

The seal of San Joaquin County is a circular emblem. It features a central figure of a person standing on a pedestal, holding a scale of justice. The figure is surrounded by a wreath. The words "SAN JOAQUIN COUNTY" are written around the perimeter of the seal. The seal is rendered in a light green color.

San Joaquin County Employment Opportunity

Road Maintenance Superintendent

Public Works Department

About the position

The San Joaquin County Department of Public Works is recruiting an experienced professional to fill the role of Road Maintenance Superintendent. This management level position plays a vital role in the planning, coordinating and directing of the construction, maintenance, and repair of County roads and traffic control devices. The role oversees ongoing road and traffic maintenance programs, inspects work to ensure it meets plans and specifications. This role will requisition tools, materials, and equipment needed for ongoing maintenance and repair. Responsibilities also include preparing reports and correspondence, assisting with budget preparation and recommendations, interviewing and selecting employees, making personnel recommendations, and investigating complaints while taking or recommending corrective action.

The Ideal Candidate

The ideal candidate will have strong leadership abilities, extensive technical knowledge and experience overseeing road and traffic maintenance work. This position requires the ability to keep projects moving timely and efficiently while keeping safety and quality a priority. The incumbent will be confident in making decisions, supervising staff, setting clear expectations, and addressing challenges. The successful candidate will demonstrate a strong sense of accountability, both personally and within their team, and will establish a culture of safety, operational excellence and continuous improvement by setting clear expectations where high standards are consistently upheld. The ability to communicate clearly with staff, leadership, and the public, as well as addresses issues in a professional and timely manner is vital to this role.

About the Department

The Public Works Department is dedicated to providing high-quality, fiscally responsible infrastructure and services that preserve and enhance the quality of life across our community and actively support the County's goals. Our department is a robust team of nearly 500 employees who are vital to the planning, design, construction, operation, and maintenance of essential County infrastructure including: roads, bridges, water, wastewater systems, flood control and solid waste systems. Many of our award-winning infrastructure projects have been recognized on the state and national levels. Our department strives to achieve positive customer experiences by serving them in a responsive, dependable, honest and fiscally responsible manner. We value the diversity of our team as a strength that allows us to better serve our diverse community.

Recruitment Announcement
0326-RM0330-01
Equal Opportunity Employer

Human Resources
44 N. San Joaquin Street
Third Floor, Suite 330
Stockton, California 95202
Phone: (209) 468-3370

SAN JOAQUIN
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Road Maintenance Superintendent

Public Works Department

Typical Duties

- Plans, coordinates and directs the construction, maintenance and repair of County roads and traffic control devices, personally or through subordinate supervisors.
- Develops and implements an on-going road and traffic maintenance program.
- Inspects progress to see that they meet plans and specifications and departmental policies and procedures.
- Formulates specifications for equipment; requisitions tools, materials and equipment for road and traffic device maintenance and repair.
- Prepares correspondence, work progress reports, and related reports.
- Submits budget recommendations for maintenance projects to Deputy Director-Public Works; assists in the preparation of the division's annual budgets.
- Interviews and selects division employees; makes recommendations regarding personnel actions, staffing and organization.
- Investigates complaint reports; takes corrective action or makes recommendations to superiors.

Minimum Qualifications

EITHER I

Experience:

Two years as a Public Works Maintenance Manager or higher class in San Joaquin County service.

OR II

Experience:

Two years administrative experience in the construction, maintenance and repair of roads and related facilities.

AND FOR BOTH PATTERNS

License:

Possession of valid California driver's license.

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Compensation and Benefits

Approximate Annual Base Salary

\$111,413 - \$135,423

In addition to the base salary, the County offers an excellent benefits plan which includes a county contribution to health insurance, dental and vision insurance plans. Other benefits also offered by the County include:

- A 1% employer contribution to the County's 457 Deferred Compensation Plan
- 1937 Act defined benefit retirement plan with reciprocity with CalPERS
- 10 days of vacation leave a year (15 days after three years, 20 days after 10 years, 23 days after 20 years)
- 12 days of sick leave annually with unlimited accumulation
- 10 days of administrative leave per year
- 14 paid holidays per year
- 125 Flex Benefits Plan

Cashable Compensation	Step 1	Step 5
Annual Base Salary*	\$111,413	\$135,423
1% Employer 457 Contribution	\$1,114	\$1,354
Total Potential Compensation	\$112,527	\$136,777

- Educational Reimbursement Program

Selected candidates must successfully pass a pre-employment drug screen and background as a condition of employment. Final appointment will not be made until these conditions are completed.

Application and Selection

The competitive process includes submittal of a completed San Joaquin County Employment application and Supplemental Questionnaire. Resumes will not be accepted in lieu of a complete application package. If a formal exam process is utilized, qualified applicants will be invited to participate in an oral examination interview which may include a practical exercise. The top-scoring candidates will be referred to the department for a hiring interview. To apply, submit a completed application and supplemental questionnaire on or before the final filing date.

Final Filing Date: April 7, 2026

To apply, visit our [webpage](#) or scan this QR code with your smartphone's camera.



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Make San Joaquin County your new home!

A land of beauty, recreation and natural riches-from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts eight cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

Arts, Culture, and Recreation

The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and Stockton Children's Museum are popular spots.

The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures.

San Joaquin County government provides nine community parks for boating, camping, and picnicking, swimming and organized sports. Annual family events include the Asparagus Festival, attended by thousands of fun-seekers from the County and beyond.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The County-owned and operated Micke Grove Park offers a zoo, rides and a historical museum to delight both children and adults. The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor to north of Sacramento and offering access to the San Francisco Bay.

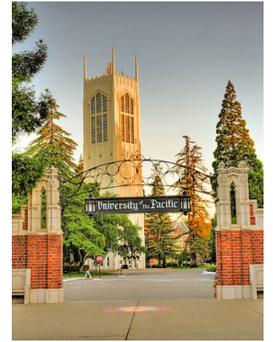


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Education

From preschool to higher education, the County has it covered with an abundant array of public or private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus-Stockton Center, Humphreys College and Law School, National University, and the San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The County's 17 school districts provide families with a wide choice for children's educational development.



Agriculture

The County is one of the most agriculturally rich regions in California. Milk is the leading commodity in the area. Grapes, eggs/chickens, walnuts, cherries, cattle, tomatoes, blueberries and silage round out the top crops. Grapes make up 81,600 bearing acres, much of which are wine grapes. There are over 85 wineries with over 125 different varieties represented within the Lodi Appellation offering opportunities for tasting and special events.

Weekly farmers markets throughout the County offer a cornucopia of fresh fruit and vegetables. Fruit stands and pick-your-own produce farms dot the countryside.

Housing

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.

Housing ranges from new developments to historic homes found mostly in central Stockton and downtown Lodi. San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational that the area provides.

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