CHIEF OF FLEET

CITY OF BALTIMORE, MARYLAND
DEPARTMENT OF GENERAL SERVICES

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The City of Baltimore invites a visionary, results-driven executive to serve as its next Chief of Fleet. This is a career opportunity to lead one of the nation's most recognized and complex municipal fleet organizations - an operation that enables critical public safety, public works, and community services across a major American city.

At a pivotal moment of modernization and transformation, the Chief of Fleet will shape long-term sustainability strategy, advance zero-emission initiatives, modernize fleet operations, and lead a highly skilled workforce committed to service excellence and innovation.

THE DIVISION

The Fleet Management Division supports Baltimore City's public safety, public works, and community services by maintaining, fueling, and replacing essential vehicles and equipment across operations based at the George L. Winfield Fleet Maintenance Facility and multiple substations citywide. Nationally recognized for operational excellence, Baltimore's fleet has been ranked #6 among leading fleets by Government Fleet and APWA and #29 in NAFA's 100 Best Fleets.

THE POSITION

The Chief of Fleet provides executive leadership and strategic oversight of a complex, citywide operation managing more than 5,600 vehicles and equipment assets serving 29 City agencies. The role oversees all fleet functions including maintenance, fueling, procurement, administration, and facilities while leading approximately 250 employees across eight facilities and managing an annual budget exceeding $75 million, including $11 million in fuel operations.

The position requires strong organizational leadership, strategic planning, and data-driven decision-making to ensure safe, efficient, and sustainable operations aligned with the City's fiscal stewardship and service excellence goals.

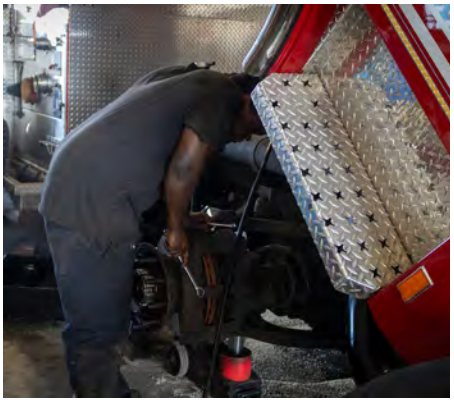
Reporting to the Assistant Deputy Director of Operations, the Chief of Fleet is responsible for supervising three roles: Deputy Chief of Operations, Deputy Chief of Administration, and Deputy Chief of Support Services.

LEADERSHIP OPPORTUNITIES

For the right leader, these challenges provide a meaningful opportunity to strengthen and elevate a nationally recognized Top 100 Fleet in service of the City and its residents.

- **Strategic Leadership.** The Chief of Fleet will have the opportunity to set the vision, direction, policies, and performance expectations for a large, complex Fleet Management operation that is essential to City service delivery. The selected leader will guide senior staff responsible for operations, administration, and support services, while serving as a key representative of the division with City leadership, customer agencies, and external stakeholders. This position also provides the opportunity to ensure fleet readiness and play a critical leadership role in emergency response and 24-hour operational support.
- **Operations and Compliance.** This position presents an opportunity to oversee a broad and complex operation spanning maintenance, repair, fueling, and fleet facilities across multiple sites. The Chief of Fleet will lead efforts to maintain full compliance with environmental, safety, labor, and other regulatory requirements while ensuring efficient, dependable service. This role also includes the opportunity to manage citywide fuel operations and advance innovation in maintenance practices, fleet technology, and zero-emission vehicles while sustaining operational readiness.
- **Financial and Administrative Management.** This role provides an opportunity to direct the strategic and day-to-day management of a significant public sector budget and a wide range of administrative functions. The Chief of Fleet will oversee the Division's $75 million-plus budget, vehicle leasing, procurement activities, fuel operations, and the City's Master Lease Program. In addition, the position offers the opportunity to strengthen financial controls, guide vendor and contract management, align resources with strategic priorities, and pursue grants and partnerships that support sustainability and innovation.

- **Sustainability, Data, and Performance.** This is an opportunity to lead meaningful transformation in support of the City's sustainability and modernization goals. The Chief of Fleet will help drive the transition to a zero-emission fleet and the infrastructure needed to support it, while strengthening the use of FleetStat and other performance systems to increase transparency and accountability. This role also offers the opportunity to use operational data to improve uptime, lower costs, enhance customer service, and deliver measurable environmental and operational results.
- **Workforce Development.** The Chief of Fleet will lead and develop a workforce of approximately 250 employees within a culture centered on accountability, safety, innovation, and service excellence. The selected leader will shape workforce development strategies that support operational needs through training, technical advancement, and long-term talent development. The role also provides an important platform to advance employee engagement and promote diversity, equity, and inclusion across all fleet operations.



DESIRED CAPABILITIES

The ideal candidate is a strategic, hands-on leader with extensive operational and policy-driven experience in fleet management. This individual will:

- Bring deep expertise in fleet management operations, including vehicle maintenance, fuel systems, asset lifecycle planning, and replacement strategies. They will understand public sector budgeting, procurement, contract administration, and the regulatory framework governing municipal fleet operations. Knowledge of environmental and safety regulations, zero-emission vehicle technologies, and sustainable fleet practices will be important to advancing modernization goals.
- Demonstrate proven success leading large, multidisciplinary teams and overseeing complex operations in demanding environments. They will be skilled at analyzing operational data, using insights to improve performance and efficiency, and developing strategic plans, policies, and metrics that strengthen accountability and service delivery. The ability to balance immediate operational demands with longer-term priorities will be essential.
- Be an effective communicator and relationship builder, able to engage credibly with frontline staff, executive leadership, elected officials, vendors, and other stakeholders. They will foster a culture of accountability, innovation, professional development, and organizational excellence, while demonstrating sound judgment, strong interpersonal skills, and calm, resourceful decision-making under pressure.
- Be experienced in project and asset management, stakeholder influence, and continuous improvement, along with possessing a strong understanding of public sector fleet principles and the City's sustainability objectives. Experience with electric vehicle technology, charging infrastructure, and fleet electrification is highly desirable. Candidates with technical fleet experience, including those who began their careers in technician or other hands-on fleet roles, will bring especially valuable operational perspective.

QUALIFICATIONS

EDUCATION

- **Required**
  Bachelor's degree from an accredited college or university in Business Administration, Public Administration, Management, or a related field, plus ten (10) years of progressively responsible experience, including at least four (4) years of supervisory experience.
- **Preferred**
  Master's degree in Business Management, Logistics, Public Administration, or related discipline from an accredited institution.

EXPERIENCE

- Minimum of eight (8) years of senior management experience in fleet management or comparable large-scale operational environments, including at least four (4) years managing multiple functions through subordinate supervisors.
- Demonstrated experience overseeing diverse asset classes and operational programs within complex organizations.
- Proven leadership experience within a federal, state, or local government entity, or a public university system (preferred).
- Experience managing multimillion-dollar budgets, contract negotiations, and large technical or skilled workforces.

EQUIVALENCY:

An equivalent combination of education and qualifying experience may be considered. Non-supervisory experience or education may not substitute for required supervisory experience.

LICENSES, REGISTRATIONS, AND CERTIFICATES

- Valid Maryland Class C Noncommercial Driver's License (or equivalent), with eligibility to obtain a Baltimore City driver's permit.
- Provisional licenses are not accepted.
- Applicants will be required to provide a copy of a valid driver's license to progress in the recruitment process.

COMPENSATION AND BENEFITS

The salary range for this position is **$110,402–$182,016** (Midpoint: **$146,209**). In addition to a competitive salary, the City of Baltimore offers a comprehensive, gold-standard benefits package designed to support employees' health, financial well-being, and work-life balance.

Benefits include:

- Generous Paid Time Off: Following the successful completion of a six-month probationary period, employees receive up to 12 days of annual leave and 4 personal leave days each year, prorated based on the employee's hire date and front-loaded for use.
- Paid Holidays: The City observes approximately 13 paid holidays annually, providing employees with additional time off beyond the 11 federal holidays.
- Comprehensive Health Coverage: Full-time employees are eligible for medical, prescription, dental, vision, and life/Accidental Death & Dismemberment (AD&D) insurance.
- Flexible Spending Accounts: Employees may participate in Health Care and Dependent Care Flexible Spending Accounts (FSAs) to help reduce eligible out-of-pocket expenses through pre-tax payroll deductions.
- Employee Assistance Program (EAP): Free, confidential counseling, work-life resources, and wellness services are available to employees and their eligible family members.
- Retirement Benefits: The City offers two retirement plan options, including a Hybrid Plan that combines a defined benefit pension with a 401(a) defined contribution account, or a non-hybrid 401(a) defined contribution plan. Participation in one of the City's retirement plans is mandatory. Although the City does not participate in the Maryland State Pension System, current or former members of another Maryland municipal retirement system may be eligible to petition for a transfer of service credit, subject to applicable policies, eligibility requirements, and statutory timeframes.
- Residency: City residency is encouraged but is not required for this position.

For additional information regarding employee benefits, please visit: Overview of City of Baltimore Employee Benefits.

THE COMMUNITY

Known affectionately as Charm City, Baltimore City is the largest city in the U.S. state of Maryland, and the 29th most populous city in the country. It was established by the Constitution of Maryland and is not part of any county; thus, it is the largest independent city in the United States.

Baltimore City has more public monuments than any other city per capita in the country and is home to some of the earliest National Register historic districts in the nation, including Fells Point (1969), Federal Hill (1970) and Mount Vernon Place (1971). More than 65,000 properties, or roughly one in three buildings in the city, are listed on the National Register, more than any other city in the nation. The city is home to multiple professional sports teams, the Enoch Pratt Free Library, the Baltimore Museum of Art, the Baltimore Symphony Orchestra, and multiple theater companies.

Baltimore is one of the best cities for foodies in Maryland (known for its world-famous Lexington Market and crab cakes) with credits going to a culinary boom that is intertwined with Chesapeake Bay seafood classics and the International Culinary College. In addition, Baltimore is home to 13 colleges and universities, as well as two public community colleges, including top institutions such as Johns Hopkins and the historic Morgan State University.

Not only are there history, great food, and beautiful architecture in Baltimore City, there is community. There are more than 250 neighborhoods in Baltimore creating a vibrant, diverse, and culturally rich environment.

More about Baltimore City

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BALTIMORE CITY GOVERNMENT

Under the Baltimore City Charter, the City's executive functions are vested in the Mayor, the Board of Estimates, and an independent Comptroller. The City's legislative functions are vested in the City Council.

The Mayor is the chief executive officer of the City. The Mayor is elected for a term of four years with a two-term limit. The Mayor appoints department heads and municipal officers, serves on the Board of Estimates, and appoints two of the other four members of the Board of Estimates. Pursuant to the Charter of Baltimore City, Article VI Section 2, the Board of Estimates formulates and executes the fiscal policy of the City, publicizes the City's budgets and long-range capital improvement program, awards contracts and supervises all purchasing.

The City Council is the City's legislative body, with the power to enact all ordinances and resolutions. City Council members are elected from 14 districts, and the President is elected at-large, by all voters of the City.

APPLICATION PROCESS

The position is open until filled; however, **applications will be reviewed as received so early applications are highly encouraged.** Qualified candidates should apply online with a resume and cover letter at www.GovHRJobs.com - Chief of Fleet.

For more information, please contact Yolanda Howze, Director of Executive Recruitment, at 224-245-5630.

Baltimore City Government is an Equal Employment Opportunity Employer, and we are committed to a workplace that values diversity, equity, and inclusion. The City of Baltimore prohibits discrimination on the basis of race, color, religion, age, sex, ancestry, creed, national origin, disability status, genetics, marital status, military service, sexual orientation, gender identity/expression, or any other characteristic protected by federal, state, or local laws. Applicants requiring accommodations during the hiring process should contact the Department of Human Resources directly. Requests for accommodations should not be attached to the application.