



DIRECTOR OF COMMUNITY SERVICES





THE COMMUNITY

Located in California's great Central Valley, Stockton has grown from a community with rich agricultural roots to an urban destination with a rich arts and culture scene, fine dining, shopping, sports, recreation, and family activities. With a multi-ethnic and multi-cultural population of over 320,000 residents, Stockton is the 11th largest city in California. It is centrally located 60 miles east of the San Francisco Bay Area and 45 miles south of Sacramento, offering an easy and scenic drive to numerous world-famous attractions such as Lake Tahoe, Yosemite National Park, and the California Coast. In addition, Stockton has many local natural resources, including the San Joaquin Delta.

The community has a long tradition of established families who have called Stockton home for generations and many new residents have chosen Stockton as the community in which to live and raise their families. The City has a number of beautiful residential neighborhoods along waterways and tree-lined streets, and it offers an affordable cost of living with home prices about one-third the price of Bay Area homes. With its comfortable California lifestyle, Stockton is enriched by the pleasures of metropolitan living without the congestion, overcrowding, and expense. Stockton is the seat of San Joaquin County, where wine grapes have recently become one of the leading crops, transforming the region into one of California's premium wine districts. The robust and thriving Port of Stockton has direct waterway access to the San Francisco Bay and provides domestic and international distribution of dry and bulk cargo, containerized cargo, and steel, handling ships from all over the world.

Home to several well-known higher education institutions, including the University of the Pacific, California State University – Stanislaus,

Stockton Center, and San Joaquin Delta Community College, Stockton offers a variety of private and vocational schools. Year-round events and activities make Stockton a destination for venues and attractions such as the award-winning Stockton Flavor Fest, Annual Jazz Brubeck Festival, the Haggin Museum, Bob Hope (Fox California) Theatre, Children's Museum, and the Stockton Symphony. The 10,000-seat multi-purpose, waterfront Stockton Arena is home to the Stockton Kings – the G-League affiliate of the NBA Sacramento Kings. The adjacent 5,000-seat Stockton Banner Island Ballpark, frequently ranked as one of the nation's top minor league ballparks, is home to the Stockton Ports single-A minor league baseball team - affiliate to the major league Oakland Athletics.

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 1,790 full-time employees and has a FY 2024-2025 annual budget of \$955 million.

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. Stockton's organizational culture is based on high performance, trust, and collaboration, and the executive management team is characterized by highly skilled, experienced leaders.



DEPARTMENT

The Community Services Department provides programs and services that support healthy, educated, and connected communities across all age groups. Services are designed to meet diverse community needs, including services for youth, seniors, at-risk populations, and residents with limited resources or language barriers.

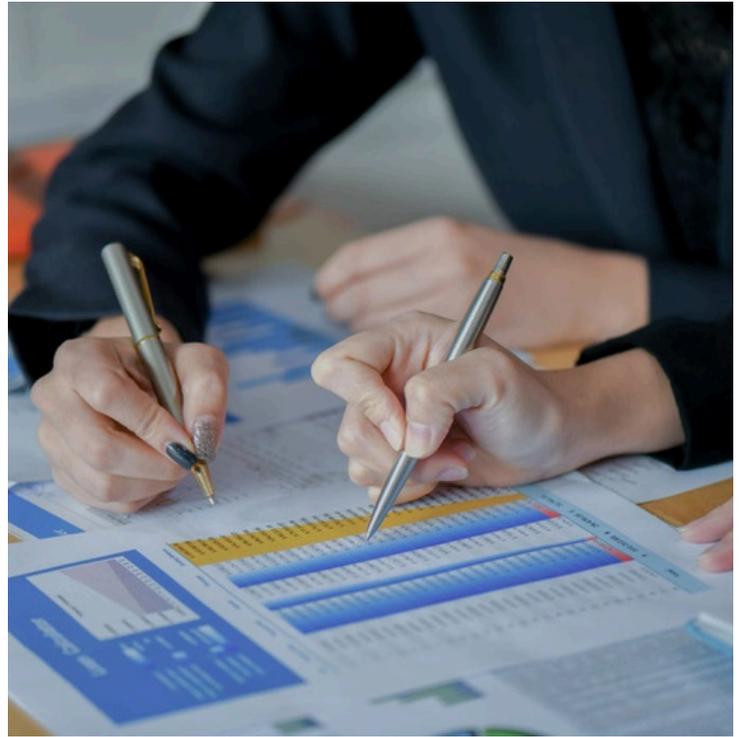
Recreation - The Recreation Services Division provides programs, facilities, and services that enhance the health, wellness, and quality of life of Stockton residents. Through youth and adult sports, senior services, after-school programs, camps, nutrition programs, and community events, Recreation promotes physical activity, social equity, and community engagement. The division operates community centers, sports fields, pools, and specialty facilities while working with community partners and volunteers to strengthen neighborhoods and expand access to recreational opportunities citywide.

Library Services- The City of Stockton, in partnership with San Joaquin County, operates the Stockton-San Joaquin County Public Library system, a regional multi-branch network that provides educational, literacy, and technology resources to residents throughout the county. The library offers access to books, digital media, research tools, public computers, internet services, workforce and educational resources, and thousands of free community programs each year for children, teens, and adults. Library services play a critical role in supporting lifelong learning, bridging the digital divide, and strengthening community connections through accessible and welcoming public spaces.

THE POSITION

The **Director of Community Services** provides executive leadership and strategic direction for the City's Community Services Department, overseeing Library and Recreation services through a team of management and supervisory staff. The position is responsible for establishing department goals, policies, and performance standards; developing and managing the departmental budget; and leading long-range planning to address current and future community needs.

The Director works collaboratively with the City Manager's Office, City departments, community organizations, and regional partners to develop programs, implement projects, and ensure high-quality service delivery. The role also oversees contract administration, regulatory compliance, staff development, labor relations, and performance management while advancing customer service and program innovation. In addition, the Director fosters collaboration between Library and Recreation services to develop integrated programs that strengthen community access, engagement, and quality of life for Stockton residents.



THE IDEAL CANDIDATE

The ideal candidate is a collaborative and strategic public sector leader with strong experience managing complex community programs and diverse service operations. They bring demonstrated success in organizational leadership, fiscal stewardship, and building partnerships with community organizations, government agencies, and stakeholders. The successful candidate is an innovative problem solver, effective communicator, and team-focused leader who is committed to public service, equity, and delivering high-quality programs that meet the evolving needs of the Stockton community.



MINIMUM QUALIFICATIONS

- Possession of a Bachelor's degree from an accredited four (4) year college or university with major course work in public administration, recreation administration, library services, or a closely related field.
- Six (6) years of experience providing administrative oversight of a recreation department or library department with responsibilities in directly administering or supervising, which has included program planning and development, and administration, with at least four (4) years of supervisory responsibility.
- Must possess a valid California Class C Driver's License.

COMPENSATION AND BENEFITS

The annual salary range for the Director of Community Services is \$173,399.92 - \$221,275.89; 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:** 200 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](#).

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

Final filing date: Open Until Filled

Resumes should reflect years and months of positions held, detailing experience, and demonstrated career accomplishments relevant to this position along with the application.

For additional information, please contact:

Andrelyn Petate
(209) 937-8233

recruitment@stocktonca.gov

Resumes will be screened based on the criteria outlined in this brochure. The City will then select candidates to participate in panel interviews. Extensive reference and background checks will be completed on the selected candidate.

