

*Peckham & McKenney*  
*“All about fit”*



SACRAMENTO AREA  
COUNCIL OF GOVERNMENTS  
**Principal Planner**

**PECKHAM**  
&  
**MCKENNEY**  
EXECUTIVE SEARCH

## THE REGION

The six-county Sacramento region exemplifies physical, cultural, and economic diversity. This makes it a stimulating place to work for people in the planning profession but perhaps more important, it also makes it a great place to live. Landscapes range from fertile agricultural lands to the high Sierra Nevada mountains, encompassing a vibrant collection of small towns, established and emerging suburbs, and an urban core that houses the capital of the fifth largest economy in the world, with cultural and sporting events year-round. Pacific coast beaches, Tahoe region ski resorts, and wild Sierra Nevada lakes and mountains are less than two hours' drive from the City of Sacramento, which sits at the confluence of two major California rivers — the American and the Sacramento — that also offer many recreational opportunities. The American River Parkway provides access to more than 50 miles of paved bicycle and pedestrian trails connecting Downtown Sacramento, through the river canyon, several historic mining camps, and towns, to Folsom Lake; the 20th largest lake in the state and one of the most frequently visited parks in California's state park system.

The region's much lower cost of living and housing compared to coastal California, as well as its ethnic diversity, have led

to a population boom and a revived and vibrant downtown. Its reputation as the Farm to-Fork capital of America also draws foodies and tourists. The 22nd largest metropolitan region in the nation, Sacramento lies at the confluence of commerce in northern California. Interstate 80 delivers an east-west connection from the Pacific to the Atlantic, and Interstate 5 opens the entire West Coast from Mexico to Canada for goods movement, recreation, and economic vibrancy. Multiple rail lines extend in all directions through the heart of the region and provide quick and frequent passenger train service between San Francisco, Sacramento, and the Sierra Nevada mountains. Commuting and traveling within and beyond the Sacramento region are easy thanks to the region's integrated transportation network. With two interstate freeways, an international airport, and 6 Amtrak stations with long distance connections to Los Angeles, San Diego, Seattle, and Chicago. The region's light rail system provides commuters, residents, and visitors a ready alternative to driving with more than 40 miles of track and 26 stations with connections to the region's most robust job centers, the historic Sutter Street in Downtown Folsom, the Sacramento Valley Amtrak Station, and numerous suburban communities along the Interstate 80 and Highway 50 corridors.

## THE ORGANIZATION

The Sacramento Area Council of Governments, **SACOG**, is the Metropolitan Planning Organization for the six-county Sacramento region. Formed as a Joint Powers Authority, SACOG is governed by a board of 31 elected officials that directly represent all six counties and 22 cities in the region, and one ex officio member (Caltrans). While transportation is core to SACOG's role as a Metropolitan Planning Organization, SACOG has over two decades of experience approaching regional issues from an integrated perspective that examines the linkages between transportation, housing, economic prosperity, environmental stewardship, and air quality. Under the leadership of its executive director, SACOG has a vision of a vibrant and thriving Sacramento region for all. Its mission is: SACOG convenes and connects the region to advance an equitable, sustainable, and prosperous future.

SACOG employs a dedicated and professional staff of 60 who work together to advance solutions to some of the region's shared challenges of transportation, housing, air quality, climate change and the protection of the region's agricultural and natural resources. SACOG fosters an inclusive, mission driven, and fun employee culture and offers flexible schedules and a progressive telework policy. SACOG's offices are in beautiful historic downtown Sacramento at 1415 L Street.

## THE POSITION

SACOG is looking for a Principal Planner to manage the agency's regional update and subsequent implementation of the Metropolitan Transportation Plan and Sustainable Communities Strategy, also known as the **Blueprint**. The Blueprint program is SACOG's flagship project focused on advancing regional goals around racial and socioeconomic equity, economic prosperity, and environmental sustainability.

The update of SACOG's Blueprint, scheduled for board adoption in 2025, will be the Sacramento region's vision for safe and efficient transportation options



for residents, affordable housing for our growing population, sustainable and efficient development to conserve natural resources, and equitable public infrastructure investments that give all community members access to a vibrant and healthy region. The Blueprint is core to SACOG's responsibility as a Metropolitan Planning Organization. State and federal law require the Blueprint to be a 20-year multimodal transportation



plan that is financially feasible, achieves health standards for clean air, addresses statewide climate goals, and integrates with regional housing needs planning.

The Principal Planner in charge of the Blueprint Program will report to SACOG's Planning Manager. The Principal Planner will lead a team of multidisciplinary, professional staff from across the agency and interact regularly with executive management, the SACOG board of directors, and staff from SACOG's membership, partner government agencies, advocacy groups, other organizations throughout the region, and SACOG's state and federal oversight agencies.

## ESSENTIAL FUNCTIONS

- Oversee a team of professionals, with potential for some direct supervisory responsibilities depending on the chosen candidate's skills and experience, through the development of a multidisciplinary, long-term land use and transportation plan for the greater Sacramento region.
- Collaborate with the Planning Manager and Executive Team to

manage the scope, schedule, and budget of the Blueprint Update.

- Translate extremely technical concepts into plain and simple language for a wide range of audiences (elected officials, executives, professional staff, advocacy groups, and the public) through informative and engaging presentations and written materials.
- Ensure the regional plan meets federal and state requirements.

## THE IDEAL CANDIDATE

The ideal candidate will have exceptionally strong project management skills, advanced understanding of transportation and land use planning concepts and practices, and a firm grasp or ability to quickly learn regional planning requirements. The preferred candidate has a genuine passion for smart, analytical, and sustainable regional planning always keeping an eye on the horizon in a sea of change. The ideal candidate is an integrated team player and quick learner who possesses exceptional writing and communication skills.

The ideal candidate will demonstrate:

- A strategic and nimble approach to project management, development, and implementation.
- Dedication to advancing equity through government planning, funding, and programming activities.
- Ability to work with a network of external partners and manage multiple stakeholders.
- Adaptability and flexibility, and the ability to work in a fast-paced environment with competing requirements and deadlines.
- Ability to collaborate with team members of different professional disciplines, elected officials, and key regional stakeholders.

- Strong organizational skills, including time management, ability to set priorities, and ability to anticipate critical deadlines.

## EDUCATION & EXPERIENCE

Any combination of training and experience that would provide the required knowledge, skills and abilities is qualifying. A typical—but not the only—way to obtain the required qualifications would be:

1. Equivalent to graduation from an accredited four-year college or university with major coursework in Urban and Regional Planning, Urban Studies, Environmental Studies, Community Development, Public Policy, Sociology, Political Science, Economics, or closely related field.
2. Three (3) to five (5) years of increasingly responsible experience performing land use and/or transportation planning, policy analysis, complex project management or similar work.
3. Preferred, but not required, qualifications include AICP certification and working knowledge of Federal and State planning requirements and policy guidelines.



## DIVERSITY AT SACOG

SACOG is an Equal Opportunity Employer and is committed to compliance with all applicable laws providing equal employment opportunities. Moreover, SACOG values diversity and believes that a range of backgrounds brings a variety of ideas, perspectives and experiences that contribute to an innovative and collaborative environment in which talents are fully utilized, uniqueness is valued, and SACOG's objectives are met. SACOG is committed to building a culturally diverse workplace. We welcome individuals of all backgrounds, orientations, and identities.

## COMPENSATION AND BENEFITS

SACOG is offering a competitive salary and benefits package commensurate with qualifications and experience. The annual salary range is \$120,576 to \$146,580 with a 5% COLA effective July 1, 2023, and up to 4% COLA in future years.

SACOG's generous **benefits package** includes:

**CALPERS RETIREMENT:** CalPERS pension 2% @55 for classic members

and 2% @ 62 for PEPRRA members plus 1% employer contribution for deferred comp to a 401(a) Plan. Classic CalPERS members pay 1.323% of the employer rate.

**CALPERS MEDICAL INSURANCE:** up to \$1,714 monthly towards CalPERS health plans (adjusted annually to match the Kaiser Two-Party rate), with up to \$150 of any unused health insurance premiums paid to the employee. Fully paid family dental and vision benefits.

**PAID TIME OFF PROGRAM:** SACOG provides a General Leave plan in lieu of traditional vacation and sick leave program. Leave accrual of 28 days of paid

time off a year for the first three years, with an additional five days beyond that.

**HOLIDAYS:** 12 paid holidays annually, plus four floating holidays after one year.

**TELEWORK POLICY:** includes flexible work schedules and the opportunity for hybrid work options. A monthly \$120 flexible work/commuter benefit is also provided.

**EMPLOYEE WELLNESS BENEFIT:** no-fee on-site gym including shower, and locker room facilities to facilitate employee wellness and bicycle commuting!

**OTHER INSURANCE BENEFITS:** Paid short-term and long-term disability insurance and life insurance.

**SOCIAL SECURITY:** SACOG participates in Social Security.

## THE RECRUITMENT PROCESS

Please submit your cover letter and resume (including month/year of employment) via our website:

**Peckham & McKenney**  
[www.peckhamandmckenney.com](http://www.peckhamandmckenney.com)

Please do not hesitate to contact Carl Cahill toll-free at (866) 912-1919, by cell at (650) 504-3515 or via email at [carl@peckhamandmckenney.com](mailto:carl@peckhamandmckenney.com), if you have any questions regarding this position or recruitment process.



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## SEARCH SCHEDULE

Filing Deadline:.....April 14, 2023

First round interviews: ..... May 11, 2023

Second round interviews:..... May 15 - 19, 2023

A comprehensive background and reference check is a condition of the offer of employment process.

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

