A UNIQUE OPPORTUNITY

The Sacramento Area Flood Control Agency (SAFCA) is seeking a collaborative, experienced and team-oriented management professional to serve as its Deputy Executive Director. This newly-created position affords a results-oriented professional the opportunity to join a dynamic Management Team committed to preserving the health, safety and welfare of Sacramento area residents while contributing to the region’s quality of life.

ABOUT SAFCA

SAFCA was formed in 1989 to address the Sacramento area’s vulnerability to catastrophic flooding. This vulnerability was exposed during the record flood of 1986 when Folsom Dam exceeded its normal flood control storage capacity and several area levees nearly collapsed under the strain of the storm. In response, the City of Sacramento, the County of Sacramento, the County of Sutter, the American River Flood Control District, and Reclamation District No. 1000 created SAFCA through a Joint Exercise of Powers Agreement to provide the Sacramento region with increased flood protection along the American and Sacramento Rivers. SAFCA’s creation was codified in State Law with the Sacramento Area Flood Control Agency Act in 1990.

The major levees protecting Sacramento are part of a system of federally authorized and State of California authorized levees and reservoirs which protect the flood-prone lowlands of the Sacramento Valley. Improvements to this flood control system are typically cost-shared with both the Federal government and the State of California in a partnership framed by Federal and State laws. Typically the Federal government contributes up to sixty-five percent of project costs, leaving the remaining thirty-five percent to the non-Federal sponsor, which in the Central Valley, is the State of California Central Valley Flood Protection Board (CVFPB). The State contributes up to seventy percent of the non-Federal share, leaving thirty percent for the local sponsor, such as SAFCA. Thus SAFCA’s cost-sharing obligation for Federally authorized and State authorized projects is approximately ten and one-half percent (thirty percent of the thirty-five percent non-Federal share), Federal and State authorizations and appropriations, as well as a framework of Federal and State laws, dictate to a large extent how SAFCA’s flood control system improvements are planned, permitted, designed, constructed, and operated.

SAFCA’s activities are primarily funded from annual assessments imposed on benefiting properties in three overlapping districts in Sacramento and Sutter Counties, and development impact fees. District 1, established in 1990, provides funding for operation and maintenance expenses in the Natomas Basin, including those lying within Sutter County, and all properties in Sacramento County lying in the drainage basin of the American River. The Consolidated Capital Assessment District, established in 2007, provides funding for capital improvements to the levees protecting Natomas and North Sacramento, Folsom Dam, the levees along the American River, and the levees and related flood control facilities along Morrison Creek and its tributaries in South Sacramento County. The Natomas Basin Levee Assessment District, established in 2011, provides funding for capital improvements to the levees protecting Natomas.

SAFCA is governed by a 13-member Board of Directors who are appointed by the member agencies. The Board meets monthly. The Board appoints the Executive Director who serves as the Agency’s Chief Executive Officer and directs a staff of 17 (12 currently filled).

SAFCA’s FY 2015-16 total budget is $87 million.

For more information, please refer to the SAFCA website at: www.safca.org.

Mission Statement

To reduce flood risk, thereby minimizing the impacts of floods on human safety, health, and welfare; and, consistent with these flood risk reduction goals, to preserve and enhance the environmental and aesthetic values that floodways and floodplains contribute to the quality of life in the Sacramento region.

THE SACRAMENTO AREA

The Sacramento area has been one of the fastest growing regions in the country. The metropolitan area, consisting of Sacramento and parts of Yolo, Placer, El Dorado, Sutter, and Yuba Counties, has a population of over 2.1 million, with 485,000 residing within the Sacramento city limits.

Sacramento boasts the NBA’s Sacramento Kings, the 2003, 2004, 2007 and 2008 Pacific Coast League champion Sacramento River Cats baseball team, the annual world-class Sacramento Music Festival (formerly Sacramento Jazz Festival), and many other recreational, entertainment and cultural activities. Each December, Sacramento attracts some of the world’s top long-distance runners to the California International Marathon. Historic Old Sacramento, the State Railroad
Sacramento County is approximately 90 miles north of San Francisco, California. The state's capital, Sacramento hosts the California State Fair, California State History Museum, Governor's Mansion, Sacramento Museum, Crocker Art Museum, Governor’s Mansion, Sacramento Zoo, Sutter’s Fort, American River Parkway, Music Circus, Sacramento Convention Center, California State History Museum and State Capitol. Building are other attractions located in the immediate area. Top-name entertainers perform at Sleep Train Arena and Memorial Auditorium. Each summer Sacramento hosts the California State Fair which attracts more than a half million visitors annually.

Many factors contribute to the economic success of the region. A principal reason that Sacramento has retained its attractiveness is that it offers some of the lowest housing prices of major cities in the state. Many new residents have relocated from the San Francisco Bay Area and Southern California to take advantage of Sacramento’s employment opportunities, low housing prices, reasonable cost of living, and competitive salaries. The current median home price in Sacramento County is approximately $270,000.

**CHALLENGES AND PRIORITIES**

In preparation for the recruitment of the Deputy Executive Director, the Executive Director has identified the following current issues and priorities that will require the energy, commitment and expertise of the successful candidate:

- Be responsible for implementation, evaluation, and management of SAFCA’s newly established self-administered personnel management system. This is an opportunity to shape the organization, its policies, and the functionality of the Agency.
- Be responsible for the day to day operations/activities of SAFCA.
- Help guide strategic planning for the Agency; assist the leadership team in developing financial planning, succession planning, policy formulation and subsequent execution of Agency plans and projects.
- Work with numerous stakeholder groups, including member agencies, other local, regional, state and federal agencies, environmental/advocacy groups, and business and community groups.
- Represent the Agency in public forums including presentations to the SAFCA Board, the media, and the public.
- Provide ongoing leadership and support for the administration of SAFCA programs and initiatives.

**THE POSITION**

The Deputy Director will assist the Executive Director in managing and leading the Agency, and will oversee the day to day operations/activities serving as the principal administrative officer of SAFCA. As such, the new Deputy Director will be a proactive leader with a proven track record of achievement and well-honed skills in agency administration and management, financial and budget management, and executive level work. The successful candidate will be a seasoned, professional manager with demonstrated management abilities and exceptional people skills. Specific knowledge and experience in the area of public administration with the proven ability to assess an organization with a focus on improving its policies and procedures is critical. The Deputy Director will thrive in an organizational culture of teamwork and collegiality. Particular skills in strategic planning, financial planning and forecasting, managing operational budgets, addressing Agency compliance, and personnel management are required for success in this position.

Strong communication skills are essential. The ideal candidate will have the proven skills to work collaboratively with a diverse range of stakeholders. This will require the ability to be dynamic, open to new ideas, practical and proactive in accomplishing the tasks at hand.

Direct reports to the Deputy Executive Director include the Director of Administration, Natural Resources Supervisor, and two Directors of Engineering.

**Experience and Education**

The successful candidate will be a seasoned professional manager with ideally ten or more years of responsible management experience in various functional areas either within the private sector or at the local, State or Federal levels. A Bachelor's degree in Management, Public Policy, Business Administration, Public Administration, Engineering or related field is required.

**Personal Attributes**

In addition to the experience and education requirements that are outlined above, Agency leaders have identified the following traits and competencies that the ideal candidate will possess:

- Exceptional interpersonal skills; able to work effectively and collaboratively with numerous internal and external stakeholders
- Ability to recognize the strengths of staff and provide the appropriate structure and assistance to optimize staff’s capabilities without being over-bearing
- A passion for public service
Self-starter, appropriately assertive and proactive, yet flexible
Independent thinker with a creative problem-solving approach and an eye for detail
Maintains very high ethical standards – a person of exceptional character who naturally earns the confidence and trust of others
Approachable, with excellent communication skills, both written and oral
Maintains a positive attitude while being sufficiently thick-skinned to handle the rigors of the job
Shows personal resilience – thrives in a high volume environment and demonstrates a high level of commitment to the Agency and its mission
Embraces change; is willing to share his/her viewpoints openly and honestly. Once a decision is made, will fully support the directive and focus on accomplishing the objectives

COMPENSATION AND BENEFITS
Supplemented by a generous benefit package, the annual salary range for this position is $123,000 to $184,000. Actual salary will be dependent on the qualifications of the successful candidate. SAFCA's management compensation package includes the following benefits:

- California Public Employees' Retirement System (2% @ 55 plan for qualified "classic employees." New members to PERS participate in a formula of 2% @ 62)
- 403(b) Plan which provides tax-deferred savings for retirement (SAFCA contributes four percent)
- Flexible spending plan
- 12 – 14 paid holidays and 12 days of sick leave

20 days of vacation increasing to 33 days based on years of service
SAFCA contribution toward health and welfare benefits, including medical, dental, life, and disability insurance
Employee assistance program
Management employees may receive car/mileage allowance and technology allowance as authorized by the Executive Director

APPLICATION AND SELECTION PROCEDURE
To be considered for this challenging and rewarding career opportunity, please submit your cover letter, résumé, list of six work-related references and current salary by Friday, August 14, 2015. Résumés should reflect years and months of positions held, as well as size of staff and budgets you have managed. Please submit your materials as one file at: www.cpshr.us/recruitment_current.html.

Preliminary screening interviews will be conducted by the consultant in late August with the most qualified applicants. Those individuals determined to be the most ideally suited for this opportunity will be invited to interview with the Agency in mid-September. Appointment is expected shortly thereafter following the completion of thorough reference and background checks to be coordinated with the candidate(s). For additional information about this position please contact Stuart Satow.

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