

Development Services Director

CITY OF OCEANSIDE, CALIFORNIA



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THE COMMUNITY

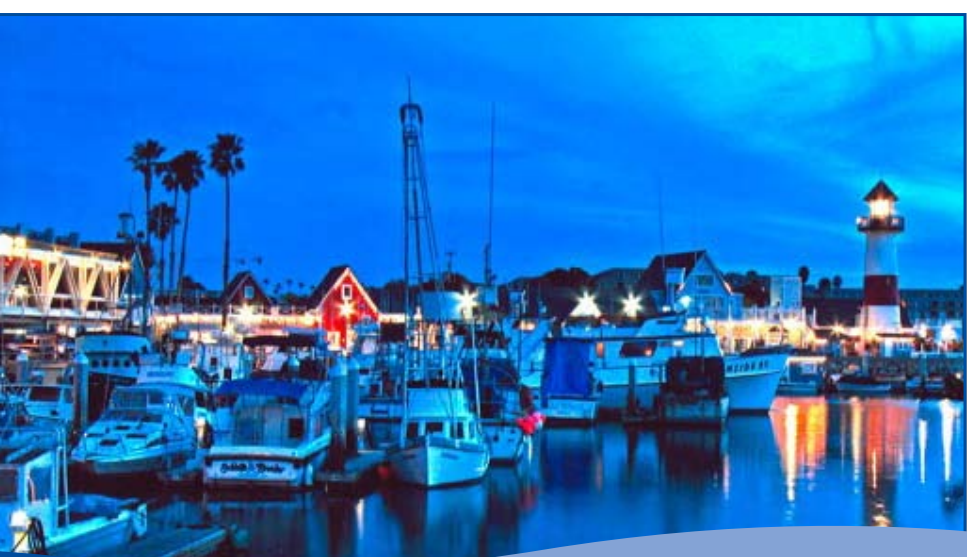
The City of Oceanside, CA (population 176,000) is a thriving beachfront community centrally located in the heart of the beautiful Southern California coastline. Oceanside is among the region's best places to escape the hustle-and-bustle of crowded cities nearby. Located just 35 miles north of San Diego and 83 miles south of Los Angeles, Oceanside offers a unique combination of outstanding location, affordable housing, excellent schools, and multiple resources. The City enjoys proximity to all major Southern California destinations while maintaining its coastal beauty and autonomy.

Oceanside currently enjoys a diverse economic portfolio and has a number of business advantages. The City has a large sporting and recreational goods manufacturing sector, as well as a large number of biotech and medtech companies. Agriculture is also important to Oceanside's economy. San Diego County is a major agricultural producer, and Oceanside's warm climate makes it ideal for the growing of tomatoes, avocados, citrus fruit, nursery stock, and flowers. The City includes approximately 3,500 acres of agriculturally zoned land in the northeast portion of the City.

The Oceanside Unified School District has a deeply rooted tradition in a City with a history of more than 200 years. The District serves 20,000 students in 16 elementary schools, four middle schools, two comprehensive high schools, and one alternative school. Portions of the City are also served by the Vista, Carlsbad and Bonsall Unified School Districts. Camp Pendleton, the City's Marine Corps neighbor to the north, is home to about 42,000 military personnel and 38,000 family members who bring experience and culture from all over the country and world.

Recreational opportunities abound in Oceanside and complement every lifestyle. The City's perfect climate invites residents and visitors to enjoy and relax at the 3.5 miles of sandy beaches or at one of the six golf courses within the City. With tennis courts and six miles of beachfront roadways excellent for jogging, biking or rollerblading, there is a wide range of choices for the outdoor enthusiast. Watersports fans will find the Harbor a mecca for conveniently launching, renting, and servicing boats, kayaks, and jet skis. Fishing aficionados can try their skill at surf-fishing along the coast, or drop a line off the famous 1,942 foot pier.

Oceanside Municipal Airport is home to GoJump, a skydiving business, and WaveRider helicopter tours, among other businesses, and has over 16,000 annual operations. The City attracts over 5.4 million visitors annually to enjoy the beaches, harbor, pier, Mission San Luis Rey and other attractions. About 49,000 people work in Oceanside, plus over 4,000 civilian jobs are located at Camp Pendleton.



THE ORGANIZATION

Incorporated in 1888, the City of Oceanside is a Charter City and operates under a City Manager form of government.

The City Council is made up of five members that serve staggered, four-year terms. The City Council appoints the City Manager and the City Attorney. The City Clerk and City Treasurer are elected positions. Oceanside is a full-service City with stable and supportive political leadership. The City Manager has been with the City for almost 29 years and was unanimously appointed to her current position in 2015. The City currently has 949 full-time employees and an overall FY 2016/2017 budget of \$422 million, \$138 million of which represents the General Fund.

The Development Services Department has a dedicated staff of 57 employees, a FY 2016/17 budget of approximately \$16 million and encompasses the following divisions.

PLANNING - All current and future planning activities; major responsibilities also include discretionary land use applications, compliance with conditions of approval through grading and building plan check reviews, and field inspections. Major special projects underway include new Economic Development and Climate Action/Energy General Plan elements, an update to the Local Coastal Plan, and zoning consolidation.

BUILDING - Building and safety inspection services are handled by City staff. General responsibilities include: providing assistance about construction code requirements, plan check review, and structural, electrical, plumbing and mechanical inspections. Code Enforcement is not presently in the Development Services Department, but could be added to the Department in the future, as a component of the Building Division or as a separate Division.

ENGINEERING - There are several different units encompassed under the engineering function: Capital Projects, Land Use, and Engineering Inspection. The City's ambitious Capital Improvement Program (CIP) was adopted by the City Council in June 2016. The Engineering Division is responsible for engineering records and files, environment documents, conceptual design, preliminary engineering, pavement management, construction administration and project inspections. Storm water management is also a key Departmental priority.

THE POSITION

The Development Services Director is appointed by the City Manager, reports to the Assistant City Manager, and works closely with the Water Utilities Director, Public Works Director, and Fire Chief to provide the full range of development services to the citizens of Oceanside. The position is a member of the City's Executive Management Team. The Director oversees comprehensive development activities in this multi-faceted Department as well as represents the City to citizens, developers and regulatory agencies such as the Coastal Commission and Regional Water Quality Control Board and other

local agencies in a positive manner. The Director is responsible for budget development and oversight of developer fee accounts.

The Development Services Director opportunity was created by the retirement of the prior Director.



THE IDEAL CANDIDATE

The City is seeking a hands-on, detail and team-oriented professional with energy and focus as well as an ability to make decisions independently while keeping the Assistant City Manager and City Manager informed.

The Director must have a significant breadth of development services experience and place a high value on customer service. The ideal candidate will have a broad knowledge base in the areas of development, planning, building, and engineering with personal experience in one or more of these areas, not just oversight experience. A strong background in land use planning is essential including significant experience with the California Environmental Quality Act and familiarity with the Coastal Act.

The City is seeking a strong leader with excellent communication and interpersonal skills. The ideal candidate will exhibit an aptitude for clear, concise, and direct communication, as well as the ability to succinctly summarize complex technical information. He/she will provide professional leadership to the Department and positively influence staff by service as a role model and mentor. Excellent project management skills are essential to this position. Candidates who will foster an open, accessible and collaborative working environment are highly desired.

Additionally, the ideal candidate should be:

- Comfortable with change and taking a critical look at programs, systems and policies
- An advocate for outstanding service for both external and internal customers
- An accountable, hands-on leader with the capability to personally handle controversial and high profile projects and issues
- Politically astute, able to function effectively in a political environment by balancing professional recommendations with political realities
- Adept at weaving economic development principles throughout the Department to build the City's economy for long-term sustainability.
- A candidate who understands the role of the Department in supporting the work of all other Departments in the City would be highly valued; the Development Services Director will be expected to maintain positive relationships with the City Manager, Assistant City Manager, other Department heads, City Council as well as outside developers, vendors, and service providers.

Candidates for this position must possess at least five years of increasingly responsible experience in public sector administration with responsibility for building, planning or engineering. A Bachelor's

degree in Public or Business Administration, Urban Planning, Civil Engineering, or a related field is required. A Master's degree is highly desirable. Candidates must possess a minimum of five years of supervisory or administrative management of a related division or organization.

THE COMPENSATION

The salary range for the Development Services Director is \$145,764 to \$194,376 and appointment will be made dependent upon qualifications of the selected candidate. The City also offers an attractive benefits package, including:

RETIREMENT: Depending on selected candidate's prior membership with CalPERS, the retirement formula will be 2% @ 60 or 2% @ 62; employee contribution towards retirement benefit is 50% of the normal costs of membership (currently up to a 7% contribution depending on prior CalPERS membership).

MEDICAL, DENTAL, AND VISION INSURANCE:

The City pays a portion of the costs depending on the plan and number of family members covered. Executives retiring from the City of Oceanside are eligible to remain on City health plans at their cost.

LONG- AND SHORT-TERM DISABILITY INSURANCE:

City paid.

LIFE INSURANCE: City-paid policy of 1.5 times annual salary up to \$350,000 with voluntary additional options for employee and dependents.

MANAGEMENT LEAVE: 70 hours annually.

HOLIDAYS: 9 holidays plus 48 hours floating holiday time annually.

9/80 Schedule with every other Friday off.



SEARCH SCHEDULE

Filing Deadline:..... June 19, 2017

Preliminary Interviews:..... June 29-30, 2017

Recommendation of Candidates:..... July 6, 2017

Finalist Interview Process: July 20, 2017

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 Bobbi Peckham toll-free at (866) 912-1919 for more information.



www.peckhamandmckenney.com

