



DIRECTOR OF FLEET MANAGEMENT

COUNTY OF SAN BERNARDINO SAN BERNARDINO, CALIFORNIA

ANNUAL SALARY: \$144,788.80–\$205,046.40 DOE/DOQ*

THE COUNTY OF SAN BERNARDINO, CALIFORNIA, is seeking a collaborative and forward-thinking **Director of Fleet Management** to lead a high-performing department responsible for approximately 7,000 assets countywide. This role oversees two Deputy Directors, up to 113 staff, and a \$65.1 million operating budget. The new Director joins a supportive and successful work environment with strong employee morale, dependable operations, and a well-established commitment to excellent customer service. Building on this solid foundation, they will have opportunities to advance fleet electrification, modernize technology and management systems, strengthen facilities, and help shape the future of fleet services across one of the nation's largest counties. The ideal candidate brings experience in fleet management or a similarly complex operational environment, along with the technical expertise and strong leadership presence needed to succeed in this highly visible role. **Modernize critical fleet operations and strengthen the County's ability to serve communities safely, reliably, and efficiently; apply today!**





THE COMMUNITY

SAN BERNARDINO COUNTY HAS A BEAUTIFUL NATURAL ENVIRONMENT with towering mountains, lush palm trees, and a colorful variety of desert plants. The surrounding landscape provides a plethora of recreational opportunities, from boating on the serene waters of Lake Arrowhead, exploring vast desert vistas at Joshua Tree National Park, and hiking the arid expanses of the Mojave National Preserve. Beyond its stunning beauty, the County is a hub of economic activity, with sectors ranging from logistics and manufacturing to healthcare and tourism. It is also located near larger urban areas like Los Angeles and Orange County, providing access to additional amenities such as entertainment and dining options. The County's history is deeply rooted in the pioneering spirit of the American West, evident in its numerous historic sites, museums, and cultural landmarks. The County spans 20,105 square miles with 24 incorporated cities, and is home to 2.2 million diverse residents. It also boasts reasonable costs of living in the State of California, approximately 20% lower than the State average!

THE COUNTY

SAN BERNARDINO COUNTY, THE LARGEST COUNTY in the contiguous United States by area, has 27,000+ full-time employees and manages an annual budget of approximately \$10.9 billion. It is comprised of 42 departments and agencies, which are staffed by dedicated public service professionals who provide a wide range of vital services. The County's organizational culture is defined by four pillars: **value, innovation, service, and vision.**

[LEARN MORE](#)



The Fleet Behind County Operations

\$65.1
 MILLION ANNUAL OPERATING BUDGET

60+ FUELING SITES

113 FTES **8** **7 PSES**

5 REGIONAL SERVICE CENTERS

1 MAIN GARAGE IN SAN BERNARDINO

7,000 ASSETS COUNTYWIDE
including **1,900+ gas and electric** powered vehicles in the County motor pool

THE DEPARTMENT

[CLICK LINK](#)

THE FLEET MANAGEMENT DEPARTMENT PROVIDES THE VEHICLES, equipment, and support services County officials and employees need to serve the community effectively. The Department manages the majority of the County's fleet and oversees the full lifecycle of vehicles and equipment, including acquisition, maintenance, repair, modification, replacement, fueling, and disposal.

Through its network of maintenance and fueling facilities, Fleet Management delivers timely, dependable, and customer-focused service to County departments. Its work helps ensure vehicles remain safe, reliable, and available for essential public services while supporting efforts to reduce emissions, improve air quality, and advance the County's transition to electric and other alternative-fuel vehicles. The Department is operating from a position of strength, supported by an engaged team, positive employee morale, and a clear commitment to customer service. The incoming Director will be well positioned to build on the Department's solid foundation.

THE JOB

REPORTING TO THE ASSISTANT EXECUTIVE OFFICER, the Director of Fleet Management leads a high-performing operation that supports County departments through the effective management of approximately 7,000 assets countywide. The Director oversees two Deputy Directors, up to 113 indirect staff, and a \$65.1 million operating budget while advancing a strong culture of customer service, accountability, and operational excellence.

Key Responsibilities Include:

- Leads fleet acquisition, maintenance, repair, replacement, upfitting, and disposal.
- Establishes policies, service standards, operating procedures, and performance expectations.
- Advises departments on vehicle specifications, expenses, procurement, and replacement needs.
- Builds strong partnerships with County departments, executive leadership, Public Works, County Fire, Information Technology Services, and regulatory agencies.
- Develops operating and capital budgets, replacement plans, and long-term fleet investments.
- Oversees inventory, warehouse, fueling, parts, point-of-sale, and asset-management systems.
- Guides facility upgrades, charging infrastructure, technology modernization, and electrification efforts.
- Provides clear, solutions-oriented recommendations that balance service, cost, operational, and compliance needs.



UPCOMING PROJECTS & OPPORTUNITIES

FLEET ELECTRIFICATION

A key focus for the incoming Director of Fleet Management will be advancing the County's transition to electric vehicles by evaluating fleet needs, supporting charging infrastructure development, and preparing operations for evolving regulatory requirements.

MAIN FACILITY

Partner with Public Works to guide the revitalization of the primary Fleet Management campus through completion.

FACILITY UPGRADES

Advance improvements across all facilities to strengthen safety, efficiency, reliability, and long-term operational capacity.

THE IDEAL CANDIDATE

THE IDEAL CANDIDATE IS A STRONG, COLLABORATIVE, AND FORWARD-THINKING leader with a demonstrated ability to guide complex operations, support experienced technical teams, and deliver exceptional customer service. Experience in fleet management or a similarly complex operational environment is strongly preferred, along with an understanding of technology and management systems. They bring sound judgment and a solution-oriented approach that allows them to build trust, navigate complex conversations, and work effectively at all levels of the organization. This leader communicates clearly, keeps the executive team informed, and pushes back when necessary while explaining the reasoning behind their position. The successful Director is emotionally intelligent and able to preserve the department's positive culture, advance modernization efforts, and lead with accountability and responsiveness.

The ideal candidate will demonstrate the following core competencies:

Learning Agility: Embraces new ideas, technologies, and regulatory changes and applies them effectively to strengthen fleet operations.

High Standards: Sets clear expectations for safety, service, accountability, and operational performance across the department.

Systems Perspective: Understands how fleet decisions affect County departments, infrastructure, budgets, technology, and long-term service delivery.

Results Orientation: Translates priorities into action and follows through on modernization efforts, facility improvements, and reliable daily operations.



EMPLOYMENT STANDARDS

Education: A Bachelor's degree in Business or Public Administration, Engineering, Logistics, Transportation, or a closely related field.

Experience: Five years of progressive leadership experience in a high-performing organization managing a sizable fleet operation and / or supply chain organization. A combination of relevant education and experience may be considered for this opportunity.



COMPENSATION & BENEFITS

Annual Salary: \$144,788.80–\$205,046.40 DOE/DOQ*

*The County also offers an alternative **Modified Benefit Option (MBO)** that provides the opportunity to convert from a regular position with traditional benefits to a regular position with modified benefits and a 4% wage differential.



- County pension (www.sbcera.org/) vested after five years of service
 - 2% at age 55 (Tier I)
 - 2.5% at age 67 (Tier II)
 - Reciprocity provisions may apply
- 401(k) Defined Contribution Plan with 2 times employee contribution, up to 8%
- 457(b) Deferred Compensation Plan with County contribution 1 times employee contribution, up to 1%
- Retirement Medical Trust (RMT) with County Contribution (based on service hours)
- Medical and Dental Insurance for the employee and eligible family members with premium subsidies
- County paid Vision Insurance for the employee and eligible family members
- **Basic Term and Group Universal Life Insurance**
- **Short-Term Disability**
- **Vacation:** 80-160 hours per year, based on service hours; maximum carryover of 480 hours
- **Sick Leave:** 3.69 hours per pay period
- **Admin Leave:** 80 hours per year. Unused balance will cash out in pay period 26
- **Holidays:** 14 paid per year, plus one paid floating holiday; maximum carryover of 120 hours
- **Perfect Attendance:** Up to 16 hours of PAL
- **Bereavement:** 3 days per occurrence
- **Automobile Allowance:** Bi-weekly allowance of \$461.54
- **Portable Communication Allowance:** Bi-weekly allowance of \$92.31
- **Voluntary Programs:** Supplemental Term Life Insurance, AD&D Insurance, Flexible Spending Account, Dependent Care Assistance Program, 529 Savings Plan, Combined Giving, Commuter Service, Employee Discounts, Wellness Program, Employee Assistance Program, Annual Tuition Reimbursement, Tuition Loan Repayment, and Healthy Lifestyle Program
- **Relocation Assistance Available**
- **Eligible for "9/80" Work Schedule**

See full benefits information, including information regarding a Modified Benefit Option (MBO) here



HOW TO APPLY

For first consideration, apply by **AUGUST 31** at:

WBCP JOB BOARD



SAVE THE DATES

Interviews are anticipated to take place in **MID-SEPTEMBER**.

QUESTIONS? Please contact your recruiter, Lauren Gerson-Greene, with any inquiries:
lauren@wbcpinc.com

866.929.WBCP (9227) toll free
541.664.0376 direct

