Compensation and Benefits

LAVTA offers an attractive compensation and benefits program. The salary for this position will be based on the successful candidate’s qualifications and experience. The range is expected to be between $155,000 and $170,000, annually. The excellent benefits include:

- Retirement:
  - Classic members: CalPERS 2% @ 55 formula. Single highest year.
  - New members: CalPERS 2% @ 62 formula. Three year final compensation.
- Medical Insurance: Employees and dependents are covered through the PERS Health Program and employer pays up to a maximum of the full premium contribution for the highest premium HMO.
- Dental and Vision Insurance: Employees and dependents are covered and employer pays employee share.
- Auto Allowance: $350 monthly
- Annual Leave: 176 hours of general leave time is granted for the 1st – 5th years of service.
- Holidays: The Authority observes 12 paid holidays per year.
- Administrative/Personal Leave: 56 hours of administrative leave is granted annually.
- Additional Benefits: Term life insurance policy equal to 1½ time’s annual salary; disability insurance plan and deferred compensation program.

The Process

To pursue this unique and exceptional career opportunity, please forward a letter of interest, your resume, including your current salary, and five work-related references (who will not be contacted until mutual interest is established) to:

Paul Kimura and/or Cris Piasecki
Avery Associates
3½ N. Santa Cruz Ave, Suite A
Los Gatos, CA  95030
E-mail: jobs@averyassoc.net

Final Filing Date: August 8, 2014

If you have any questions regarding this position please contact Paul Kimura at 408.399.4424 or Cris Piasecki at 408.234.2025.
The Livermore Amador Valley Transit Authority

The Livermore Amador Valley Transit Authority (LAVTA) was formed in 1985 under a Joint Powers Agreement (JPA) to provide public transit in the cities of Dublin, Livermore, Pleasanton and in nearby unincorporated areas of Alameda County. This region, also known as the Tri-Valley area, is located 39 miles east of San Francisco and 28 miles north of Silicon Valley and other employment destinations.

LAVTA is governed by a seven-member Board of Directors composed of two elected city officials from each of the three member cities and one member from the Alameda County Board of Supervisors. The mission of LAVTA is to provide equal access to a variety of safe, customer oriented, reliable and affordable public transportation choices, increasing mobility and improving the quality of life of those who live or work in or visit the Tri-Valley area.

The LAVTA Service Area covers approximately 40 square miles and has over 200,000 residents, making the Tri-Valley one of the fastest growing regions in the Bay Area. Its focus is on passenger service by providing a reliable, fixed-route bus service is operated under a contract with MV Transportation for both transportation and maintenance functions, and is branded with the name “Wheels”. Effective May 1, 2014, paratransit services are provided under a contract with Medical Transportation Management (MTM).

The LAVTA Service Area and Operations

The LAVTA service area covers approximately 40 square miles and has over 200,000 residents, making the Tri-Valley one of the fastest growing regions in the Bay Area. Its focus is on passenger service by providing a reliable, safe and comfortable means of mobility to residents of the Tri-Valley, especially for students, the elderly, and individuals with disabilities. LAVTA also provides an attractive transportation option for commuters and shoppers who may otherwise drive cars.

Wheels transports over 1.72M passengers annually. The agency now has 74 buses and runs 14 local bus lines, one Rapid line, 17 school routes, and one regional express line. The Rapid, a Bus Rapid Transit (BRT) line, was implemented in January 2011 to connect East Livermore and Dublin with points in-between, as well as provide a feeder service to the BART stations in the Dublin/Pleasanton area.

Wheels buses connect with five other public and private transit systems, including the San Francisco Bay Area Rapid Transit (BART) and the Altamont Commuter Express (ACE). On a daily basis, Wheels eliminates thousands of car trips from local roads, eases traffic congestion and helps to keep the air clean in the Tri-Valley.

The Position and Ideal Candidate

LAVTA’s Executive Director reports to the governing Board of Directors and is responsible for the overall management of the agency. This role includes oversight of financial affairs; personnel and staff management; planning, marketing and public outreach; and directing, organizing and managing the contracted transit operations.

The key operational challenges include the continual focus on increasing ridership and improving on-time performance. These efforts will require more effective levels of route planning, expanded community awareness through marketing and communications and positive service delivery to customers. The agency will begin a Comprehensive Operations Analysis (COA) this fall, to analyze the existing route network and recommend a route structure that can better serve existing and potential riders in the future. Providing the most useful and productive transit service requires significant levels of coordination and partnership with BART, ACE and other transit agencies connecting within the region. Ongoing efforts to provide creative methods for transportation delivery to the senior and disabled community also remain a priority. Finally, a critical component of the agency’s success in the future is maintaining existing and securing new revenues.

Internally, the Executive Director will provide innovative leadership through an active, engaged and involved management style and by offering entrepreneurial approaches and a “can do” attitude to the organization. Establishing and maintaining a positive and proactive relationship with the Board will also be essential in this role. This will require the ability to effectively communicate with the Board and to present transit concepts or approaches in non-technical lay terms.

The ideal candidate will be a skilled and experienced transit professional who offers excellent technical, interpersonal and communication skills and has a proven ability to work well with a policy board of elected officials. The successful candidate must also be knowledgeable about transit planning, contract management, financial/budget administration and human resources management. Another critical skill is the ability to work with various partners and local, regional, state and national agencies. A personal and professional value system that embodies honesty, integrity, ethics, accountability and environmental/community stewardship and one that is committed to customer service, open communication and positive work relationships is required.

This position requires 10 or more years of professional and/or management experience in public transportation, preferably at the local or regional level with at least three of those years managing staff. An educational background that includes graduation from an accredited college or university with a Bachelor’s degree in Business or Public Administration, Civil Engineering, Urban Planning, Transportation/ transit, or related field is expected and a Master’s degree is desirable.