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City Hires New Human Resources Director Aracelia Esparza

Esparza Brings Over 25 Years of HR Experience in the Bay Area

San Mateo, CA – After a nationwide search and highly competitive process, City Manager Alex Khojikian has appointed Aracelia Esparza as the City's next Human Resources Director—who takes the helm Oct. 28, 2024.

Esparza's 25 years of broad human resources (HR) expertise in the San Francisco Bay Area and ability to engage diverse stakeholders helped her stand out among many outstanding candidates, said Khojikian.

"Aracelia's knowledge of the Bay Area talent pool and job market, comprehensive HR experience and ability to authentically connect with diverse stakeholders will serve the City of San Mateo well," said Khojikian. "We're excited to tap her valuable insights to help guide strategic planning, developing, implementing, and coordinating the human resources programs and services on behalf of the City."

Esparza, who has served as Chief Human Resources Administrator for the County of Alameda since 2016, has demonstrated leadership throughout her career from employee and labor relations, recruitment and classification, to training, organizational development, performance management, disability management, and diversity, equity and inclusion.

In her new role with the City, she will oversee a team of 11.2 full-time equivalent employees and an adopted 2023-24 budget of \$6.15 million. Under her leadership, she will administer HR programs in recruitment and selection, classification and compensation, labor and employee relations, performance management, training and development, benefits administration, workers' compensation, employment related policies, safety programs, and employee service awards. Under her leadership, the Department will continue advancing priorities such as implementing a new Citywide enterprise system, developing an effective staff retention plan, and revitalizing the City's recruitment processes, updating policies and procedures in collaboration with the City Attorney's Office to ensure legal compliance and consistency with best HR practices, and more.



"I have a passion for human resources, organizational development, and our local communities," said Esparza. "I look forward to engaging and collaborating with the City of San Mateo and strategically leading human resources initiatives to implement continuous improvement and recruit and retain a talented and diverse workforce."

Esparza, who holds a Master of Public Administration from Golden Gate University, lives in Hayward and enjoys spending time with her family and friends, volunteering, painting, and traveling.

To learn more about Human Resources, visit the [City's Department webpage](#).

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