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EXECUTIVE SEARCH

**Community
Development Director**
CITY OF GONZALES, CALIFORNIA

THE COMMUNITY

Located in the heart of the lush Salinas Valley, the City of Gonzales is a vibrant, rural agricultural community of 8,647 residents nestled between the rolling Gabilan Mountains and the picturesque Santa Lucia Range. Centrally located on scenic Highway 101 in Monterey County, Gonzales is 16 miles south of Salinas, 35 miles southeast of the Monterey Peninsula and 62 miles southeast of San Jose. Gonzales enjoys a beautiful natural setting and is a safe, friendly, family-oriented community with a relaxed pace of life.

Originally part of a 15,000-acre Spanish land grant, the community was established by Mariano and Alfredo Gonzalez in 1873. Since its beginnings, agriculture has been an integral part of Gonzales' heritage, identity, and economy. Recognized as the "Heart of the Salad Bowl," Gonzales' agribusinesses support a thriving multi-billion-dollar industry that remains on the cutting edge of agricultural technology developments. Gonzales is also at the center of the region's booming food and wine renaissance. Known as the "Wine Capital of Monterey County," it boasts 13 world-class wineries and vineyards with tasting rooms, picnic areas, and wine country charm.

Gonzales offers the special quality of life that one can expect from a small town. From its warm hospitality and sense of community to cozy restaurants and small businesses, to excellent health care and affordable housing, Gonzales is a great place to raise a family, offering parks, open spaces, and recreational programs, including the nearby Pinnacles National Park, the Salinas and Arroyo Seco Rivers, and San Lorenzo Park all of which offer hiking and camping facilities. San Antonio and Nacimiento Lakes are popular destinations for boating, hiking, and camping while Laguna Seca Recreation Area is the site of concerts, and world-class car and motorcycle racing while the San Antonio and Soledad Missions offer a glimpse back to the early days of California. To learn more about this dynamic city, visit the City of Gonzales' website at www.gonzalesca.gov

THE ORGANIZATION

Incorporated in 1947, Gonzales is a General Law City operating under the Council-Manager form of government. The City Council is comprised of five members elected at large for four-year terms; the Mayor is elected for a two-year term. The Council appoints the City Manager, City Attorney, and City Engineer. The Council sets policy on all public matters relating to the City of

Gonzales, establishes citywide goals, and adopts an annual budget in which the year's approved programs, projects, and services are financed.

Supported by 47 full-time employees, the City's FY 2021-2022 budget is \$19 million, providing full city services, including a proactive community policing program, fire protection and emergency response, planning and building services, economic development, public recreation, and public works. The City also operates modern sewer and water systems, solar systems, and maintains streets and storm drainage facilities.

THE DEPARTMENT

The Community Development Department provides professional planning services, promotes economic development and quality of life through careful attention to the City's physical and social development requirements. The Community Development Department has a FY21-22 Budget of \$165,338 and is supported by 1 FTE and consultants.

The Department processes applications for all physical development involving private land, including: Conditional Use Permits; Site Plan Permits, Sign Permits, and subdivision and parcel maps. The Department works closely with applicants, other City Departments, and County and State agencies to ensure development conforms to requirements and the best contemporary practices. The Department manages environmental review for projects and supports the City Manager, the Planning Commission and City Council, and is also responsible for maintaining and updating the Zoning Ordinance and the Gonzales General Plan. Other activities include grant applications and administration, small business development loan program, administration of the Urban County Community Development Block Grant program, and affordable housing programs. The Department also plays a key role in supporting economic development, housing, and community asset and engagement strategies.



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Economic Development

Some of the key priority economic development initiatives underway include (1) the construction of an Energy Microgrid to power the City's Industrial Business Park, (2) the development of three large agricultural processing plants (*approximately 1 million sq ft*) that will generate almost 1,000 jobs for the community, (3) implementing the



Enhanced Infrastructure Financing District (*EIFD*), (4) a makeover of the Downtown business district, and (5) the development of a master plan for phase II and III of the Gonzales Industrial Business Park to name a few.

Housing

The new Director will also be involved in key annexation projects underway that will have a lasting impact in the community. The Vista Lucia and Puente del Monte Specific Plan combined will result in the development of approximately 6,200 residential units (apartments, SFD on various sized lots, duplexes, triplexes, etc.) as well as appurtenant public infrastructure to include roads, drainage, schools, and parks on the combined total acreage of 1,318, and are anticipated to occur over 20 to 30 years. The Vista Lucia project will result in 3,500 residential units, and the Puente del Monte project will result in approximately 2,600 units. The LAFCO Commission consideration of the annexation application anticipated to occur in the Spring/Summer, 2022.

Other key housing related initiatives include updating the Housing Element and implementing a robust housing education program.

Community Assets & Community Engagement

This Director plays an instrumental role in delivering community assets, while engaging the community to improve the quality of life for the residents. The construction of a new Community Center Complex is one example, which will house a new library, teen innovation center, performing arts and traditional community center functions. Another is a 1 million gallons per day expansion of our Wastewater Industrial Plant. The ideal candidate will take the next steps to implement policies related to the recently adopted health element in the general plan.

THE IDEAL CANDIDATE

The City Manager seeks a highly effective innovative leader to oversee the Community Development Department with a commitment to high touch customer service to serve and respond to residents who have a strong spirit of engagement and interest in their community. Reporting directly to the Assistant City Manager, the Community Development Director will oversee and manage the Community Development Department, which supports Annexations, Business Development, Development Services, Housing, Planning, and various sustainability efforts. It is expected that the Director will practice the management style of getting out and meeting and interacting with staff on a regular basis, being visible and approachable throughout the wide variety of work sites, yards, and facilities within the City. The ideal candidate is

proactive in inviting and establishing relationships the industrial, commercial, and business sectors, local community groups and residents.

The new Director will have a community engagement mindset who is skillful at interacting with the public, responsive and diplomatic, patient, and understand how to balance community development principles with the City's commitment to work with the desires of the Gonzales community. The ideal candidate will be a "hands-on" leader with the ability to lead projects and develop and implement a robust community engagement strategy for all segments of our community. The ideal candidate will be honest, loyal, innovative, solution oriented, with superior interpersonal skills and the ability to communicate easily with a variety of audiences both in and outside the organization. The City Manager seeks a leader who is creative and progressive and who brings a "can-do" attitude to citywide problems while managing the diverse day-to-day activities of the department.



The Planning Commissioners stated that they want the next Director to be a people-person, approachable, responsive, open minded, who is willing to understand the community's demographics and be open to the residents' perspectives while bringing energy, passion and a desire to make a difference. A bilingual candidate is preferred.

Lastly, the ideal candidate will exhibit a value system that embodies **The Gonzales Way** — Love, Care and Connect — way of connecting with all members of the community and each other. Although technical skills are important for this position, connecting with the heart and having a deep passion for equity and improving a community for all is equally important. The candidate will also have and understand the “Gonzales Grows Green” mindset of a sustainable community being one whose prospects for long-term health are good. Its residents and businesses do not deplete the resources that they depend on faster than those resources are replenished.

Minimum requirements for this position include a bachelor's degree in urban planning, planning, or a closely related field, with at least five (5) years of progressively responsible professional planning/land use and redevelopment experience with a public agency to include at least two (2) years in a supervisory or management position. A Master's Degree in urban planning, public administration, business administration, or a closely related field is highly desirable. Bilingual/Bicultural candidates are encouraged to apply.

THE COMPENSATION

The annual salary is \$115,071 - \$156,596. Placement within this range is dependent upon qualifications. The City also offers an attractive benefits package, including:

CALPERS RETIREMENT – The City participates in the California Public Employees' Retirement System (CalPERS) under a 2% @ 60 formula for Classic Members and a 2% @ 62 formula

for PEPRAs Members. Employee pays 100% of employee contribution (7% Classic or 6.75% PEPRAs) on a pre-tax basis.

SOCIAL SECURITY – The City participates in Social Security.

MEDICAL/DENTAL/VISION INSURANCE – The City pays 100% of employee medical, vision and dental coverage, and contributes toward dependent coverage.

DEFERRED COMPENSATION CONTRIBUTION – The City will contribute 2% of the employee's actual earnings plus an additional \$100 per month to the Deferred Compensation Plan of his or her choice (CalPERS or ICMA).

BILINGUAL PAY – The City pays 5% of monthly salary.

LONGEVITY PAY – After 15 years of service.

LIFE INSURANCE – The City provides Life Insurance at a maximum of \$150,000 policy.

VACATION – Vacation accrual at 80 hours per year for less than 3 years of service, 120 hours per year for 3 to 10 years of service, 140 hours per year for 10 to 15 years of service and 160 hour per year for 15 or more years of service.

HOLIDAYS – 11 paid regular holidays, plus 1 floating holiday per year.

ADMINISTRATIVE LEAVE – The City provides administrative Leave of 40 hours per fiscal year.

SEARCH SCHEDULE

Filing Deadline.....	March 22, 2022
Preliminary Interviews.....	March 31 & April 1, 2022
Recommendation of Candidates.....	April 13, 2022
Finalists Interviews:	
Panel Interviews.....	April 20, 2022
Finalist(s) Interview w/ City Manager.....	April 22, 2022

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

SICK LEAVE – 12 days of accrued sick leave per year.

LONG-TERM DISABILITY - The City provides 60% of pre-disability earnings, reduced by deductible income after a ninety-day waiting period. The City does not provide short-term State Disability Insurance.

THE RECRUITMENT PROCESS

To apply for this exciting career opportunity, please submit your cover letter and resume (including month/year of employment) via our website:

Peckham & McKenney
www.peckhamandmckenney.com

Please do not hesitate to contact Maria Hurtado toll-free at (866) 912-1919, by cell at (831) 247-7885 or via email at maria@peckhamandmckenney.com, if you have any questions regarding this position or recruitment process.



www.peckhamandmckenney.com