analytical studies and develop reports of findings, alternatives, and recommendations; represent the City's interests in meetings with governmental agencies, professional and business organizations, employee organizations, and the public.
- **Regulatory & Policy Stewardship:** Monitor developments and legislation related to human resources matters, evaluate their impact on City operations, and recommend and implement policy and procedural improvements.



Priorities ahead include strengthening recruitment and retention in a competitive public sector labor market, advancing succession planning as the organization navigates generational turnover, and continuing to build a culture where trust, collaboration, and high performance thrive. The successful candidate will bring both strategic vision and hands-on leadership, partnering closely with the City Manager, department heads, and labor groups to ensure Human Resources remains a trusted, forward-thinking partner across the organization.

The Ideal Candidate

The Director of Human Resources is a key executive strategist for the City, providing visionary, collaborative, and hands-on leadership in public sector human resources management. The ideal candidate brings a proven track record of career success, along with a high degree of professionalism, sophistication, and emotional intelligence. This person is an effective team player of the highest integrity, genuinely committed to fostering a strong customer service culture that responds to organizational needs.

The Director must be capable of managing complex issues with a solution-oriented approach, offering alternatives within policy guidelines and overall management goals. This position collaborates closely with the City Manager to formulate and implement citywide policies and procedures that uphold high standards and accountability. Exceptional communication skills are essential: the Director must be comfortable presenting complex information to elected officials and engaging effectively with employees and stakeholders at all levels.

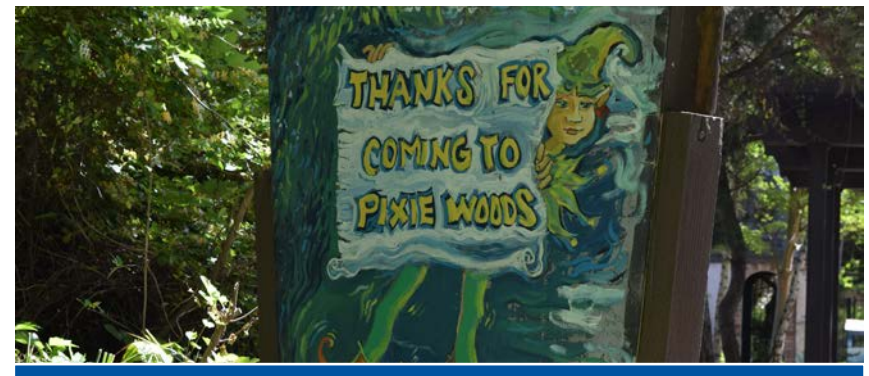
This role calls for high energy, initiative, and responsiveness to direction from the City Manager, along with a genuine commitment to leading by example and identifying opportunities to improve organizational efficiency.



Qualifications

Possession of a Bachelor's degree from an accredited four-year college or university with major course work in business or public administration, industrial relations, human resources management or a closely related field; and five years of experience in all phases of human resources management and/or supervision with a minimum of three years in a local public agency setting. Possession of a Master's degree is highly desirable but not required.

Must possess and maintain a valid California driver's license at the time of appointment.



Compensation & Benefits

The annual salary range for the Director of Human Resources is \$186,169 - \$259,243; placement within this range is dependent upon qualifications.

The City of Stockton also offers an attractive benefits package including:

Retirement: California Public Employees' Retirement System (CalPERS) with a 2% @ 62 formula for employees new to CalPERS. Employees considered "classic" members receive 2% @ 60 benefit formula (with less than six months break in service from another CalPERS agency).

Vacation: 188 hours of vacation per year.

Health Benefits: The City pays a significant portion of the premium for medical/hospitalization, dental/orthodontia, vision, and prescription coverage for employees and dependents. The City offers nine medical plans and two dental plan choices.

Holidays: 13 fixed and 1 floating per year.

Sick Leave: 96 hours per year.

Deferred Compensation: A deferred compensation plan is available at the employee's option.

Section 125 (Flexible Spending Account): Employees may participate on a pre-tax basis for daycare and medical expense reimbursement.

Life Insurance: Policy value of \$50,000.

Work Schedule: City of Stockton 9/80 work schedule - 7:30 am to 5:30 pm, Mondays through Thursdays; 8:00 am to 5:00 pm on Fridays, with alternating Fridays off.

View full list of benefits: [Employee Benefits – City of Stockton](#).

To Be Considered



Closing date for receipt of interest is **September 4, 2026**. An electronic version of all submittals is required. Interested candidates should apply immediately by sending a comprehensive resume, a compelling cover letter, and notable accomplishments to apply@ralphandersen.com.

References are not required at the time of submittal, and no contact will be made with references or current employers until a mutual interest has been established to ensure the utmost confidentiality.

Questions, nominations, and confidential inquiries regarding this position or the recruitment process should be addressed to: Ian Appleyard, Project Director at (916) 630-4900 or by submitting an email to ian@ralphandersen.com. Alternatively, a confidential discussion can be scheduled with Ian Appleyard by emailing scheduling@ralphandersen.com.

The City of Stockton is an Equal Opportunity Employer

