

Compensation and Benefits

The City of Encinitas offers a competitive compensation and benefits package. The salary for this position is negotiable but is expected to be in the \$118,932-\$184,500 range, depending on qualifications. In addition to salary, the City offers an excellent benefit package including:

- ◆ **Retirement** – The City participates in the California Public Employees' Retirement System (CalPERS). Classic PERS members have a 2% @ 60 formula and new members have a 2% @ 62 formula. The City does not participate in Social Security.
- ◆ **Health Benefits** – The City provides a cafeteria benefit plan allowing the purchase of medical, dental and vision. The City currently allocates \$13,300 annually for this plan. The City pays life insurance, accidental death and dismemberment insurance and long term disability. Reimbursement for health care and dependent care expenses through a flexible spending account is also available. Unused contributions (up to an annual maximum of \$7,098) may be received as additional taxable compensation.
- ◆ **Leave Benefits** – Vacation is accrued in accordance with tenure ranging from 13 days per year to 23 days per year. Credit is given for related continuous prior public service employment. The City also provides 10 fixed holidays plus three floating holidays per fiscal year. Beginning July 1, 2017 management employees will be provided 80 hours of administrative leave per fiscal year. Employees receive generous sick leave benefits and can also accrue up to a maximum of 78 hours of paid time off to attend to family members in times of illness.
- ◆ **Life Insurance** – The City provides a life insurance policy in the amount equal to an employee's annual salary up to a maximum of \$150,000.
- ◆ **Deferred Compensation** – Optional participation in a 457 and/or a 401(a) deferred compensation program is available.
- ◆ **Employee Assistance Program (EAP)** – Confidential services are available to employees and household members to assist with personal and professional issues. Eight sessions per issue are available each calendar year.
- ◆ **Computer Purchase Program** – The City will loan employees who successfully complete the probationary period of employment an interest free loan of up to \$3,000.
- ◆ **Tuition Assistance** – Eligible employees may receive up to \$1,200 in reimbursement per fiscal year for approved coursework tuition, required textbooks and registration.

The Process

To apply for this unique and exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume, salary history and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place.)

Bill Avery or Cris Piasecki
Avery Associates
3 ½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

Final Filing Date: Open until filled.

If you have any questions regarding this position, please contact Bill Avery at 408.399.4424 or Cris Piasecki at 408.234.2025.



The City of Encinitas



*invites your interest
for the position of*

Development Services Director

The Community

Encinitas is located in northern San Diego County along six miles of the Pacific coastline with a population of close to 65,000 residents. Characterized by beautiful coastal beaches, steep mesa bluffs and rolling hills, the city was incorporated in 1986 bringing together the five distinct communities of New Encinitas, Old Encinitas, Cardiff-by-the-Sea, Olivenhain and Leucadia.

The beaches in Encinitas are outstanding. The surfing is unbeatable and many surf contests are held throughout the year. The San Elijo Lagoon Reserve is the largest coastal wetland in San Diego County and is home to nearly 300 different bird species.

There is a significant flower growing industry in the City and many people claim that Encinitas is the Flower Growing Capital. The San Diego Botanic Garden is a beautiful oasis to visit with an Amazon Rainforest and the largest display of bamboo in the world. The serene-like gardens of the Self Realization Center are a beautiful and relaxing way to take in the breathtaking ocean views.

Downtown 101 is a coastal shopping district over 100 years old featuring historic architecture, quaint shops, sidewalk cafes, and restaurants framed by beautiful flower baskets. The downtown area is reminiscent of the quiet, natural beach towns that existed prior to World War II and has the feel of earlier times, retaining its beachy, artsy, and 'funky' vibe. But it also has the bustle and boom of top retail shops, fine dining and cultural events and attractions that bring visitors from all over the region.

Golf enthusiasts will enjoy the Encinitas Ranch Golf Course, a championship 18-hole par 72 course with panoramic ocean views. The natural beauty of the communities, its moderate Mediterranean climate and its many recreational and cultural activities make Encinitas a spectacular and highly desirable place to call home.



City Government

A General Law City, Encinitas has a Council/Manager form of government with a four member Council elected at large and a directly elected Mayor. The members of the City Council also act as the governing body exercising oversight responsibility for the San Dieguito Water District. Although the City and the District are legally separate entities, the City staff provides management assistance to the District. In addition, the Council also serves as the Board for the Encinitas Housing Authority and the Encinitas Public Financing Authority. The City Council appoints the City Manager and the City Attorney.

Encinitas enjoys a sound financial basis and has been able to maintain highly regarded municipal services through its 240 employees within its eight departments and the Water District. The organization includes the departments of the City Manager's Office (includes Human Resources, IT, GIS, and Risk Management), City Clerk/Legislative Services, Finance, Fire and Marine Safety Services, Parks, Recreation and Cultural Arts, Public Works, and Development Services. The City utilizes a two-year budget planning process and operates on a budget of approximately \$77 million.

The Position and Ideal Candidate

In reporting to the City Manager, the Development Services Director will provide oversight for the recently reorganized Development Services Department, which includes a staff of 53 FTEs. The Department will provide planning, building, stormwater, code compliance, affordable housing services, engineering - both public and private

projects, a \$70 million Capital Improvement Program, inspections, construction management and traffic engineering.

A strong leader with excellent management and administration skills will be vital towards creating a collaborative, team oriented, and inclusive environment throughout the Department. An engaging, active and inspirational leadership style that emphasizes customer service and provides innovative work solutions through consistent communication, mentorship, and role modeling will also be essential attributes in this role. A keen sense of empathy and diplomacy in interactions with staff, peers, policy makers and the community will be critical to success in this position.

The Director will be effective on both a strategic and operational level. A clear sense of vision for the departmental direction and the forecasting and development of mid and long term priorities will be an expectation for this assignment. On a daily basis, it will be critical to ensure operational priorities are successfully addressed within this fast paced demanding environment.

This position requires a background that includes eight years or more of relevant and recent professional and managerial experience in development services, planning, engineering and public administration. A Bachelor's degree in Civil Engineering, Planning, Public or Business Administration or a related field is also required. Coastal Act experience is essential for success in this role. Consideration may be given for an equivalent combination of experience and education stated. A Master's degree is preferred.

Work Plan Highlights

- ◆ Leucadia 101 Streetscape
- ◆ Beacon's Beach Access and Bluff Stabilization
- ◆ Coastal Restoration Project
- ◆ Coastal Rail Trail
- ◆ Safe Routes to School Projects
- ◆ I-5 Expansion
- ◆ Proposed At-Grade Pedestrian Crossing
- ◆ Accessory Dwelling Unit Policy
- ◆ Housing Element Update
- ◆ Inclusionary Housing Ordinance Update
- ◆ Update and Implementation of Climate Action Plan
- ◆ Rail Corridor Vision Plan
- ◆ Active Transportation Plan
- ◆ Comprehensive Citywide Study (Coastal Business District Parking Study)
- ◆ Economic Development
- ◆ Multi-Lane Use for Bicyclists, Pedestrians and Motorists

City Council's Four Major Areas of Focus for Fiscal Years 2017-2018 and 2018-2019

- ◆ Attain a legally compliant Housing Element.
- ◆ Improve connectivity and mobility for all users.
- ◆ Make the rail corridor a better neighbor.
- ◆ Promote green initiatives and protect natural resources.

