

Sacramento Area Council of Governments CHIEF EXECUTIVE OFFICER



UNIQUE OPPORTUNITY

The Sacramento Area Council of Governments (SACOG) is offering a remarkable opportunity for an innovative and resourceful leader to help shape the future of one of the most distinct metropolitan regions in the country. SACOG is seeking an enthusiastic, experienced, and creative leader to serve as its next Chief Executive Officer. A national leader in transportation, land use, community development, and agricultural planning, SACOG is a key public sector partner in the vibrant Sacramento region. This vacancy will exist due to the upcoming retirement of the long-tenured incumbent.





SACOG Mission

Provide leadership and a dynamic, collaborative public forum for achieving an efficient regional transportation system, innovative and integrated regional planning, and a high quality of life within the greater Sacramento region.

THE SACRAMENTO REGION

The Sacramento region has all the amenities of a budding metropolis, with the comfortable characteristics of a suburban and rural lifestyle. It has inviting neighborhoods, exciting entertainment and arts, agricultural lands that feed the world, and an abundance of beautiful scenery and natural places. The region includes El Dorado, Placer, Sacramento, Sutter, Yolo, and Yuba counties (excluding the Lake Tahoe Basin), with a population of approximately 2.4 million spanning 6,561 square miles. The 22nd largest region in the nation, Sacramento lies at the confluence of commerce in northern California. Interstate 80 delivers an east-west connection from the Pacific to the Atlantic, and Interstate 5 opens up the entire West Coast from Mexico to Canada for goods movement, recreation, and economic vibrancy. Multiple rail lines extend in all directions through the heart of the region.

While known for government-related industries, the region's businesses and UC Davis also lead the world in agri-business and agricultural technology innovation. The region is California's new technology hub, redefining the next generation of innovation, and is home to a diverse startup community and a place for startups scaling up. Sacramento is also one of the top life science regions in the country.

Educational opportunities are plentiful, with Sacramento State, UC Davis, University of San Francisco, University of Southern California-Sacramento Campus, University of the Pacific's Sacramento Campus and its McGeorge School of Law, Los Rios Community College, and many other public and private workforce training programs.

From the nation's smallest mountain range, the Sutter Buttes, to the majestic peaks of the Sierra Nevada Mountain Range, the Sacramento region offers amenities that are attractive to those with an active lifestyle. National and state parks, forests, historic landmarks, pristine waterways, and sweeping natural landscapes are

accessible throughout the region. Hiking, biking, golfing, fishing, snow-skiing, kayaking, water-skiing, boating, wine-tasting, and other sports and recreational opportunities abound.

The Sacramento region boasts over 30 theaters, museums, and other entertainment destinations. Professional sports teams include the NBA's Sacramento Kings, the Sacramento Republic FC soccer team and the Triple-A Sacramento River Cats.

Dubbed America's Farm-to-Fork Capital, Sacramento has something to please everyone's palate. California truly does begin here.

SACOG

The Sacramento Area Council of Governments is the transportation planning agency for the six-county region, and provides much more to its member governments. SACOG's members have enjoyed a cooperative atmosphere that respects the jurisdictional authority of each member while fostering collaboration to address important regional issues. SACOG is governed by a 32-member Board of Directors comprised of elected officials representing the 28 city and county member governments, and an ex-officio state member. Each agency receives one voting seat (with three exceptions noted):

- El Dorado County; City of Placerville;
- Placer County; Cities of Auburn, Colfax, Lincoln, Rocklin, Roseville, and Town of Loomis;
- Sacramento County (3 seats); Cities of Citrus Heights, Elk Grove, Folsom, Galt, Isleton, Rancho Cordova, and Sacramento (2 seats);
- Sutter County; Cities of Live Oak and Yuba City;
- Yolo County; Cities of Davis, West Sacramento, Winters, and Woodland;
- Yuba County; Cities of Marysville and Wheatland; and,
- California Department of Transportation (Caltrans) (non-voting seat).





Three standing committees of board members meet monthly to recommend policy to the Board: Transportation; Land Use and Natural Resources; and Government Relations and Public Affairs. The Board meets monthly. Additionally, a non-voting Innovation Task Force explores shared services, new technologies, and best practices of metropolitan planning organizations and councils of governments.

SACOG's total budget for fiscal year 2016-17 is \$58 million.

SACOG has garnered public attention and accolades within the Sacramento region, across the state, nationally, and even internationally. For more information about SACOG's recent history and current work, visit www.sacog.org/recruitment.

SACOG's offices are located in downtown Sacramento across from the State Capitol building.

KEY ISSUES AND PRIORITIES

In preparation for the recruitment of the CEO, the SACOG Board of Directors, with input from stakeholders and SACOG staff, identified the following issues and priorities the successful candidate will be expected to manage and advance:

Board Relations – Develop a strong working relationship with the Board based on partnership, mutual respect, open communication, and equal treatment of all members.

Local Government Connections – Build on current initiatives that promote stronger connections between SACOG board members and their fellow elected officials, local government executives/staff, and with other local government partners.



External Partnerships – Enhance efforts to establish strong relationships with various community, civic and business organizations, and state and federal government partners.

Program Focus – SACOG's primary focus has been preparing and implementing the Metropolitan Transportation Plan/Sustainable Communities Strategy (MTP/SCS), programming transportation funds to implement the MTP/SCS, and providing technical assistance to members and partners to assure effective use of these funds. The MTP/SCS helps implement the region's Blueprint growth strategy, which has received national acclaim. A unique Rural-Urban Connections Strategy is helping the region's rural communities achieve economic sustainability and success. SACOG has, in the past few years, been expanding its role as a facilitator, project manager, and shared services broker. In order to continue to grow its services to members, it will be necessary to consider new financial and organizational systems.

Managing Regional Projects – Oversee management of a streetcar project, a regional bike share system, and a universal transit fare card system.

Organization Development – Provide organizational leadership, including staff development, team building, and succession planning to enhance the efforts of approximately 60 staff.

IDEAL CANDIDATE

The ideal CEO will be an energetic, results-oriented, dynamic leader with excellent communication skills and the proven abilities to facilitate change, develop



and strengthen relationships, and build consensus with SACOG's many regional partners. The ideal candidate will possess a strong understanding of transportation funding and project delivery; be familiar with regional transportation and land use planning principles associated with demographics, air quality, affordable and market rate housing and housing demand, and natural resource protection; and have experience/knowledge of the diverse issues facing urban, suburban, and rural areas. Successful candidates will be able to develop an understanding of California's unique policy and regulatory environment, including regional transportation funding sub-allocation practices, Sustainable Communities and Climate Protection Act, Regional Housing Needs Allocation Law, and the California Environmental Quality Act.

Specific requirements for the CEO are as follows:

Education

A Bachelor's degree in a relevant field is required; advanced degree desirable.

Experience

Ten years of progressively responsible management experience, including a minimum of four years at the executive level, preferably in local government, non-profit, or other organizational structure of similar or relative size, scope and complexity. Candidates with a combination of public and private sector experience are strongly encouraged to apply.

Personality/Management Style

Other highly desirable skills and traits include:

- Partnership building skills with internal and external stakeholders who have diverse interests
- Politically astute, yet not political
- Motivated to refine and implement SACOG policy in concert with Board direction
- Experience with, and commitment to, implementing data-driven, performance-based decision making
- Strong personnel management and employee relations skills; able to delegate authority and responsibility while promoting individual accountability
- Decisive once input has been received and viewpoints are known
- Creative; willing to take risks
- Able to carefully evaluate and improve the organization's efficiency, effectiveness, and financial health
- An effective listener and negotiator with consensus building skills
- Flexible, unbiased, compassionate, and a person of absolute integrity
- Calm under pressure; possesses a positive attitude and a good sense of humor

The Board is looking for a national pool of professionals for consideration, and all qualified individuals who offer the combination of skills to perform the job of CEO are strongly encouraged to apply.

COMPENSATION AND BENEFITS

The salary range for the CEO is negotiable and will be based on qualifications and experience.

A very competitive benefits program includes:

- California Public Employees' Retirement System (CalPERS 2% @ 55 for classic members or 2% @ 62 for new members as defined under PEPRA) coordinated with Social Security; SACOG pays a portion of employee contribution.
- 401(a) and 457 deferred compensation contribution plans (optional).
- Insurance – Health, Dental, Vision and Life.
- Long-term Disability – up to \$4,000 monthly coverage.
- Leave Benefits – up to 25.34 hours monthly of Paid Time Off. Accrual greater than 592 hours converted to deferred compensation.
- Transportation Benefits – \$110/month for transit, bicycling or walking; pre-tax transit pass and parking withholdings available.
- Some benefits may be negotiable as part of a total compensation package.

APPLICATION AND SELECTION PROCEDURE

The final filing date is Friday, July 15, 2016. To be considered, please submit a detailed résumé, cover letter, list of six work-related references (who will **not** be contacted until the late stages of the

recruitment and will be coordinated with the successful candidate), and an indication of your current salary. Your résumé should indicate the size of staff and budgets you have managed, and should reflect both years **and** months of employment experience for current and prior positions held. Please submit your materials to: resumes@cpshr.us

Preliminary screening interviews will be conducted by the consultant during the **week of July 18th** with the most qualified applicants. Following a meeting with SACOG's Strategic Planning Committee, those individuals determined to be the most ideally suited for the opportunity will be invited to interview with the Committee in **mid to late August**. Appointment will follow after the completion of thorough reference and background checks to be coordinated with the candidate(s), and confirmation of appointment by the Board of Directors. For additional information about this position, please contact Stuart Satow.

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