

Compensation and Benefits

The City of Sunnyvale offers an exceptional compensation and benefits package. The salary range for this position is \$234,504-\$281,405 annually and is set at the discretion of the City Manager. The excellent management benefits package includes:

- ◆ Relocation Reimbursement: The City offers a financial assistance program to help offset some of the costs associated with relocating to the City of Sunnyvale for out-of-area candidates.
- ◆ Mortgage Assistance Program: The City offers a very generous mortgage assistance program that provides a low-interest rate loan; requires a 5% down payment, and loan amount up to 10 times annual salary control point. Some restrictions apply.
- ◆ Deferred Compensation: The City contributes 2% of base salary to either a 457 or a 401(a) plan, subject to plan contribution limits.
- ◆ CalPERS Retirement: 2% @ 60 for Classic Members; 2% @ 62 for New PERS Members, in accordance with PEPRRA. The City does not participate in Social Security except for the mandated Medicare portion. The current employee contribution rate for Classic employees is 3%.
- ◆ Automobile Allowance: \$450 monthly
- ◆ Paid Time Off (PTO): An all-inclusive paid time off program starts at 21 days annually with the ability to negotiate accrual tier at time of hire.
- ◆ Holidays and Floating Holiday Leave: Eleven holidays and an additional 30 hours of floating holiday time per calendar year are provided. (New hires receive a prorated benefit based on the date of hire.)
- ◆ Management Leave: 70 hours annually.
- ◆ Medical Insurance: Medical insurance is provided through CalPERS, all plans fully paid for employee and eligible dependents.
- ◆ Retiree Medical Insurance: The City offers a generous retiree medical benefit that includes a vesting table that increases with years of service with the City.



The Process

To be considered for this 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, and contact information, including email addresses for five work-related references (who will not be called until after an interview takes place).

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The final filling date for this recruitment is: March 16, 2018. Preliminary interviews will be held with Avery Associates during the timeframe of March 19-30. Candidates recommended for further consideration can anticipate interviews with the City during the week of April 9. An appointment is expected in late April.

If you have any questions or wish to further explore this opportunity, please contact Paul Kimura at 408.399.4424 or paulk@averyassoc.net or Bill Lopez at 408.888.4099 or williaml@averyassoc.net.



The City of Sunnyvale



*invites your interest
for the position of*

**Environmental
Services
Director**

The Community

Recognized as the “Heart of Silicon Valley,” Sunnyvale, with a population of approximately 149,000, is the fifth largest city in the San Francisco Bay Area and the second largest in Santa Clara County. Sunnyvale was incorporated in 1912 and has transformed from an agricultural community to a center for the defense industry and the current nexus of research, development, and manufacturing that created Silicon Valley. Sunnyvale is home to notable companies such as Amazon Lab126, Apple, Bloom Energy, Fortinet, Google, Intuitive Surgical, LinkedIn, Lockheed Martin Space Systems, Mercedes Benz Research and Development, NASA Ames Research Center, NetApp, Twitter, and Walmart Labs. The draw of working in this dynamic community swells the City’s daytime workforce to 230,000.



Sunnyvale is located in the spectacular San Francisco Bay Area. The San Jose, Oakland, and San Francisco international airports are easily accessible. The area is home to many museums, theaters, concert halls, and art galleries, as well as as numerous professional sports teams.

In addition to its ideal location, Sunnyvale is also recognized for its park system and public recreation facilities, including eighteen prize-winning parks, two golf courses, fifty-one tennis courts, six public swimming pools, and a state of the art Community Center. The Baylands Park provides over seventy acres of developed parkland offering recreation activities, scenic pathways, and picnic areas for families. A wide variety of cultural and artistic events take place within the City, including the annual Art & Wine Festival, the Summer Wednesday Night Music Series, Jazz & Beyond Music Series, Hands on the Arts children’s art fair, a weekly year-round farmer’s market, and downtown holiday events. The historic downtown business district is a vibrant commercial and entertainment hub. Additionally, the Cityline Sunnyvale project is underway and will include establishing a six-block, mixed-use development that emphasizes retail, dining and entertainment.

Four school districts serve Sunnyvale, with twenty-six public and private schools. Sunnyvale includes its own community college campus: Foothill Sunnyvale. Stanford University, Santa Clara University, San Jose State University, two University of California campuses, and several community colleges are nearby.

City Government

The City of Sunnyvale is a charter city, with a seven-member City Council that is elected at large. The Mayor and Vice Mayor are selected by the Council, with the Mayor serving a two-year term. The Council appoints the City Manager and City Attorney. The Council and City staff enjoy a positive and mutually respectful relationship.



Sunnyvale provides a full range of services and maintains a workforce of approximately 917 regular employees. The 2017/2018 General Fund operating and capital budget total \$474 million. Financially, Sunnyvale is one of the Bay Area’s best-positioned cities. Moody’s Investor Services confirms this with its recent Triple A credit rating, an independent measure of financial standing. Sunnyvale continues to take a

leadership role among local governments with its fiscal policies, performance-based budgeting and unique long-term financial planning and management system. The City has a balanced 10-year financial plan with 20-year projections and operates under a two-year budget cycle. Community surveys consistently indicate that residents and businesses are satisfied with the quality of the services and programs provided by the City.

City departments include: City Manager, City Attorney, Community Development, Environmental Services, Finance, Human Resources, Information Technology, Library & Community Services, Public Safety (an innovative Police/Fire combination), and Public Works. The City also manages NOVA Workforce Services, which provides regional job-training programs to residents of Sunnyvale, San Mateo County and six other local municipalities.

The City’s Executive Leadership Team (ELT), consisting of the City Manager’s office; City Attorney, and all Department Directors, is highly collaborative and collegial. The ELT works together to address substantive issues of overall Citywide importance and provide leadership direction to the organization. Creative problem solving and performance improvement are constant themes within the management culture as the City strives for continuing innovation in achieving enhancements to efficiency and service delivery.

The Position and Ideal Candidate

The Environmental Services Director is appointed by the City Manager and serves as a member of the City’s ELT. The Director oversees a department staff of approximately 125 FTEs and a budget of over \$90.6 million. The Environmental Services Department (ESD) is comprised of the following programs: Water Resources,



Storm Water Collection, Sanitary Sewer Collection, Wastewater Processing and Discharge, Regulatory and Sustainability Programs, Solid Waste Management, and SMaRT Station Operations (a regional solid waste transfer station). Division Managers responsible for these programs report to the Director. ESD works very closely with and is a “customer” of the Public Works Department relying on public works to oversee the design, construction and management of Capital Projects for ESD.

Given the diverse scope of responsibility that the Department oversees, there is a high degree of technical experience within each of the various programs. The Director will be expected to provide the strategic vision and leadership to oversee and

guide the Department. The Director is also responsible for reformulating and implementing the City’s Climate Action Plan update, a highly visible role that will require direct engagement and collaboration with the Citizens Advisory Commission, the Sustainability Commission and the community as a whole. The City has extensive regional relationships and agreements with neighboring cities and various agencies including water resources, wholesale water purveyors and operations of the SMaRT transfer station. Collectively these relationships must be maintained through strong collaborative efforts while protecting the interests of the City. The Director will also oversee continual upgrades to the wastewater treatment facility, including a partnership with the Department of Public Works to implement a \$450 million wastewater treatment plant replacement program over 20 years.

The ideal candidate will be a strong leader, with the ability to build collaborative relationships within the Department, the City government, and the region. The candidate will have the technical experience and proven leadership skills to help organize and mobilize a department to achieve its strategic vision. The position requires a Bachelor’s degree from an accredited college or university in civil engineering, sanitary or environmental engineering, or a related field along with seven or more years of progressively responsible experience and at least four years in a senior level management capacity.