

Compensation and Benefits

The annual salary for the position is open depending on qualifications and experience. In addition, the County offers the following benefits:

- ◆ **Insurance:** The County pays 85% of a comprehensive health and dental plan, and vision insurance for employees and their dependents.
- ◆ **Disability Insurance:** Paid by the County as follows: Long Term up to 60% of salary after 90 days of disability, Short Term up to 50% of salary from day 6 to day 89 of disability.
- ◆ **Life Insurance:** Coverage amount for this position is two times annual salary.
- ◆ **Deferred Compensation:** A 457 deferred compensation account is available to all employees. A \$200 contribution is made monthly for this position by the County.
- ◆ **Public Employees Retirement System (PERS):** The County currently participates in CalPERS retirement and Social Security. Employees are required to make a contribution to this pension program.
- ◆ **Leaves:** Vacation with pay begins at ten days annually for full-time positions available for use after six months of employment with increases to 15 days after five years of employment; 20 days after ten years. Sick leave at 12 days per year; holiday leave at 12 days per year plus 3 floating days; 60 hours administrative leave with the ability to cash out up to 60 hours.



For additional information on the County of Siskiyou, visit its website at www.co.siskiyou.ca.us.

The Process

If you are interested in pursuing this unique and exceptional career opportunity, please forward (e-mail preferred) a letter of interest, your resume, including your current salary, and contact information including email addresses for five work-related references (who will not be contacted until mutual interest is established) to:

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



The final filing date for this position is January 13, 2017.

If you have any questions regarding this position, please feel free to contact Bill Avery or Paul Kimura at 408.399.4424.



County of Siskiyou



*invites your interest
for the position of*

Director of the Community Development Agency

The County

Located in beautiful Northern California on the Oregon border, Siskiyou is equally distant from San Francisco and Portland. As the fifth largest county in California in area, 6300 square miles, it has a population of approximately 44,350 (seven people per square mile!). The majestic Mt. Shasta is at the heart of the County, a vast land of mountains, forests and valleys with clear sparkling streams and lakes. The county encompasses parts of five National Forests, six scenic rivers (Klamath, Sacramento, Salmon, Scott, Shasta and McCloud) as well as numerous lakes, streams and creeks.



Some of California's best mountain biking, hiking, fishing, hunting, snowmobiling, backpacking, kayaking, prospecting, bird-watching, mountaineering, skiing and a number of other outdoor recreation activities can be enjoyed here. Experience the four seasons in a family friendly, small town environment, but with city amenities nearby in Redding and Medford. Ashland, and its renowned Shakespeare Festival and related arts community is also nearby. Stunning properties are still affordable throughout Siskiyou County, offering breathtaking views and quiet, safe communities with clean air and water.

Located at the northern end of the Shasta Valley, Yreka is the county seat of Siskiyou County. The Historical District of Yreka offers a unique opportunity to view the 19th century with over 75 Victorian homes and its historic Miner Street. On the southern end of the County are historic Dunsmuir and the beautiful and active City of Mount Shasta.

The top employers in Siskiyou County include government, services, agricultural, timber and mining industries, and medical facilities. The educational system includes many elementary and middle schools, several high schools and the College of the Siskiyous with two campuses.

County Government

Established in 1852, Siskiyou County operates under a general law form of government. The five members of the Board of Supervisors govern the County and are elected on a non-partisan basis to serve four year staggered terms. The Board is responsible for setting policy, overseeing all County operations, approving the organization's annual budget, and representing the County in a number of areas including its numerous special districts and regional agencies. The Board of Supervisors appoints the County Administrator (CAO), who is charged with overseeing County operations and services and developing the nearly \$170 million annual budget.



Over 623 employees work for the County providing a full spectrum of services including general government and internal services, health care, social services, public works, criminal justice and other public safety services for its citizens.

The Community Development Agency and the Director

The Agency, comprised of 21 employees, is organized into three divisions: Environmental Health, Planning and Building. Within those divisions, staff and the Director provide support to the Planning Commission, LAFCO, and the Local Council of Governments and administers the Community Block Grant Program. The Director of the Community Development Agency oversees those activities receiving policy direction from the Board of Supervisors and administrative direction from the CAO. The Director serves at the will of the Board.

The Ideal Candidate

Exceptional leadership, management and administration strengths will be absolutely critical for success in this role. An active, involved and engaged operational style will be required to overcome the logistical and communication challenges caused by the large geographic territory covered by the department. A resourceful, creative team player that effectively works with all department heads towards a common mission will be a requirement in this position. Confidence in code interpretation and an effective communication style is required.

The candidate will have graduated from a four-year college with related major coursework and seven years of progressively responsible experience in health administration, planning or a large complex organization with at least 5 years in a management capacity. In addition, an advanced degree in Environmental Health or Planning and additional professional level certifications related to Agency functions are desirable.

