



The County of Sonoma
is seeking applications for:

*Deputy Director
Transportation
&
Operations*

Annual Salary
\$131,196.36 – \$159,476.84



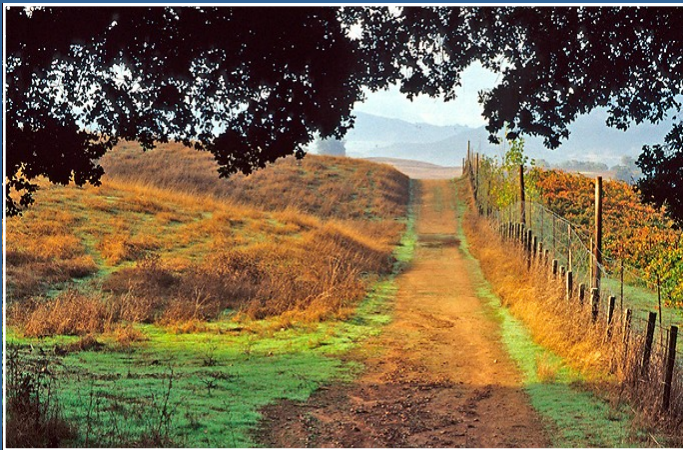
Accepting Applications:
April 5th, 2013 – April 28th, 2013

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 TRANSPORTATION AND PUBLIC WORKS DEPARTMENT

Mission Statement:

The mission of the Sonoma County Transportation and Public Works Department is to provide quality transportation and public works services within Sonoma County in a responsive and professional manner:

- **Air Pollution (NSCAPC):** To preserve air quality, protect the health and welfare of the residents in Sonoma County, and promote diversity and economic vitality in the region.
- **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.
- **Integrated Waste:** To provide ecological sound solid waste disposal, natural gas recovery, electrical generation, recycling, community hazardous waste disposal, and composting programs.
- **Transit:** To deliver cost effective public transportation services that best satisfies public wants and needs.
- **Roads:** 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 Transportation and Public Works Department provides road construction and maintenance services throughout the county and community, as well as maintaining contracts for various public utility services. The department is made up of 10 divisions including: Airport, Heavy Equipment, 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. The County has a history of providing excellent and responsive service to the public through their various divisions:

- **Northern Sonoma County Air Pollution Control District:** 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.
- **Airport:** The Department 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:** The Integrated Waste Management activities throughout the County include maintenance of closed sanitary 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. This division provides staff support to the Sonoma County Waste Management Agency.
- **Road Maintenance Districts & Roads Departments:** 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:** 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:** 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 POSITION

The Deputy Director – Transportation & Operations 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; provides oversight of the day-to-day operations of various divisions within the department, including roads, engineering, and operation, airport, transit, and integrated waste; provides direction to and supervision of staff in areas of financial and program management.



The role supervises staff in areas of personnel management, including selection, development, evaluation, promotion, assignment, disciplinary action and training. The candidate selected for this position will discuss and explain the Department's plans, programs, and projects at public and community meetings, legislative, and administrative hearings; attend 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 will coordinate 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; develop 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.



The *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 IDEAL CANDIDATE

The County of Sonoma Transportation and Public Works Department is seeking an experienced management professional to manage the transportation/operations divisions and related projects alongside the new Director, Susan Klassen.

The ideal candidate is a creative and innovative thinker, excited by the prospect of change and the challenge of managing a large variety of complex projects. The individual selected 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 state and federal laws relating to the operation and maintenance of public works projects.
- 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.
- Proven ability to effectively lead teams and collaborate with multiple departments and/or agencies and the public to attain common goals.

Room to Move. Room to Grow.

WHAT WE OFFER

Sonoma County offers a total compensation package that is both attractive and competitive. Salary for the Deputy Director is \$131,196.36 to \$159,476.84 annually, depending upon the qualifications of the selected candidate. In addition, Sonoma County offers:

Paid Time Off: Competitive vacation accrual and additional management leave annually; 11 holidays per year; generous sick leave accruals and 100% of accrual balance towards service credit upon direct retirement.

Health Plan: Choice of three health plans (PPO, EPO and HMO) with a County contribution toward the premium of approximately \$500 per month.

Cash Allowance: Approximately \$600 per month, in addition to monthly salary.

Retirement: County Retirement Act of 1937. Retirement is fully integrated with Social Security. NOTE: Effective January 1, 2012, AB 340 significantly alters public pension plans. The County's Retirement Board is still interpreting AB 340 and the County is evaluating options for individuals with reciprocity. New employees, as defined by AB 340 and hired after December 31, 2012, will have a 2% at 62 retirement formula. Interested applicants are encouraged to review this legislation.

IRS 457 Plan: Pre-tax employee contribution up to the IRS annual maximum.

Retiree Medical: County contribution to a Health Reimbursement Arrangement to help fund post-retirement employee health insurance/benefits.

Relocation Reimbursement: The County may reimburse for certain relocation expenses.

Excellent dental, vision, disability, life insurance (two times base salary), 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

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

SELECTION PROCESS & KEY TENTATIVE DATES

- Accepting applications through - April 28th, 2013.
- Application review of qualified applicants - April 30th, 2013.
- Candidate assessment interviews - May 7th and May 8th, 2013.
- Interview with Transportation and Public Works Department - May 20th, 2013.
- Appointment date - Early to mid June.

The selection process timeframe has been established to assist candidates with arranging availability around these dates, however these dates are tentative.

TO APPLY

If you are interested in this outstanding opportunity, please submit an online job application and responses to the supplemental questions by April 25th, 2013.

Apply at: www.yourpath2sonomacounty.org

Questions can be directed to:

Deena Thompson-Stalder, Human Resources Analyst
County of Sonoma Human Resources Department
575 Administration Drive, Suite 116-B
Santa Rosa, California 95403
Telephone: (707) 565-3174
Facsimile (707) 565-3770

For additional information about the County, visit:

www.sonoma-county.org or
www.sonomacountyconnections.org
<http://hr.sonoma-county.org/content.aspx?sid>
http://hr.sonoma-county.org/documents/enrollment_2012-2013/2012-2013_employee_health_welfare_benefits.pdf

*The County of Sonoma is an
Active Equal Opportunity Employer*



COUNTY OF
SONOMA



Room to Move. Room to Grow.

Opportunity. Diversity. Service.



COUNTY OF SONOMA

HUMAN RESOURCES DEPARTMENT