

Compensation and Benefits

The annual salary for this position is currently up to \$178,797; experience and qualifications will be considered. The annual salary is supplemented by a generous benefit package which includes:

- ◆ **Retirement** – The County offers an independently funded pension through the San Luis Obispo County Pension Trust with a 2% @ 60 formula for candidates with reciprocity; the County pays 9.29% of the employee's share. For non-reciprocity, an alternative defined pension is available.
- ◆ **Deferred Compensation** – 457 Plans are available with employee participation only.
- ◆ **Healthcare** – The County offers employees a cafeteria plan, providing a generous monthly contribution towards health, dental, and vision plans and offers a variety of choices for healthcare providers. The County also offers Retiree Health benefits.
- ◆ **Holidays** – 12 paid holidays and one personal leave day per year.
- ◆ **Vacation** – 10 to 20 days per year, based upon years of service.
- ◆ **Sick Leave** – 12 days per year.
- ◆ **Administrative Leave** – 6 days per year.
- ◆ **Vehicle Allowance** – The County provides an allowance of \$450/month.



Other benefits include long-term disability and life insurance, education and wellness/fitness allowances, sick leave exchange and vacation pay-in-lieu programs, as well as a variety of optional employee-paid plans.

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
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Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

Final Filing Date: March 5, 2018

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



County of San Luis Obispo
"The Best Place to Work"



*invites your interest
for the position of*

**Planning
and Building
Director**

The Community

Located on the coast halfway between Los Angeles and San Francisco, approximately 260,000 people call San Luis Obispo County home. Over a dozen delightful unincorporated areas and cities, including San Luis Obispo, Arroyo Grande, Atascadero, Avila Beach, Cambria, Cayucos, Morro Bay, Nipomo, Paso Robles, Pismo Beach, San Miguel, San Simeon, and others create a single extended community. San Luis Obispo County's natural beauty includes beaches, lakes, mountains, wetlands, elfin forests, and state/county parks. San Luis Obispo County is home to California Polytechnic State University, Cuesta Community College, Hearst Castle, two of the 21 historical California missions, and a commercial airport. A perfect Mediterranean marine climate keeps San Luis Obispo sunny and warm year-round.



The attractions of the County's cities, towns, and recreational areas can be reached by an easy 45-minute drive or less from the City of San Luis Obispo through some of the most beautiful land in the country. There is always something exciting going on in San Luis Obispo County, including plays, concerts, fairs, festivals, sporting events, holiday celebrations, special museum exhibitions and other events. Outdoor options abound.

The strong local economy is dominated by tourism, agriculture and viticulture, fishing, the California Polytechnic State University, and a growing sector of information and technology businesses. The world-renowned California wine country of the Paso Robles wine region in North County and San Luis Obispo wine region in South County provide a California wine country tour experience that rivals Napa and Sonoma counties. Residents of San Luis Obispo County enjoy an excellent quality of life in one of the most beautiful areas in the state. More information about San Luis Obispo County can be found on the County's website at: www.sanluisobispocounty.com

The Organization

The County of San Luis Obispo is one of the largest employers in the area with more than 2,800 individuals working to serve the community with pride to enhance the economic, environmental and social quality of life. The County has an elected five-member Board of Supervisors and 24 departments all working collaboratively to provide essential services that benefit local citizens.

The Department

The Department of Planning and Building provides public services related to land use and development permits, long-range community planning, building permits and inspections, housing services, zoning and enforcement, economic development, and other related services.

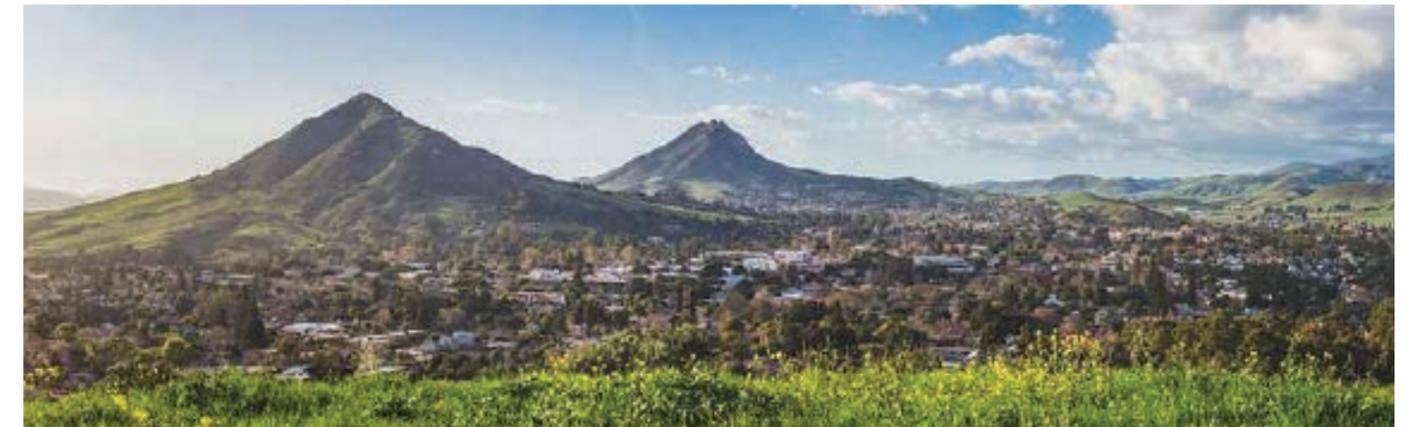
Department leaders are expected to uphold the County's core values by exhibiting the following attributes:

- ◆ Provide Excellent Customer Service
- ◆ Demonstrate Efficient Operation and Continuous Improvement
- ◆ Ensure Strong Financial Performance
- ◆ Use Data-Drive Decision Making
- ◆ Communicate Clearly and Effectively
- ◆ Focus on Learning
- ◆ Measure Performance

Planning and Building has a FY2016/2017 budget of over \$15.2 million and employs 106.5 full-time staff members, including the Director and two Deputy Directors. Employees are allocated between the divisions of Permitting and Policies and Programs. The Department is committed to addressing the needs of all five districts within the County on issues such as housing affordability, infrastructure limitations, and resource constraints while managing land use, planning and building.

The Ideal Candidate

San Luis Obispo County is seeking a candidate who will be a responsive and service oriented professional providing exceptional leadership and expertise in the management and oversight of the various departmental operations. The position is appointed by the County Administrative Officer and will work closely with the County Board of Supervisors. In addition, he or she will have significant interactions with the CAO's office, the Planning Commission, County Counsel's office and the general community. The new Director must ensure the various perspectives and interests of all constituents are considered. This will require proactive and effective communications, strong relationship skills, and an ability to provide pragmatic and well-founded recommendations.



Land use considerations are an essential focus in this position. There are a number of high-profile issues facing the County that will require a Director who is technically competent, thoughtful, politically astute, and has the professional integrity to remain calm and objective in the face of spirited public debate. Another priority for the department relates to ongoing efforts to streamline development and permitting processes and the implementation of a permit tracking system.

Internal to the Department, the expectation is to provide progressive leadership and strong administration skills while managing, developing, mentoring and motivating staff. Land use issues can be challenging and contentious requiring strength of character, excellent interpersonal skills, the ability to effectively address differing perspectives with a consummate level of diplomacy, transparency and relationship building. Vision, innovation and the ability to nimbly operate and adapt to a changing regulatory environment will be essential in this role.

Minimum Qualifications

The successful candidate will have experience in urban and rural planning, land use, building, and community development; candidates must have previous experience with CEQA and the Coastal Act. The Director of Planning and Building must support modern approaches and technological savvy in management of the Department. **Candidates for this position must possess at least five years of increasingly responsible management experience in planning and building and a Bachelor's degree in Planning, Public Administration, Geography, Architecture, or a related field. A Masters' degree is highly desirable.**