

Compensation and Benefits

The City of Oakland offers a very desirable compensation and benefits program. The salary range for this position is between \$148,998 and \$182,950 annually depending on qualifications. The City offers a competitive benefits package that includes:

- ◆ Retirement – The City participates in CalPERS (California Public Employees Retirement Systems) with a pension formula of 2.7% at 55 (for Classic PERS members) and 2% at 62 for new PERS members.
- ◆ Health – The City participates in CalPERS Health Benefit Services.
- ◆ Dental – The City pays for dental coverage for employees and dependents.
- ◆ Vision - The City pays for vision coverage for employees and dependents.
- ◆ Vacation – The City offers vacation accrual at the rate of 10 days per year for first 4 years.
- ◆ Paid holidays – 12 holidays and 1 floating holiday per year.
- ◆ Management Leave – Up to 10 days per year at the discretion of the supervisor.
- ◆ Sick Leave – Employees accrue 12 days per year.
- ◆ Term Life Insurance Paid by the City – benefit amount is up to \$200,000.
- ◆ Deferred Compensation – The City offers a 457(b) and 457 Roth voluntary retirement plan, Flexible Spending Accounts and credit union services.



The City of Oakland is an EEO/ADA Employer.

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).

Paul Kimura and/or Cris Piasecki
Avery Associates
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The final filing date for this position is: October 1, 2018.

If you have any questions regarding this position please contact Paul Kimura at 408.399.4424 or paulk@averyassoc.net or Cris Piasecki at 408.234.2025 or crisp@averyassoc.net.



The City of Oakland



*invites your interest
for the position of*

Deputy Director/ City Planner

The City and Community of Oakland

The City of Oakland is a dynamic city with 50 distinct and eclectic neighborhoods, 17 commercial districts, an increasingly vibrant downtown, a strong economic base, world-class arts, entertainment, and restaurant venues, superior cultural and recreational amenities, and a rich multicultural heritage. Oakland is the eighth-largest city in California with an estimated population of 413,775 (2014 U.S. Census Bureau). The City serves as the administrative seat of Alameda County and the center of commerce and international trade for Northern California. Oakland is one of the most diverse and ethnically integrated urban cities in the nation, with major representation from Hispanic and Latino, Asian, African-American, and Caucasian residents speaking over 125 languages and dialects. The City is also home to the third-largest LGBT community among the 50 largest U.S. cities. Oaklanders love their city and are passionate about their communities, neighborhoods, and traditions. The City of Oakland enjoys a tradition of working closely with the entire community. Oakland is an ideal place to live, work and play.



Oakland's landscape is a picturesque mix of coastline to the west and rolling hills to the east, which provide unparalleled views of the San Francisco Bay. Oakland has more parks and open space per capita than any other city in the Bay Area. Oakland is at the heart of the East Bay Regional Park District, a splendid system of 65 parks covering more than 120,000 acres and 29 regional hiking trails. Jack London Square, the waterfront area, and beautiful Lake Merritt are destinations enjoyed by both residents and visitors. Oakland is also the proud host of professional sports teams.

Oakland has emerged as a major economic force in the region. As a center for international trade, the Port of Oakland is the nation's fifth busiest container port. The Oakland International Airport is served by 12 major domestic and international airlines. Oakland is home to several corporate headquarters including Kaiser Permanente, Clorox, Pandora, Sungevity, Dryer's Grand Ice Cream, Ask.com, and Revolution Foods. High-quality educational opportunities abound as six major universities, including U.C. Berkeley, are within a 40-mile radius.

City Government and the Department of Planning and Building

A "Strong-Mayor" form of government exists in the City of Oakland with the Mayor serving as the head of the executive branch. Oakland's legislative body is the City Council and is comprised of eight Council members (seven elected by geographic district and the eighth elected at-large). Elections are held every four years for the Mayor with Council elected for four-year terms on a rotating basis. Oakland is a full-service city with over 4,400 employees and an annual budget of over \$1.5 billion.

The Mayor appoints the City Administrator who is responsible for all City operations and is supported by two Assistant City Administrators and one Deputy City Administrator. The City Administrator has overall responsibility for day-to-day administrative and fiscal operations of the City including the hiring of department directors.

The Department of Planning and Building directs all planning and building operations of the City and is in charge of the City's overall growth and development. The Department is split into the Bureaus of Planning and Building and overall has approximately 171.50 FTEs and a budget of over \$36.4 million.

The Position and Ideal Candidate

The Deputy Director/City Planner directs all operations of the Bureau of Planning and reports directly to the Director of Planning and Building. The Deputy Director will lead a team of approximately 40 FTEs that encompass full spectrum of planning services. The Department handles strategic plans, development, zoning, land use, environmental planning, business and economic development issues, future planning (downtown plan), as well as current planning (building permits and plan compliance).

The ideal candidate for this position will have strong technical knowledge and be familiar with the current zoning ordinances as well as the various environmental and landmark issues related to future planning.

The individual must be a strategic thinker with an ability to both assess current needs of the department, and to evaluate planning adjustments and issues that will impact the City in the future. Essential to this role is experience with urban design and the ability to see the interdisciplinary nature of the planning function and how it relates to other departments involved in short and long-term city planning issues.

The Deputy Director will have a strong commitment and passion for customer service and proactive community engagement. He/she will be able to build strong relationships with the Planning Commission, the Landmarks Preservation Advisory Board, as well as the City Council. This position will require the ability to work collaboratively with community partners and elected officials to ensure that the City's development projects support the health and welfare of all Oaklanders.

Internally, the individual must have the ability and orientation to mentor and develop staff along with a strong grasp of operations management concepts, and the ability to improve process management of the department. The individual will need to view the department strategically within the entire Department's operation and look for ways to improve the systems and quality of service through process mapping and the introduction of management and performance metrics to ensure quality service and operational progress.

The successful candidate will have a Bachelor's degree from an accredited college or university in planning, architecture, or a related field with at least three years of responsible management experience in all facets of City planning work. A Master's degree is highly desirable as is AICP certification.

