



Director of Planning and Neighborhood Services

CITY OF MILPITAS, CALIFORNIA

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THE COMMUNITY

Located at the southern tip of the San Francisco Bay, the City of Milpitas is a progressive community that is an integral part of the high tech Silicon Valley. With a very diversified resident population of 70,817, the City of Milpitas sees the role of every employee as being committed to accomplishing the community's vision by providing fiscally sound, superior services.

Milpitas is an industrious and well-educated community with an average household exceeding the County average. The homeownership rate is close to 70% and Milpitas' housing market remains affordable relative to the majority of Santa Clara County.

Milpitas is often called the "Crossroads of Silicon Valley" with most of its 13.63 square miles of land situated between two major freeways (I-880 and I-680), State Route 237, and a County expressway. A new light rail line opened for service in 2004 and together with an extension of BART now in the construction phase, create a transit hub adjacent to the Great Mall facilitating high density transit oriented development with over

1,000 units now being built. There are approximately 1,790 acres, or 2.9 square miles designated for various industrial uses. About 271 acres are vacant and available in parcels ranging from ½ acre to 75 acres. There are eight existing industrial parks and 550 manufacturing plants in Milpitas.

An additional 350 acres are dedicated to regional and community retail centers supporting 3.5 million square feet of commercial shops. The Great Mall of the Bay Area is the largest enclosed mall in Northern California, with approximately 1.1 million square feet of leasable space for retail and entertainment operations. Several local shopping centers service regional needs including Asian-oriented retail and services.

The two largest employers in Milpitas are Cisco Systems and Lifescan, Inc., with over 2,500 employees each. Other major employers are Solectron Corporation; LSI Logic Corporation; Linear Technology; KLA-Tencor Corporation; Maxtor Corporation; Xicor, Inc.; Seagate Technology; and the newly relocated SanDisk. Several of these top employers have made the City of Milpitas their corporate headquarters as well. Given the City's desirable location for high-tech industry, the daytime population of Milpitas doubles to 130,000.

Thirty-one community parks are maintained by Milpitas, in addition to one dog park and 24 tennis courts.

The City provides a multitude of outstanding recreational opportunities, including aquatics, cultural arts and theater, sports leagues and activities, youth programming and senior activities and services.

THE ORGANIZATION

Incorporated in 1954, this bustling general-law city is supervised by a council-manager form of government. The Milpitas City Council is the flagship decision-making body that appoints members to many commissions that serve in advisory capacities. The Mayor is an elected position, as are all the council seats. Mayors serve two-year terms; council members have four-year seats.

The City Council makes the ultimate planning and policy decisions for residents, and oversees the City's \$120 million budget with 320 full-time employees. There are 16 advisory commissions on which residents can participate – the Planning Commission, Arts Commission, Youth Advisory Commission, Library Advisory Commission and Senior Advisory Commission to name just a few.

Issues challenging most commissions and City Councils these days are development, quality of life, and how to streamline traffic bottlenecks that plague this region at commute times.

THE DEPARTMENT

The Planning and Neighborhood Services Department promotes and



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facilitates a high quality of life through community partnerships, innovation, vision, and exemplary customer service to ensure a vibrant Milpitas. Three divisions provide the following services.

The Planning Division is responsible for two primary functions related to land use planning and development in Milpitas. Planning performs and coordinates the review of applications for existing and new uses, and development projects (current planning) and assists the Planning Commission and City Council in planning for the City's long term future (long range planning). Planning is also responsible for maintaining the General Plan, the City's two specific plans and the zoning ordinance, providing information on zoning, land use and development regulations to the public and staffing the Planning Commission.

The Housing Division administers the City's affordable housing programs, the Community Development Block Grant (CDBG) and the Housing Rehabilitation Loan Program. The goal of the Housing Division is to leverage funding to increase, improve, and preserve the supply of affordable housing in Milpitas while improving the overall housing stock in the City.

The Neighborhood Services Division's primary function is to enhance the safety, quality of life and general well being of the City by ensuring that properties are maintained in accordance with the regulations of

the Milpitas Municipal Code. The Division also administers the Graffiti Abatement and Abandoned Vehicle Abatement Programs. The Division's goals are achieved by responding to community complaints, proactively seeking out violators of the Municipal Code, and solving related problems in an efficient and effective manner.

You will be joining a community of professionals as diverse as the city they support. The City is privileged to have such a unique work force and fosters an environment that encourages those differences. The



City believes in supporting their employees' abilities and desires for professional growth by supporting retention and providing a commitment to growth throughout all career stages. Milpitas employees are proud and know that their contributions make a difference to the community as well as to their own career.

For a wealth of additional information on the City of Milpitas, both the community and the organization, please visit the City's website at www.ci.milpitas.ca.gov.

IDEAL CANDIDATE

The new Director will play a key role of visibility within the community and demonstrate a strong commitment to customer service. The successful candidate will be action-oriented and committed to excellence and have the ability to develop clear goals and objectives in alignment with the City's vision.



The candidate selected will possess exceptional interpersonal skills, an ability to effectively represent the City and communicate easily with a wide variety of audiences, as well as excellent facilitation skills in bringing divergent groups together. The Director will also have the ability to take initiative, develop new ideas and solutions, and be open to suggestions from the community. It is expected that the Director will work independently yet keep the City Manager informed at all times. The new Director will have proven experience, leadership abilities, and be capable of managing effectively in a team-oriented environment.

Ideally, the new Director will have the ability to successfully plan, organize and direct the activities of a diverse department and take it to the next level, from great to fantastic.

A Bachelor's degree from an accredited college or university with major course work in urban planning, regional planning, environmental planning, housing, or a closely related field along with eight years of professional experience in the field of urban and environmental planning, including at least three years of supervisory experience, is required. A Master's degree in urban planning, regional

planning, environmental planning, or housing is highly desirable and may be substituted for one year of experience.

THE COMPENSATION

The salary range for this tremendous opportunity is from \$152,199 to \$197,950 depending on qualifications and experience. In addition, the

Planning and Neighborhood Services, successful completion of a thorough background investigation, reference checks, and possible site visit by representatives of the City of Milpitas.



SEARCH SCHEDULE

Closing Deadline	February 29, 2016
Preliminary Interviews.....	March 2 through March 16, 2016
Recommendation of Candidates.....	March 21, 2016
Finalist Interview Process	April 4, 2016

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

City offers an excellent benefit package that includes membership in PERS (2% at 60 or 2% at 62 – three year average salary); Calpers Medical Plans, vision, life, short and long-term disability insurance, dental coverage, \$75/mo deferred compensation-employer's contribution, Section 125 flexible spending plan and competitive leave benefits.

THE RECRUITMENT PROCESS

To apply for this outstanding career opportunity, please send your resume and cover letter electronically to:

Peckham & McKenney
apply@peckhamandmckenney.com

Resumes are acknowledged within two business days. Call Phil McKenney toll-free at (866) 912-1919 for more information.

THE CRITERIA

Appointment will be based on best fit, competency, education, training and experience as it relates to the position of Director



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