



# Human Resources Manager

**\$150,987 - \$183,539 Annually**

**Open Until Filled**

**First application review on Monday, February 2, 2026**



## Our Mission

Serving our community by protecting public health and the environment through sewage collection, treatment, and resource recovery.

## We Are SacSewer

The Sacramento Area Sewer District (SacSewer) is the Sacramento region's sewage collection, treatment, and resource recovery facility—providing service to more than 1.6 million people.

Keeping our sewer system in top operating condition is a 24/7 job, and we take that job very seriously. With 5,000 miles of pipes and 117 pump stations, we are the second largest sewage collection utility in California. At the EchoWater Resource Recovery Facility near Elk Grove—the second-largest facility of its kind in the nation—millions of gallons of sewage are cleaned and recycled into renewable resources every day.

While the focus of our mission is to protect public health and the environment by collecting, treating, and recovering resources from sewage, we do much more than that. We are also committed to proactive environmental stewardship and have robust programs that demonstrate that commitment.

## Internal Services Department – Human Resources

SacSewer's Internal Services Department supports more than 800 employees across three locations, providing the tools, systems, and resources they need to effectively serve our community. The Internal Services Department is building a strong foundation for the employee experience—enhancing efficiency, strengthening support services, and fostering a collaborative and engaged culture.

Human Resources (HR) leads key people initiatives, including recruitment, onboarding, benefits, labor relations, and leave management. We're seeking a Human Resources Manager to help advance this work and uphold SacSewer's mission.

# The Position

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Reporting to the Director of the Internal Services Department, you will direct, manage, and supervise all activities within SacSewer's HR section, which includes a team of 11 HR professionals.

Your work will provide strategic oversight of various aspects of HR, including:

- Employee and labor relations
- Classification and compensation
- Benefits administration
- Recruitment and selection
- Performance management
- Employee development
- Workforce and strategic planning

You will also provide high-level administrative support to the executive team and play a critical role in driving organizational excellence through people-focused initiatives.

## Minimum Qualifications

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Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. The most aligned candidates will minimally possess the following:

**Either:**

**1.** Ten (10) years of progressively responsible experience leading multiple human resources programs and services, which includes five (5) years of experience in a supervisory level position for a public sector employer.

**OR**

**2.** A bachelor's degree from a four-year accredited college or university **AND** seven (7) years of progressively responsible experience leading multiple human resources programs and services, including five (5) years of experience in a supervisory level position for a public sector employer.





## Our Values



### Resolve

*Determined to Succeed*



### Proficiency

*Skilled and Capable*



### Responsibility

*Accountable and Committed*



### Environmental Stewardship

*Protect and Sustain*

## The Ideal Candidate

We're seeking an HR Manager who brings the following:

- **Hands-On HR Expertise:** Skilled in classification, compensation, recruitment and selection, benefits administration, employee relations, medical management, and labor relations. Brings direct experience with Human Capital Management (HCM) systems, such as Tyler HCM, and enterprise resource planning system implementations.
- **Leadership & Communication:** A confident, emotionally intelligent leader with exceptional coaching, mentoring, and presentation skills, able to engage and inspire diverse audiences.
- **Knowledge & Skills:** Deep understanding of employment laws, HR best practices, project and change management, organizational development, and technology-driven HR transformation.
- **Personal Qualities:** Demonstrates integrity, emotional intelligence, sound judgment, and a results-driven approach. Collaborative and committed to fostering a positive, inclusive, and high-performing workplace culture.

## Application Process

Open until filled, with the first application review on Monday, February 2, 2026. Questions? Contact Jamie Tanner, [tannerja@sacsewer.com](mailto:tannerja@sacsewer.com)

Interested candidates must apply online.  
Visit [www.governmentjobs.com](http://www.governmentjobs.com)

**Apply Now**

# Salary & Benefits

The salary range for the Human Resources Manager is **\$150,987 - \$183,539**. Compensation for this position is set by SacSewer's Compensation Policy, which includes annual cost-of-labor adjustments each July based on the Employment Cost Index. After 10 years of service, employees receive a 2.5% longevity differential. At 15 years of service, employees receive an additional 2.5% longevity differential, totaling 5% after 15 years of service. **We are proud to offer an excellent benefits package, which includes:**

## Health Benefits

**Medical:** We offer several health insurance plans for employees and their dependents through CalPERS. SacSewer contributes a total medical benefit towards employee medical insurance coverage, which is 90% of the Kaiser Region 1 CalPERS Plan, allowing us to offer a Western Health Advantage HMO plan at no cost to employees and their families.

**Dental:** We offer dental coverage through Delta Dental, and SacSewer covers 100% of premiums.

**Vision:** We currently offer two vision plans through VSP, and SacSewer covers 100% of premiums for employees enrolled in the basic plan.

## Additional Benefits

**Retirement:** SacSewer offers a retirement plan administered by Sacramento County Employees' Retirement System (SCERS) alongside Social Security Benefits. Employees with existing CalPERS or other government pension plans may be eligible for reciprocity with SCERS.

**Deferred Compensation:** SacSewer will match contributions up to 5% of the employee's salary.

**Life Insurance:** All SacSewer employees are automatically enrolled in \$50,000 coverage at no cost.

**Vacations/Holidays/Sick Leave:** Competitive vacation accruals, with rates totaling 80 hours per year to start.

- Employees with prior full-time public sector employment may be eligible to receive a vacation accrual rate based on their prior years of public service, accruing up to 200 hours per year.
- 14 paid holidays per year, plus 4 hours of paid leave for either Dec. 24 or Dec. 31.
- Employees accrue 119 hours of sick leave per year.

**Flexible and Hybrid** work schedules may be available.

**Free on-site parking** with access to electric vehicle charging stations.

**Employee Wellness:** SacSewer offers on-site fitness centers and wellness spaces. We also offer a \$250 Wellness Program Incentive to support health and wellness purchases.

