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**PECKHAM
&
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EXECUTIVE SEARCH

Transportation Manager
CITY OF CONCORD, CALIFORNIA

THE COMMUNITY

Nestled in the foothills of Mt. Diablo, Concord is a major suburban East Bay community located 29 miles east of San Francisco. Its central location offers easy access to Oakland and San Francisco, the Silicon Valley, the redwoods of Northern California, the wineries of Napa Valley, the rugged coastline of Monterey, and the astonishing beauty of the Sierra Nevada mountain range. Bay Area Rapid Transit (BART) high-speed trains, local bus services, and the San Francisco and Oakland international airports provide transportation options for residents, commuters and visitors.

As the largest city in Contra Costa County, with approximately 130,000 residents occupying 31 square miles, Concord has much to offer. The local lifestyle reflects a careful blending of the City's early California heritage with modern planned development. It is a harmonious community of quiet neighborhoods, an excellent park system, convenient shopping centers, large preserves of open space, a state-of-the-art hospital, and a wide variety of restaurants.

Concord enjoys a Mediterranean climate with warm dry summers and mild winters. The perfect weather and natural beauty makes the area ideal for visitors and residents seeking active outdoor activities. In Concord, one is never far from a park or an open green space for active play or just relaxing. The extensive park system includes 27 parks, playgrounds, ball fields, swimming pools, picnic areas, tennis courts and miles of scenic hiking, biking and equestrian trails, a golf course, two community centers, the Concord Senior Citizens Center, and a water park.

Concord also has an exciting downtown business core that radiates from historic Todos Santos Plaza, the heart of downtown Concord. Dedicated to the people of Concord in 1868 by founder Salvio Pacheco as a social gathering place, Todos Santos Plaza features a year-round Farmer's Market, free summer concerts, and community celebrations. The surrounding streets offer more than 40 restaurants, various shops and services, convenient office space, free parking, easy access to BART, and the 14-screen Brenden Theatres.

The city where "Families Come First," Concord fosters a high quality of life for all ages.

The well-respected Condé Nast Traveler magazine listed Concord as one of the ten Best Places in the World to Retire, and called Concord "a big little city, home to excellent health care facilities, free community activities with a desirable proximity to San Francisco and a relatively low crime rate." Concord also has been recognized as the Best Place in California to Raise a Family, awarded Best Music Scene by Livability.com, and has been designated a Tree City USA for 35 consecutive years.

To learn more about the City of Concord, please visit: www.cityofconcord.org



THE ORGANIZATION

Concord is a General Law city with a City Council/ City Manager form of government. The City Council also serves as the Board of Directors of the Concord/Pleasant Hill Health Care District (CPPHCD), the Board of the Local Reuse Authority, and as the Successor Agency Oversight Board of the former Redevelopment Agency. The City's General Fund budget for FY 2016-17 is \$94.3 million. The two-year Capital budget for 2016-2018 is \$32.4 million.

City Manager Valerie J. Barone oversees a staff of 408 full-time employees. Concord provides a full range of services including: police protection, recreational activities, community and economic development, street improvements and maintenance services, parks maintenance, sewer, and general administrative and support services. Fire service is provided by the Contra Costa County Fire Protection District. In addition, the City oversees management of the Concord Pavilion, Diablo Creek Golf Course, and Camp Concord in South Lake Tahoe, California.

Concord's fiscal outlook has improved significantly over the past five years. The City's unemployment rate is currently at 5.4%, retail and auto sales continue to grow, property values have returned to pre-recession levels, and the City maintains over 30 percent in reserves. Measure Q, a voter-approved half-cent use and transaction tax intended to temporarily cover the gap between expenditures and regular revenue sources, has aided the City in providing essential city services. The measure was approved by voters in November 2010 for 5 years, and extended by voters in 2014. Measure Q will expire on March 31, 2025. Despite the City's brightening economic situation, there still are challenges for the future. These include rising costs for employee benefits, rising salary costs, the lack of adequate funding for infrastructure maintenance, increasing costs to manage mandated stormwater programs, and a need to eliminate reliance on Measure Q by 2025.

COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT

The Community and Economic Development Department consists of the following divisions: Planning and Housing/Community Services; Economic Development; Building; Engineering; and Transportation. The new Transportation Manager will report to the Community and Economic Development Department Director and will have the support of a Transportation Program Manager who reports to them.

Since 2013, the City Council has adopted priority areas of focus that guide staff's allocation of resources. In 2017, the City Council confirmed and refined the following five Priority Areas of Focus and two areas of Constant Focus: Long Term Financial Stability and Economic Development, Infrastructure Maintenance, Concord Naval Weapons Station, Organizational Strength and Employee Success, and Public Safety. The two areas of Constant Focus are Customer Service and Quality of Life.

THE POSITION

The Transportation Division coordinates and facilitates the safe movement of motorists, pedestrians, bicyclists and goods; provides support for cost-effective maintenance and repair of all traffic signals and signal systems; provides efficient and effective traffic control and strategies consistent with the Transportation and Growth Management Elements of the City's General Plan; and directs installation and improvement of all roadway signs and markings to meet specific program objectives which include minimizing traffic delays on City arterials, responding to citizen traffic concerns, eliminating unsafe traffic conditions, and responding in a timely fashion to public and private project development plans.

The new Transportation Manager also provides internal control over Divisional activities, provides fiscal oversight for program budgets, and assists the Finance Department with revenue projections involving programs designed to fund local street maintenance and improvements. Working conditions involve some travel and frequent attendance at meetings, including many that are conducted in the evening.

THE IDEAL CANDIDATE

The City of Concord is seeking an innovative and highly accomplished professional to serve as the City's next Transportation Manager. This new Manager will oversee all aspects of transportation matters, including implementation of strategies consistent with the Transportation and Growth Management Elements of the City of Concord 2030 General Plan as well as developing and implementing the City's transportation initiatives, as defined by City Council, which promote increased pedestrian and bicycling activities and safety for all modes of transportation.

The ideal candidate will be well networked in the profession and will have a strong understanding of regional transportation planning and partnerships, as well as local transportation planning, traffic operations and safety.

This Transportation Manager position offers a unique opportunity to engage with stakeholders, developers, elected officials, City Commissions, outside planning organizations, and the general public on complex transportation improvements. As the lead project manager or providing support for many of these improvements, the selected candidate will be expected to assertively and astutely lead project development, secure funding, and move transportation programs and projects from inception to completion. In this role the new Transportation Manager will exemplify superior vision for the future, strategic thinking, networking and consensus building skills and be actively attuned to community interests and concerns.

Obviously technical skills are required for this opportunity, but just as important are the people skills necessary to bring a variety of stakeholders together to discuss and come to agreement on





complex traffic and transportation matters and be able to influence public or regional policy. Another way of saying this is a high EQ, or emotional intelligence, is just as important as a high IQ, or cognitive intelligence.

While a Bachelor's degree in a related engineering curriculum is required, a Master's degree is preferred, along with eight to ten years of progressively responsible professional experience involving the supervision of a professional traffic engineering staff and professional transportation staff. Also required is the possession of a valid Certificate of Registration as Civil Engineer as issued by the State Board of Registration for Professional

Engineers. The ability to obtain a Certificate of Registration from the California State Board of Registration for Traffic Engineer or Professional Traffic Operations Engineer (ITE) within twelve (12) months of hire date is required. A California Driver's License and a satisfactory driving record are conditions of initial and continued employment.

THE COMPENSATION

The annual salary range for this Transportation Manager opportunity is from \$119,704 to \$164,590 (with a planned increase of 3% in July 2017) and is supplemented by an attractive benefits package that includes, but is not limited to: PERS Health; Dental and Vision; Retirement (2% at 55 for current members, 2% at 62 for new members); generous Vacation and Sick Leave; Administrative Leave; Deferred Comp; Short/Long Term Disability; Employee Assistance Plan; Life Insurance; Pre-Tax Savings Benefits; and the City does participate in the Federal Social Security and Medicare programs.

SEARCH SCHEDULE

Filing DeadlineJune 5, 2017
 Preliminary Interviews:June 7 – 23, 2017
 Recommendation of Candidates June 26, 2017
 Finalist Interview Process To be scheduled by the City of Concord

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

THE RECRUITMENT PROCESS

To apply for this exciting career opportunity, please send your resume and cover letter electronically to:

Peckham & McKenney

apply@peckhamandmckenney.com

Resumes are acknowledged within two business days. Call Phil McKenney toll-free at (866) 912-1919 for more information.



www.peckhamandmckenney.com

