



CITY OF LODI, CALIFORNIA

Community Development Director

UNIQUE OPPORTUNITY

This role offers a rare chance to shape Lodi's next chapter of growth and revitalization. With major planning initiatives underway and strong support from a collaborative executive team, the new Community Development Director will drive process improvements, elevate customer service, and help implement a bold vision for the City's future.





■ The City

Located in the heart of California's Central Valley, the City of Lodi is a vibrant and welcoming community of roughly 66,500–70,000 residents, spread across about 13.9 square miles. With its rich history, thriving economy, and relaxed small-city charm, Lodi offers a high quality of life for residents and visitors alike.

Wine Country Roots & Economic Heart

» Lodi is best known as the "Winegrape Capital of the World." The surrounding region supports more than 90,000 acres of vineyards, producing nearly 40 % of California's premium wine grapes — a cornerstone of the local economy. That wine heritage isn't just about grapes: over 60 wineries call the area home, many with tasting rooms, contributing to Lodi's reputation among wine lovers and agritourism fans alike.

Great Quality of Life & Recreational Lifestyle

» Lodi offers a balanced, family-friendly lifestyle with a mix of suburban neighborhoods and open spaces. The city boasts 28 parks and over 400 acres of recreational land — including tranquil spots at Lodi Lake and access to the Mokelumne River waterway system — making it easy to enjoy outdoor activities year-round.

Diversity & Growing Community

» Lodi is a diverse and dynamic community. Its population includes residents from many backgrounds, contributing to a rich cultural fabric and welcoming environment. As the city continues to grow, it balances progress and development while preserving its small-town feel and strong sense of identity.

■ The Position

The Community Development Director is a key member of the City's executive leadership team, responsible for shaping Lodi's long-term growth, development, and neighborhood vitality. Reporting directly to the City Manager, this position oversees the City's Planning, Building Inspection, Neighborhood Services, and Development Review functions, ensuring that Lodi's built environment, land use decisions, and regulatory processes support a thriving, well-planned community. The Department is supported by 22 FTEs and an FY 2025-26 budget of \$6.4 million.

Serving as a department head with broad administrative authority, the Director leads policy development, program planning, fiscal management, and day-to-day operations for the Community Development Department. The role includes managing a diverse professional team, administering the department's annual budget, and providing both strategic direction and hands-on guidance to ensure high-quality service delivery. The Director also serves as staff liaison to the Planning Commission and maintains close working relationships with the City Manager, City Council, other City departments, community organizations, and regional partners.

A central responsibility of the Director is overseeing implementation of the City's General Plan and related planning tools. This includes interpreting City codes and land use regulations, preparing recommendations on both short- and long-range planning initiatives, and presenting on matters such as zoning, environmental review, growth management, building regulations, and annexation. The Director plays a visible role in community engagement, regularly participating in public meetings, supporting citizen boards and commissions, and representing the City on development, land use, and environmental issues.



■ Why Lodi

- » An inclusive, welcoming Executive Team that embraces collaboration, support, and shared success.
- » A true hometown feel—Lodi is a place where people know their neighbors, take pride in their city, and embody the spirit of community.
- » A highly cohesive, internally collaborative workforce that works exceptionally well together.
- » A community rich with activities, including the Lodi Street Fair, Music in the Park, Lodi Lake recreation, and the popular Farmers' Market.
- » Abundant housing options and a charming, walkable downtown filled with restaurants, small businesses, and local character.
- » A city where community happens—offering a warm, engaging environment that feels like a gift to any City Planner or community development professional.

Learn more about:

- » The [City](#)
- » The [Department](#)

■ Ideal Candidate

The ideal Community Development Director is a forward-thinking, solutions-oriented leader who will help guide Lodi through an exciting period of growth, revitalization, and change. This individual will bring strong expertise in planning, building, neighborhood services, and development review, along with the strategic insight needed to oversee long-range planning, policy development, and complex land-use decisions.

Lodi is seeking a customer-focused, business-friendly professional who understands both public- and private-sector development perspectives. The ideal candidate will foster a culture of collaboration, responsiveness, and problem-solving within the department while upholding regulatory requirements and delivering exceptional service to residents, businesses, and developers.

This leader will be an effective communicator and relationship builder who works closely with the community, City Manager, City Council, City Commissions, and regional partners. They must be politically astute, comfortable representing the City in public forums, and skilled at navigating sensitive or complex issues.

The ideal candidate will also be an engaging, supportive manager who invests in staff development, promotes accountability, and creates a positive, customer-service-oriented culture. Experience with economic development, CDBG administration, and housing or homelessness initiatives is strongly valued.



■ Education and Experience

Graduation from a four-year college or university with major coursework in urban planning, or a closely related field. Possession of an AICP certificate or Master's Degree in Planning is preferred.

Experience: Six years of progressively responsible management or administrative experience in planning and community development which has included program planning, development, and administration. Experience in working with citizen organizations is desirable.

Licenses and Certificates:

Possession of an appropriate, valid Driver's License from the California Department of Motor Vehicles.





Compensation and Benefits

Annual Salary: **Up to \$201,619.74**. The City also offers a comprehensive benefits package:

- » **Retirement:** CalPERS - New employees 2% @ 62, employee pays employee share based on actuarial evaluation as defined under PEPRA plus 6% of the employer share; classic employees 2% @ 55. The City does not participate in Social Security.
- » **Deferred Compensation Plan:** The City matches up to 3% of the employee's base salary.
- » **Vacation:** Accrual equal to two weeks paid vacation annually increasing with length of service.
- » **Holidays:** 10 ½ fixed holidays plus 4 floating holidays (36 hours) annually.
- » **Medical/Dental/Vision Plan:** City contribution for medical is capped at \$771.35 for employee only, \$1,542.71 for employee plus one, and \$2,005.52 for family coverage. City contributes \$1,250 for dental coverage (including \$1,250 for orthodontic) and pays 100% of premium for vision and chiropractic plans. Medical plans are offered through CalPERS.
- » **Administrative Leave:** 80 hours annually, ability to cash out up to 80 hours.
- » **Sick Leave:** Earn 3.70 hours per pay period.
- » **Life Insurance:** City pays full premium for employee life insurance at two times the annual salary with a maximum benefit of \$250,000.
- » **Long Term Disability:** City provides coverage up to approximately two-thirds of annual salary. Maximum monthly benefit of \$10,000. City pays 100% of premium.
- » **Tuition Reimbursement:** Up to \$3,000 per fiscal year (including books and software).
- » **Flexible Spending Plan:** City promotes participation in a Section 125 Cafeteria Plan.
- » **Work Schedule:** The City follows a 9/80 work schedule with every other Friday off.

Employee Assistance Program and Catastrophic Leave plans are also provided.





■ Application and Selection Procedure

This position is open until filled. To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (two supervisors, two direct reports and two colleagues) by the first resume review date of **January 19, 2026**. Resume should reflect years and months of employment, beginning/ending dates as well as size of staff and budgets you have managed.

Please go to our website to submit your application: <https://www.cpshr.us/recruitment/2568>.

For further information contact:

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Resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultants. Candidates deemed most qualified will be referred to the City. Selected candidates will be invited to participate in further interview and selection activities. An appointment will be made following comprehensive reference and background checks.