

Compensation and Benefits

The salary range for this position is open and negotiable, depending on qualifications. HACA offers a competitive benefits package that includes:

- ◆ Retirement: Participation in the Alameda County Employees' Retirement Association (ACERA). New members participate in Tier IV with a benefit of 2.5% @ 67 with the employee paying a member share of approximately 8.25%. HACA participates in Social Security.
- ◆ Medical: Choice of two HMO plans: Kaiser or United Healthcare for employee and dependents. HACA will pay 90% of the Kaiser premium for employee/employee plus one/employee plus family coverage. Employees who have medical coverage through another source may choose to opt-out of HACA's medical group coverage.
- ◆ Dental: Choice of Delta Dental (PPO) or Delta Care (HMO). HACA pays 100% of the premium for employee coverage.
- ◆ Flexible Spending Accounts (FSA): Employees can elect an annual amount up to \$2,700 on a pre-tax basis for eligible medical expenses and up to \$5,000 for eligible dependent care expenses.
- ◆ Holidays: 13 paid holidays per calendar year. In addition, HACA provides 6 floating holidays annually per fiscal year.
- ◆ Vacation: 120 hours of vacation time annually during the first three years of service. Employees may also sell accrued vacation each fiscal year and purchase vacation if eligibility requirements are met.
- ◆ Sick Leave: Accrued at the rate of 104 hours per year.
- ◆ Kin Care Leave: Up to 60 hours of accrued sick leave may be used for the care of eligible family members per calendar year.
- ◆ Life Insurance: \$100,000 payable upon death of employee; premiums are paid by HACA. Employees are eligible after 6 months of employment.
- ◆ Management Flexible Benefit: Up to \$2,300 per calendar year in taxable or non-taxable reimbursements for eligible purchases.
- ◆ Credit Union: Membership in a credit union is available based upon government employment.
- ◆ 9/80 Work Schedule and Flexible Working Hours: HACA offices are closed every other Friday. In order to work 80 hours in each pay period, management employees are scheduled for 8.9 hours per day. Management employees have some ability to flexibly schedule their 8.9 hours.
- ◆ Deferred Compensation: Voluntary participation through employee pre-tax contributions into a 457 plan.
- ◆ Additional Benefits Include: Employee Assistance Program, State Disability Insurance (SDI), Paid Family Leave (PFL) and Long Term Disability Insurance.

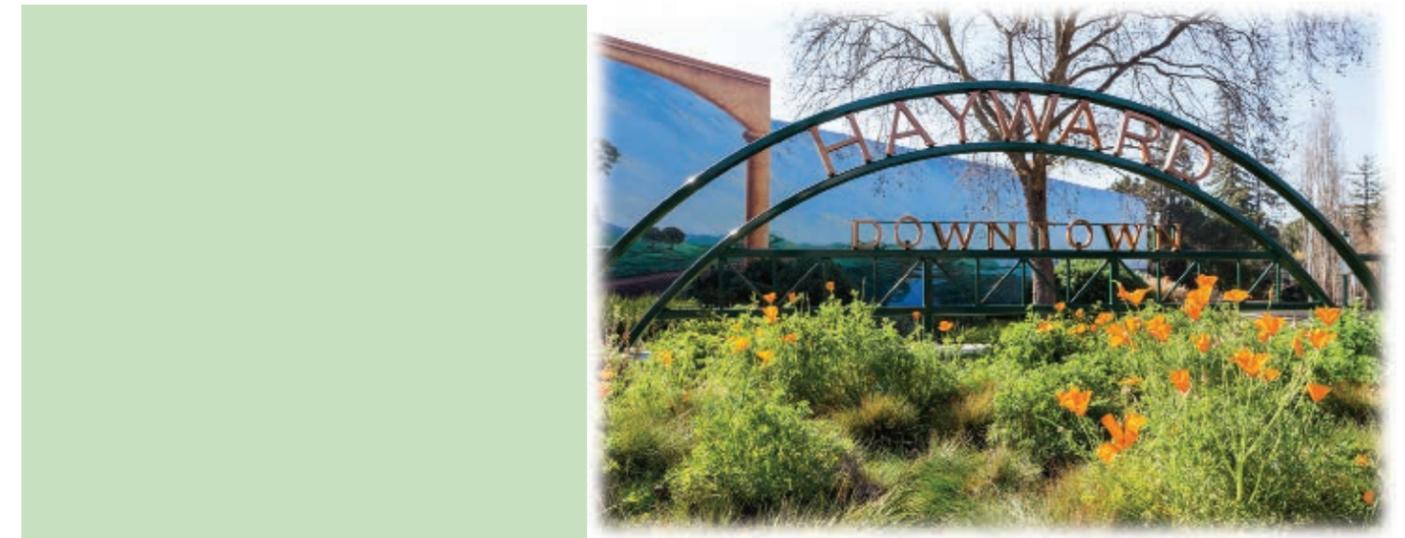
The Process

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 contacted until after an interview takes place).

Paul Kimura or Bill Lopez
Avery Associates
3½ N. Santa Cruz Ave, Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

The final filing date for this recruitment is January 10, 2020.

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424 or by email: paulk@averyassoc.net or Bill Lopez at 408.888.4099 or by email: williaml@averyassoc.net.



Housing Authority of the County of Alameda



*invites your interest
for the position of*

Executive Director

The Community

Alameda County sits at the geographic center of the San Francisco Bay Area, across the bay from the San Francisco peninsula, with Contra Costa County to the north and Santa Clara County to the south. With a population approaching 1.7 million residents, Alameda is the second largest county in the Bay Area and the seventh largest in the State. The county encompasses 14 incorporated cities and six unincorporated areas that span a total of 738 square miles.



Commonly referred to as the “East Bay,” the region has been the fastest growing in the San Francisco Bay area for more than two decades. The East Bay is popular because of its desirable location, incredible diversity, ideal climate, broad economic base, and its range of available housing and business opportunities. The county itself is one of the most diverse regions in the entire country.

Alameda County offers a rich array of cultural activities, including the Oakland Museum and the Oakland East Bay Symphony. The wine country of the inland Tri-Valley area and the Chabot Space and Science Center bring additional opportunities for recreation, relaxation and education. The University of California, Berkeley and California State University, East Bay are just two of the numerous distinguished academic institutions serving Northern California. Urban transportation options are extremely accessible in Alameda County including the Oakland International Airport, the Bay Area Rapid Transit (BART) system, and the San Francisco Bay ferry system. The Housing Authority’s office is three blocks from a BART station.

The Housing Authority

The Housing Authority of the County of Alameda (HACA) has been recognized as a high performer and an innovative leader among housing authorities nationally. HACA’s mission is to improve the stability and quality of life for low income families, individuals with disabilities and seniors by providing affordable housing. HACA’s office is located in the city of Hayward and serves the nine cities of Albany, Dublin, Emeryville, Fremont, Hayward, Newark, Pleasanton, San Leandro and Union City. HACA also serves several unincorporated communities, including Castro Valley and San Lorenzo.



HACA is an independent governmental entity separate from the County of Alameda and is governed by a 12-member Housing Commission appointed by the Alameda County Board of Supervisors. The Housing Commission is comprised of one appointee from each city (who are usually city council members), one representative from the unincorporated area and two HACA residents.

HACA’s contract with the U.S. Department of Housing and Urban Development (HUD) provides for 6,666 Housing Choice Vouchers (HCV), including

325 VASH vouchers and 145 Mainstream vouchers. 565 HCV and 50 VASH vouchers are project-based. HACA has an active Family Self-Sufficiency (FSS) program with 200 participants. In addition, it owns 15 non-HUD units.

HACA created a non-profit instrumentality, Preserving Alameda County Housing, Inc. (PACH), to develop and manage affordable housing. PACH has no staff and is managed by HACA. Its five-member board of directors is comprised of members of HACA’s Housing Commission and HACA staff, including the Executive Director. PACH assumed ownership of all 230 units of HACA’s former public housing units, of which 72 are RAD units and 158 are Section 18 units. All units have project-based vouchers. PACH also owns HACA’s former administrative offices, currently leased to a social service organization.

HACA enjoys excellent relationships with the Alameda County Housing and Community Development Department (HCD) and the county’s Behavioral Health Care Services Agency (BHCS). It administers approximately 100 Shelter Plus Care units for HCD along with another 25 under an HCD-created program. For BHCS HACA manages rental subsidies for approximately 75 units under a locally-designed and funded program.

The Position and Ideal Candidate

The new Executive Director joins HACA during a lengthy period of stability and continuity as the retiring Director has served in this capacity for the past 14 years and her predecessor served for 25 years. The organizational culture is rooted in an environment of mutual respect, progressive ideas and an appreciation for the legacy of HACA’s accomplishments. The expectation is to further enhance this rich culture while fostering new approaches and ideas toward expanding housing opportunities for county residents.



HACA views its role as a facilitator and resource in advancing affordable housing development efforts through partner agencies and development entities. Thus, a key aspect of this role is to continually seek out diverse funding streams and development opportunities through interagency collaboration and partnership. In seeking out new opportunities, the Director will maintain current relationships and look to expand and build additional relationships.

The Director will be a strategic, big picture thinker who operates in a collaborative, collegial, and mentoring style. Excellent communication and presentation skills will be essential in interacting with HACA’s Housing Commission, regional partners, clients, stakeholders, internal staff, and regulatory entities including HUD. As the Commissioners are largely active and busy city council members, interactions and information provided them must be substantive and informative, yet concise.

The ideal candidate will have a passion and energy for affordable housing and will be an adaptable, flexible and creative problem solver. She/he will be a positive leader and role model reflecting a team-oriented, flexible and adaptive management style. Strong administration and personnel management skills are expected along with a mentor/coach orientation that provides guidance and staff development opportunities. Knowledge of HUD programs administered by HACA and HUD funding will be critical to this role. The position requires senior management experience within a housing related agency and possession of a bachelor’s degree from an accredited college or university. A Master’s degree is highly preferred.