



HUMAN RESOURCES DIRECTOR

FREMONT, CA

Rare opportunity to leave a lasting impact on the livability and connectivity of one of the Bay Area's most dynamic and diverse cities.



THE COMMUNITY

Centrally located and serving as the eastern anchor of the San Francisco Bay Area and Silicon Valley, the City of Fremont (population 233,974) is the Bay Area's fourth largest city and a vibrant center of innovation, culture, and community life. Once an agricultural hub of five small towns, Fremont has evolved into a leader in technology and advanced manufacturing, while maintaining the feel of a connected, diverse, and strategically urban community.

Spanning 92 square miles, Fremont is home to more than 42 million square feet of office, R&D, manufacturing, and warehouse space. Over 1,200 cutting-edge companies in clean technology, life sciences, and advanced manufacturing—including Tesla, Bloom Energy, Lam Research, Thermo Fisher Scientific, Quanta Computer, and Western Digital—call Fremont home. The Fremont Innovation District continues to attract start-ups and entrepreneurs, with hundreds of millions of dollars in venture funding fueling new ideas and growth.

Fremont's connectivity within the Bay Area is unmatched. The City's two BART stations link Fremont directly to both San Francisco and the heart of Silicon Valley by rail. Investment in the Warm Springs area is driving both employment and housing growth, while downtown Fremont is transforming into a vibrant, walkable mixed-use district.

Fremont offers an exceptional quality of life. The community enjoys a high rate of homeownership, excellent public schools, safe neighborhoods, and one of the lowest unemployment rates in the region. Median household income is approximately \$175,816, and nearly 63% of residents hold a bachelor's or advanced degree.

The City is also one of the most diverse in the country, with more than 80 percent of residents identifying as members of minority communities, including a majority being of Asian descent.

Fremont's livability is recognized nationwide. WalletHub rated it the best place to raise a family in the nation, and it is also recognized as the Happiest City in the U.S. Fremont also became the first City nationally to earn the SolSmart Platinum designation, affirming its leadership in solar energy deployment

*An innovative, high-tech city
with a growing economy and a
vibrant community life, Fremont
is a City moving forward.*

and climate action. The League of California Cities also awarded it top honors for climate action initiatives.

An innovative, high-tech city with a strong economy, diverse community, and enviable quality of life—Fremont is a city on the move and a model for the future of the Bay Area.

CITY GOVERNMENT

Incorporated on January 23, 1956, Fremont is a General Law City operating under a Council/Manager form of government. The City Council consists of one Mayor elected at large, and six Councilmembers elected by district. Together, the City Council adopts the City budget and makes all major policy decisions.

The City Council is assisted in its duties by a variety of advisory boards, commissions, and committees, whose members are appointed by the Mayor, subject to the approval of the Council. The City Council also appoints both the City Manager and the City Attorney. City departments include City Attorney's Office; City Manager's Office; Community Development; Community Services; Economic Development; Finance; Fire; Human Resources; Human Services; Information Technology Services; Maintenance Operations; Police; and Public Works. Garbage collection and recycling are provided through a contract with Republic Services.

Fremont maintains a workforce of approximately 994 full-time equivalent (FTE) positions and is an employer that values its people, creativity, quality service, integrity, open communication, mutual respect, and diversity. City employees find their work challenging, and most importantly, enjoy the chance to make a difference through public service.

Fremont operates under an adopted FY 2026/27 General Fund Budget of \$289.1 million and a total Citywide Budget of \$427.1 million. The City is committed to financial stability and continues to maintain expenditure levels that are supported by projected ongoing resources. The City also has healthy financial reserves with a total General Fund reserve level of 18.1% and a budget that provides a sensible combination of funding to maintain future service levels.

Fiscal discipline and wise stewardship have served the municipality well over the years and remain the City's philosophy. Fremont continues to dedicate resources to economic development, capital projects, and legislative advocacy initiatives while remaining committed to fulfilling the City Council's vision that Fremont will be a strategically urban, vibrant, sustainable, well-designed, diverse, and globally connected economic center anchored by strong neighborhoods, community pride, an involved citizenry, and an outstanding quality of life.

During its annual retreat in February 2026, the City Council established and renewed its commitment to key priorities:

- Economic Development and Fiscal Sustainability
- Addressing Homelessness
- Focus on Public Safety

To learn more about Fremont, visit: <https://www.fremont.gov/>.

HUMAN RESOURCES DEPARTMENT

The Human Resources Department provides leadership, direction, partnership, and support to City departments to attract, hire, develop, and retain an innovative, diverse, and high-performing workforce. With a talented team of 19 employees and an FY 2026/27 budget of approximately \$5.7 million, the Department offers a comprehensive range of human resources services to employees and departments across the organization. Major services include employee and labor relations; recruitment, classification, and compensation; benefits and payroll administration; citywide policy development; employee and organizational development and training; and wellness. The Department also conducts new employee orientations, assists employees with benefit enrollment, and ensures compliance with federal, state, and local employment laws.

The Department is organized into three divisions, including Recruitment and Classification, Labor Relations and Organizational Development, and Benefits and Payroll, supported by the Director, Deputy Director, and three Human Resources Managers. The Human Resources Director reports to the Assistant City Manager and serves as a key member and advisor to the City's Leadership Team, providing strategic guidance on workforce, employee and labor relations, organizational development, and other citywide priorities.



This is an important time to lead the Human Resources Department in Fremont. The Department recently negotiated successor agreements with seven of the City's nine bargaining units and continues to advance initiatives focused on recruitment and retention, organizational health, employee engagement, and modernization of HR systems and practices. FY 2026/27 priorities include enhancing recruitment strategies and technology; strengthening the City's talent pipeline; evaluating the citywide performance evaluation system; updating Personnel Rules; strengthening financial wellness and retirement planning resources; and assessing possible enhancements to the City's Human Capital Management system. The new Director will also have the opportunity to fill key leadership positions within the department and build on the strengths of a talented, service-oriented team.



THE IDEAL CANDIDATE

Fremont seeks an accomplished and well-rounded human resources professional who combines broad technical expertise with a strategic, citywide perspective. The ideal candidate will understand the full range of contemporary public-sector human resources functions and have experience and exposure to employee and labor relations, organizational development, recruitment and retention, classification and compensation, benefits, and workforce development. This experienced professional will be comfortable navigating complex personnel matters while maintaining focus on the organization's broader longterm needs.

As a relationship builder and collaborative problem solver, the next Director will establish credibility and foster productive partnerships throughout the organization. With a strong customer orientation, they will be open, accessible, and approachable, able to build supportive, respectful relationships with employees, department directors, elected and appointed officials, and labor representatives. Politically astute and emotionally intelligent, they will value diverse perspectives, navigate sensitive issues thoughtfully, and communicate clearly and effectively—even when addressing difficult or complex matters.

The ideal candidate will be well-versed in contemporary approaches to public sector human resources management and employee engagement. Effective change management skills will be important as the City works to enhance training and development, streamline processes, and upgrade systems. The Director will also play an important role in completing the update of the City's Personnel Rules, strengthening the deferred compensation program, and assessing opportunities to improve HR technology.

As an effective team builder, the new Director will foster an inclusive department culture characterized by trust, collaboration, and accountability. This empathetic mentor will support employee development and strengthen team knowledge. The ideal candidate will model exceptional customer service and a collaborative approach to meeting department needs, resulting in enhanced service to the community. With key leadership vacancies presenting an opportunity to shape the Department's future, the Director will be thoughtful about organizational structure, recruitment, staff development, and building a team equipped to meet Fremont's evolving needs.

The successful candidate will also be a valued member of Fremont's strong and cohesive executive leadership team. Serving as a collaborative partner with a citywide orientation—looking beyond the boundaries of Human Resources to help colleagues solve problems, manage change, and develop organizational strategies that advance City priorities. The Director will be comfortable providing candid and thoughtful advice while remaining flexible, solutions-oriented, and responsive to the varying needs and changing priorities of a complex municipal organization.

Any combination of education and experience that provides the required knowledge and skills may be qualifying. A typical background includes a Bachelor's degree in business, public administration, human resources management, or a related field, along with seven years of progressively responsible public-sector personnel experience, including two (2) years of supervising and managing professional human resources staff. A Master's degree is desirable.



Application & Selection Process

The closing date for this recruitment is **midnight on Sunday, October 25, 2026**. To apply for this opportunity, upload a cover letter, resume, and a list of six professional references using the "Apply Now" feature at www.tbcrecruiting.com.



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TERI BLACK & COMPANY, LLC

www.tbcrecruiting.com

COMPENSATION & BENEFITS

The annual salary range for the Human Resources Director is \$244,967 - \$330,421; placement within the range is dependent on qualifications and experience. Salary is supplemented by an attractive benefits package including:

Retirement: CalPERS Program

- 2% at 60, for Classic members hired on or after 4/8/12.
- 2% at 62, for new PEPRAs members hired after 1/1/13.

City Paid Health Benefits Allowance:

Monthly allowance of \$2,900 towards medical (CalPERS), dental, and vision programs. Increasing to \$3,100 monthly, effective January 1, 2027.

- Employees are eligible to receive up to \$580 per month if the full allowance is not allocated towards health programs.

Retiree Medical: Reimbursement program available based on years of service. Consideration will be given for prior years of public service experience.

Annual General Leave: Employees accrue 128 hours of general leave initially, increasing to 188 hours after 16 years of service. Consideration will be given for prior years of public agency experience.

Management Leave: Starting at 112 hours initially, increasing to 124 hours after 11 years of service.

Bereavement Leave: Up to 5 days (40 hours) of leave.

Holidays: 13 fixed paid holidays and 1 floating holiday.

Life Insurance and AD&D: Provided coverage up to \$100,000, optional supplementary insurance available at employee's expense.

Long-term Disability: City Paid at 2/3 monthly salary up to \$10,000 per month

Short-term Disability: Employee paid (voluntary) monthly salary up to \$2,500 per week.

Deferred Compensation Programs: The City contributes 2% of base salary to a 401(a) plan and \$4,000 to a 457(b) plan annually.

Tuition Reimbursement: Up to \$20,000 (based upon eligibility requirements)

Employee Assistance Program: Program provided.

For more information on the applicable benefits, please visit: <https://bit.ly/fremontbenefits>

After the closing date, the consultants will grant preliminary interviews to applicants with the most relevant qualifications. Candidates deemed to be the best qualified will be invited to participate in additional interviews and a meeting with the City Manager. The City anticipates making an appointment in a timely manner once negotiations, background and reference checks, and City Council confirmation are complete. Please note that references will not be contacted until mutual interest has been established.

