



BUILDING OFFICIAL
CITY OF MILPITAS, CA

Recruitment Services Provided By


ALLIANCE
RESOURCE CONSULTING LLC

The City of Milpitas

Located at the southern end of the San Francisco Bay, the City of Milpitas is a progressive community and an integral part of Silicon Valley. Often referred to as the “Crossroads of Silicon Valley,” the City is strategically situated between major Bay Area transportation corridors and is considered a highly desirable location for world-class technology companies seeking a central base of operations. With the addition of the Milpitas Transit Center offering BART, light rail, and bus service, multiple new mixed-use development projects, and a host of new City plans and programs supporting an inspiring and sustainable future, Milpitas is at the forefront of building the next generation economy.

Milpitas offers a large and diverse mix of retail, dining, and commercial activity, primarily concentrated in suburban-style shopping centers that attract visitors from throughout the region. Major regional retail destinations include the Great Mall, a 1.4 million square foot super-regional mall, and McCarthy Ranch, a 415,000 square foot power retail center.

With over 40,800 jobs and approximately 39,600 employed residents, Milpitas is a jobs-rich community with a strong economic base. Major employers include Cisco Systems, KLA, Flex, Headway Technologies, the Milpitas Unified School District, and BD Biosciences, one of the world’s largest bioscience companies, which relocated to Milpitas in 2022 through a significant investment that included approximately 1,000 new employees. Rivian, an American electric vehicle manufacturer and automotive technology company, opened its Last Mile Hub in Milpitas on February 27, 2026 and is anticipated to generate substantial revenue through an Economic Development Incentive Agreement. Several major employers have established their corporate headquarters in Milpitas, further strengthening the City’s economic foundation. According to WalletHub, Milpitas ranked among the top small cities in the nation for economic growth, jobs, and overall economic strength.

Milpitas neighborhoods include over 20,000 households and an extensive park system. The City maintains 37 parks, including a dog park and 21 tennis courts, and provides a wide range of recreational opportunities including aquatics, cultural arts and theater, sports leagues and activities, youth programming, and senior services.

Approximately 64 percent of Milpitas residents own their homes, reflecting the community’s stability and quality of life. The Milpitas Unified School District serves more than 10,000 students and operates ten elementary schools, two middle schools, two high schools, a continuation high school, and an adult education program.

Milpitas is a full-service city providing water and sewer utilities, police and fire services, recreation services, public works, planning, and building services. The City operates under a Council–Manager form of government with a five-member City Council serving as the legislative body and the City Manager overseeing daily operations.

The City’s FY 2025–2026 Adopted Operating Budget totals approximately \$268.5 million, with a General Fund budget of approximately \$144 million. The City employs approximately 450 full-time employees across all departments and provides a wide range of municipal services to the community. With a diverse and inclusive population of over 80,000 residents, Milpitas continues to be a thriving community with a strong economic base, strategic location, and a commitment to innovation, sustainability, and high-quality municipal services.

The Building Official plays an important role in supporting the City’s development activity, infrastructure improvements, and community growth by ensuring safe and compliant construction throughout the community.



The Department – Office of Building Safety

The Office of Building Safety is responsible for plan review, permitting, inspections, and enforcement of building codes to ensure construction projects throughout the City are safe, sustainable, and compliant with applicable regulations. The department supports residential, commercial, and industrial development and plays a key role in maintaining the safety and quality of the built environment in Milpitas.

The Office of Building Safety is a high-volume operation that supports ongoing development activity throughout the City. Recent workload statistics include approximately 4,300 to 4,700 building permits issued annually, approximately 6,500 plan reviews completed annually, approximately 15,000 building inspections completed annually, and approximately 14,500 customers served annually through the Permit Center. Annual construction valuation processed is approximately \$240 million.

The Office of Building Safety includes approximately 21 total positions across building inspection, plan review, permit center, and administrative functions. The FY 2025–26 Office of Building Safety operating budget is approximately \$5.2 million.

The department works closely with Planning, Engineering, Fire, and Public Works and plays a critical role in facilitating development projects and maintaining efficient permitting and inspection services. The City is currently implementing a new land management and permitting software system, and the Building Official will play an important role in configuration, implementation, and process improvements associated with this system.

More information can be found at the [Milpitas - Office of Building Safety](#).

The Opportunity

The Building Official leads the Office of Building Safety and oversees building plan review, permitting, inspections, and building code enforcement functions. The position ensures compliance with all applicable building codes and regulations and protects public health and safety through effective building inspection and permitting services.

The Building Official currently reports to the Assistant City Manager and works closely with City leadership, department directors, elected officials, developers, contractors, and the community on development projects, policy implementation, and organizational initiatives.

The Building Official is responsible for managing building plan review and inspection operations, overseeing permit center operations, ensuring compliance with building codes and regulations, supporting development projects and economic development efforts, managing departmental budget and staff, implementing new permitting and land management software, improving processes and customer service delivery, coordinating with Planning, Engineering, Fire, and Public Works, and advising City leadership on building and development issues.

This is a highly visible and collaborative leadership position that plays a key role in supporting development activity and maintaining safe and compliant construction throughout the City.

Major Projects and Development Opportunity

The City's Capital Improvement Program includes infrastructure, facility, park, street, water, sewer, and storm drain projects across the City. The Capital Improvement Program reflects City Council priorities related to infrastructure investment, community facilities, transportation improvements, and environmental sustainability.

The Building Official will be involved in reviewing and supporting City facility projects, infrastructure projects, private development projects, tenant improvements, and redevelopment activity throughout the City. The position works closely with multiple departments to support development review, permitting, and inspection services associated with these projects.

Milpitas continues to experience development activity and construction projects throughout the community, and the Building Official plays a key role in facilitating safe and efficient development and construction.



The Ideal Candidate

The City is seeking a leader who can help the department continue to improve processes, implement new technology systems, maintain high service levels, and foster positive working relationships across the organization. The ideal candidate is a technically strong and collaborative Building Official who brings leadership, professionalism, and strong interpersonal skills. The position requires working with multiple departments, the development community, and City leadership, and the ideal candidate will be collaborative, tactful, and solutions-oriented.

The ideal candidate will be technically strong in building codes, inspections, and plan review and will be collaborative and able to work effectively across departments. The successful candidate will be comfortable working with elected officials and executive leadership, diplomatic and professional in challenging situations, customer service oriented while maintaining regulatory compliance, experienced in process improvements and technology implementation, and able to lead and mentor experienced inspection and plan check staff.

Qualifying Education and Experience

Education:

A bachelor's degree in construction management, engineering, architecture, public administration, or a related field.

Experience:

Progressively responsible experience in building inspection, plan review, construction management, or building code administration, including supervisory or management experience.



Compensation

Salary Range: \$161,362 – \$225,907 annually

PLUS an attractive benefits package that includes:

- **Retirement:** CalPERS 2% @60 for “Classic Tier 2”; 2% @ 62 for PEPR.
- **Medical, Dental, & Vision Plans Available:** The City pays 100% of medical for family, which includes the employee plus 2 or more dependents (Kaiser Rate), and 100% family dental and vision coverage.
- **Management Leave:** Accrue 5 hours of Management Incentive Paid Leave for each full pay period worked.
- **Holidays:** 12 paid holidays plus one floating holiday per year.
- **Additional Leave:** Compassionate, Military, Jury Duty, Unpaid Leave, Workers’ Compensation, Birth and Adoption, and FMLA/CFRA.
- **Other Benefits:** Tuition Reimbursement and Fitness Program.

For a detailed description of the benefits please visit:

[Milpitas Unrepresented Employee Benefit Handbook](#)

The position currently offers a hybrid work schedule with four days in the office and one day remote, subject to City policy.



How to Apply & Recruitment Schedule

Please apply online by **May 4, 2026** at:

<https://www.alliancerc.com/>

Alliance anticipates holding preliminary screening interviews the week of **May 11, 2026**. First round interviews with the City are anticipated the week of **May 25, 2026**. Second round interviews are anticipated shortly thereafter.

For questions, inquiries, or candidate recommendations, please contact:

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