



The County of Sonoma
is seeking applications for:

*Deputy Director
Transportation
&
Operations*

Annual Salary
\$135,161 - \$164,298



*Accepting Applications:
Through September 13, 2015*

THE COUNTY OF SONOMA

Sonoma County offers a rare and compelling array of scenic, recreational, and geographic options – including inspiring coastline and beaches, the Russian River, over 200 award-winning wineries, and majestic redwoods. The County encompasses over one million acres of land and water, rich with parks, campsites, lakes and open space. Sonoma County is also home to a wide variety of art and music festivals, farmer’s markets, and concert venues.

Sonoma County is home to almost 500,000 residents and offers a wide variety of restaurants, art and music festivals, farmer’s markets, and concert venues. Local schools continually rank high on California’s Academic Performance Index and the county boasts higher education opportunities with Santa Rosa Junior College and Sonoma State University. Business is quite diverse, with agriculture (including wine grapes and livestock/poultry) and tourism anchoring the local economy. The tourism industry generates over \$1 billion annually, and the County hosts over 7 million visitors every year.

Sonoma is a general law county, governed by a five-member Board of Supervisors who are fully committed to a mission and vision that value strong leadership, the highest quality customer service, engaged citizen participation, courteous and prompt assistance, and creating and preserving efficient and cost effective government. The County Administrator leads a team of dedicated department heads who work collaboratively to address and strategically prepare for County initiatives and challenges.



THE DEPUTY DIRECTOR POSITION

The Deputy Director – Transportation & Operations provides oversight of the day-to-day operations of various divisions within the department which includes transit, integrated waste and airport operations, and roads engineering and operations.

The position uses considerable independent judgment and discretion in staff supervision and delegated administration and management, including the prioritization and coordination of department mandates, goals, and objectives; and provides direction to and supervision of staff in areas of financial and program management and personnel management; including selection, development, evaluation, promotion, assignment, disciplinary action, and training.

The Deputy Director discusses and explains the Department’s plans, programs, and projects at public and community meetings, and legislative and administrative hearings; attends conferences and seminars to keep informed of new developments; may serve as a member of various committees; and may act for the Director of Transportation and Public Works during periods of absence. This position coordinates the activities of the assigned sections with those of other governmental agencies, public utilities, contractors, and private organizations. In addition, the selected individual will assist in formulating long-range goals for the Department and in developing plans for accomplishing these goals; develops policies and procedures to carry out the plans; assists in the preparation of the departmental budget; and reviews and evaluates programs and anticipates future needs

Minimum Qualifications for this position include five years of full-time professional public works management; recycling, marketing and solid waste management; transit, transportation planning or transportation engineering; or airport facilities management experience including at least two years of experience equivalent to a public works division manager with Sonoma County.

THE TRANSPORTATION & PUBLIC WORKS DEPARTMENT

Our Mission...

To plan, build, manage, and maintain Sonoma County's investment in quality services and infrastructure.

Our Vision...

Leading the way to safe and sustainable community through stewardship and innovation.

We Value Our...

People, Work, Relationships, and Work Environment.

The Transportation and Public Works Department provides road construction and maintenance services throughout the county and community. The department is made up of 10 business units including: Airport, Integrated Waste (Refuse), Lighting Districts, Northern Sonoma County Air Pollution Control District, Road Maintenance Districts, Roads, Special Projects, Transit, and Water System Service Areas. With such a large and varied department there is much opportunity here and elsewhere within the County.



- **Airport:** To operate and maintain airfield facilities for airline passenger services as well as corporate, recreational, law enforcement, emergency medical transport, and fire fighting aircraft. The unit is responsible for operation, maintenance, and various capital projects of the Charles M. Schulz - Sonoma County Airport. This Airport is a commercial service airport with facilities for airline passenger service, business and recreational aircraft plus law enforcement, emergency medical service, and fire fighting aircraft.
- **Integrated Waste (Refuse) - including Recycling, Diversion, and Solid Waste:** To provide ecological sound solid waste disposal, natural gas recovery, electrical generation, recycling, community hazardous waste disposal, and composting programs. The Integrated Waste Management activities throughout the County include maintenance of closed landfills, including a methane gas recovery-electrical generating facility, and five transfer stations; regulation of seven commercial refuse haulers; and development, administration, and implementation of the Sonoma County Integrated Waste Management Plan.
- **Northern Sonoma County Air Pollution Control District (NSCAPCD):** To preserve air quality, protect the health and welfare of the residents in Sonoma County, and promote diversity and economic vitality in the region. The District was established to prevent the emission of air pollution from "stationary sources," which might be detrimental to the peace, health, safety, and welfare of the people in the Northern Sonoma County Air Pollution Control District.
- **Road Maintenance Districts & Roads Departments:** To perform design, construction, and maintenance of all roads, bridges and minor drainage systems within the County road system and keep the roads open and safely passable for public use. The Road Maintenance Districts provide maintenance services on non-County roads in private subdivisions. The Road Division maintains roads and construction activities, as well as other public works planning and management functions.
- **Transit:** To deliver cost effective public transportation services that best satisfies public wants and needs. The Transit unit provides the staffing and manages contracted services necessary to operation and maintain public transit and para-transit supported by the county.
- **Water System Service Areas:** To provide for the operation, maintenance, and improvement of the Fitch Mountain, Salmon Creek, Freestone, and Jenner small water system zones. There are four County Service Area zones (Fitch Mountain, Salmon Creek, Freestone, and Jenner) which provide for the operation, maintenance and improvement of these small water systems.

THE IDEAL CANDIDATE

The ideal candidate for this opportunity is a creative and innovative thinker, excited by the prospect of change, and the challenge of managing a large variety of complex projects. The selected individual will possess the following competencies, skills, experience, or abilities:

- Understanding of the current issues related to California governmental transportation.
- Experience with principles of project budgeting, financial management and revenue generation.
- Excellent interpersonal and communication skills.
- Extensive knowledge of the operation and maintenance of large-scale public works projects, including related state and federal laws.
- Demonstrated experience developing creative and alternative solutions to administrative, management, and fiscal challenges.
- Considerable independent judgment and discretion in staff supervision and delegated administration and management including the prioritization and coordination of Department mandates, goals, and objectives.



Room to Move. Room to Grow.

WHAT WE OFFER

Sonoma County offers a competitive total compensation package. Salary is \$135,161.89 - \$164,298.09 and will depend on experience and qualifications. Sonoma County also offers the following:

- Paid Time Off: Competitive vacation accrual and additional management leave annually; 11 holidays per year; generous sick leave accruals and 100% of accrual balance converted to service credit at retirement.
- Health Plan: Choice of five health plans (A PPO, EPO, HMO, and two Deductible HMO's) with a County contribution toward the premium of approximately \$500 per month.
- Excellent dental, vision, disability, life insurance, professional development and more. Additional details on employment for management employees may be found at http://www.sonoma-county.org/hr/pdf/salary_resolution.pdf.
- Cash allowance: (in addition to monthly salary) of approximately \$600 per month.
- IRS 457 Plan: Pre-tax employee contribution up to the IRS annual maximum.
- Retirement: County Retirement Act of 1937. Retirement is fully integrated with Social Security. With the recent pension reform, new employees as defined and eligible will receive a 2.5% at 67 formula, or for those individuals who meet certain criteria, including establishing reciprocity and pursuant to PEPPRA, will receive 3% at 60.
- Incentive Retirement Savings Plan: A defined contribution 401(a) plan; a 1% County "foundation" contribution.
- IRS 457 Plan: Pre-tax employee contribution up to the IRS annual maximum, plus a 100% County match of employee contribution toward 457 plan (up to 1% of base salary).
- Retiree Medical: County contribution to a Health Reimbursement Arrangement to help fund post-retirement employee health insurance/benefits.

Important Note: Benefits described herein do not represent a contract and may be changed without notice.

SELECTION PROCESS & KEY TENTATIVE DATES

- Accepting application materials - Through September 13, 2015.
- Application review of qualified applicants - September 17, 2015.
- Initial selection interview - September 28, 2015.
- Final selection interview - October 2, 2015.
- Anticipated start date - November, 2015.

This timeframe has been established to assist candidates with arranging availability around these dates; however, these dates are tentative.

TO APPLY

To be considered for this exciting career opportunity, please submit an online application and responses to the supplemental questions by September 13, 2015. Your materials should articulate your experience as it relates to the "Ideal Candidate" profile and necessary qualifications listed.

Questions can be directed to:

Colleen Goetz, Human Resources Analyst
County of Sonoma Human Resources Department
575 Administration Drive, Suite 116-B
Santa Rosa, California 95403
Telephone: 707-565-1701
Facsimile: 707-565-3770

For additional information about the County, please visit:

www.sonomacounty.ca.gov
www.sonomacounty.ca.gov/Transportation-and-Public-Works

*The County of Sonoma is an
Equal Opportunity Employer*

