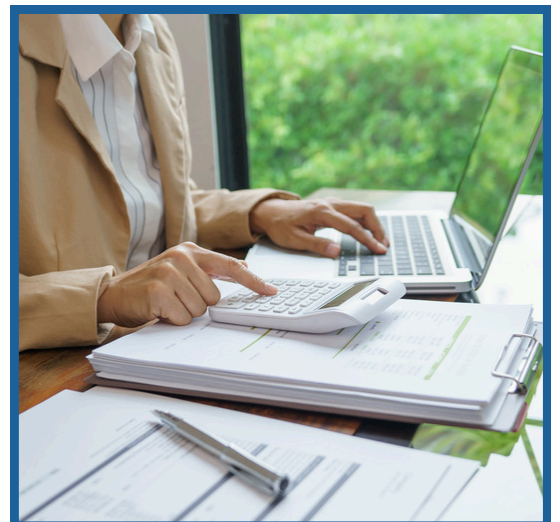




# ECONOMIC DEVELOPMENT MANAGER

***(APPLY AS DEVELOPMENT  
MANAGER)***





## THE COMMUNITY

Sacramento County covers 984 square miles and is home to the California state capital, 1.5 million residents and seven incorporated cities: Citrus Heights, Elk Grove, Folsom, Galt, Isleton, Rancho Cordova and Sacramento. The population of Sacramento County's unincorporated area is approximately 564,000.

Residents in Sacramento County have a variety of recreational, dining and entertainment options to choose from. The County is home to more than 15,000 acres of park, plus the 23-mile American River Parkway, where more than five million visitors enjoy the unique wildlife and recreation area annually. Fishing, boating and rafting opportunities are available to water enthusiasts, and picnic sites, golfing, guided natural and historic tours are steps away from the multi-use trail. With its close vicinity to local agriculture, County residents also have an extraordinary selection of local food, wines and beers.

Sacramento County is one of the most affordable home-buying metropolitan areas in the state, and has a skilled workforce, high graduation rates and college-educated residents. The County is a leader in the 21st century economy with growing advanced manufacturing, agriculture and food, clean energy technology, information and communications technology and life sciences.

## COUNTY GOVERNMENT

The County of Sacramento was incorporated in 1850 in response to the needs of a growing population and was one of the original 27 counties of California. In 1933, the Sacramento County Charter was established, along with the County Executive position.

The County is governed by five members of the Sacramento County Board of Supervisors, elected on a non-partisan basis to serve staggered four-year terms, each representing one of the five districts. The County Executive is responsible to the Board for planning, organizing and directing County activities. Other elected officials include the Assessor, District Attorney and the Sheriff.

In 1972, an amendment to the County Charter was implemented to organize the County on an agency basis for more effective administration of functions for which the County Executive is responsible to the Board of Supervisors. Approved by the electorate, the amendment established agency heads to groups of County Departments. The four agencies within the County, which report to the County Executive, are Administrative Services, Community Services, Public Safety & Justice, and Social Services. Sacramento County has more than 30 departments and offices that provide services to County residents.

The County is responsible, pursuant to the County Charter or ordinances, or by state or federal mandate, to provide health and welfare, criminal justice and municipal services (including law enforcement), as well as other services to County residents. Major services include the Airport System, Animal Care Services, Clerk Recorder, Criminal Justice, Health and Welfare, Property Tax System, Regional Parks, Transportation, Waste Management and Recycling, Voter Registration and Water Resources.

The County's Approved Fiscal Year (FY) 2025-26 Budget is approximately \$8.9 billion, and there are more than 12,800 full-time employee positions.



# THE DEPARTMENT

As part of the Community Services Agency, the Office of Economic Development offers specialized expertise in business development, retention, and expansion. The office plays a key role in attracting new businesses, industries, and investments to the region while also supporting the growth of existing businesses through tailored resources, incentives, and regulatory guidance. Dedicated to enhancing economic vitality, the Economic Development team works to foster a diverse and thriving business environment, helping businesses of all types succeed and grow within Sacramento County.

## THE POSITION

Reporting to the Director of Economic Development, the Economic Development Manager (Development Manager) is responsible for managing a broad range of development activities for the purpose of business attraction, retention, and expansion. The Economic Development Manager plays a pivotal role in shaping and advancing Sacramento County's economic landscape by fostering sustainable growth, building strong relationships, and ensuring that development projects align with the County's strategic goals.

### Key Responsibilities:

- **Project and Personnel Management:** Lead and manage economic development projects and teams to meet strategic goals.
- **Business and Community Engagement:** Build strong relationships with business owners, community stakeholders, and external partners to support growth and development.
- **Policy and Program Development:** Design and implement policies that promote economic vitality and sustainable development.
- **Strategic Planning and Market Analysis:** Analyze market trends and craft strategies to attract and retain businesses in alignment with County priorities.
- **Financial Analysis and Agreements:** Oversee financial analysis and develop agreements to support business projects, including public-private partnerships and development initiatives.



# MINIMUM QUALIFICATIONS

A Bachelor's degree from an accredited college or university;

**AND**

Four years of paid full-time experience performing city, county or regional land use planning or project management; economic development; redevelopment; business development; private development; district formation; or a closely related field.

**Note:** Additional experience as described above may be substituted for the educational requirement on the basis of one (1) year of experience is equal to 30 semester units (45 quarter units). The educational requirement is considered to require a minimum of 120 semester units (180 quarter units).

## THE IDEAL CANDIDATE

The Office of Economic Development is seeking a dynamic and collaborative leader with a broad background in managing economic development activities.

**In addition to meeting the minimum qualifications, the ideal candidate will demonstrate:**

- Strong leadership skills with experience in supervising and motivating teams.
- Expertise in managing large-scale economic development projects, ensuring timely and successful completion.
- A deep understanding of business development, real estate trends, financial incentives, and the ability to identify new opportunities for business attraction, retention, and expansion.
- Capability to implement creative solutions to economic development challenges.
- Exceptional relationship-building abilities with County leadership, staff, external agencies, and stakeholders.
- A strong commitment to providing excellent customer service, identifying business needs, and ensuring satisfaction.
- Skills in developing solutions for project challenges and navigating political sensitivities.
- The ability to professionally represent the County in interactions with elected officials, the public, and other government organizations.
- An understanding of the diverse needs of businesses and communities within the County of Sacramento.



# COMPENSATION

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is **\$145,428.00 - \$160,344.00** annually plus an additional 3.35% management incentive for a combined total of **\$150,299.84 - \$165,715.52**.

Negotiations concerning FY25/26 wages are ongoing and will be applied to the posted salary range upon agreement between the Union and the County and after adoption by the Board of Supervisors.

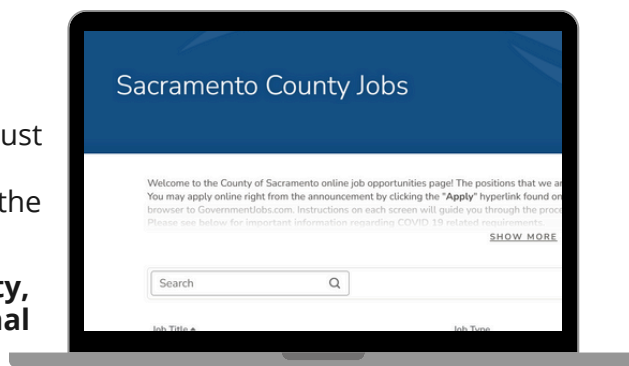
## *The attractive benefits program includes:*

- **Retirement** – The County's defined-benefit pension plan is provided by the County Employees' Retirement Law of 1937 and is managed by the Sacramento County Employees' Retirement System (SCERS) Board of Retirement.
- **Medical Insurance** – Choice of HMO and High Deductible Health Plans (HDHP), to include Kaiser, Sutter, and Western Health Advantage.
- **Deferred Compensation** – A deferred compensation program is available through the County 457(b) Deferred Compensation Plan. The County will match contributions to the 457(b) Deferred Compensation Plan up to 3% of the monthly gross salary into a 401(a) plan as long as the employee contributions to the 457(b) are at least 1% of gross salary for the pay period or at least 1% of the compensation earned year-to-date.
- **Life Insurance** – \$50,000 in life insurance coverage for the employee and \$2,000 for all eligible dependents. Employees have the option to purchase up to \$1,000,000 in additional life insurance coverage.
- **Holidays** – 14.5 paid holidays per year.
- **Vacation** – Two to five weeks (based upon length of service) of paid vacation.
- **Sick Leave** – 15 days per year.
- **Flexible Spending Accounts** – Employees may set aside funds on a pre-tax basis to pay for eligible medical and/or dependent care expenses.
- **Other Benefits** – The County contributes into a Retiree Health Savings Plan. After 10 years of County service, employees are eligible for 2.5% longevity pay.

# HOW TO APPLY

To be considered for this incredible opportunity, applicants must complete and submit an online County of Sacramento employment application and supplemental questionnaire via the County's jobsite, **at [www.saccountyjobs.net](http://www.saccountyjobs.net)**.

**For immediate consideration for this excellent opportunity, please submit your application by October 3, 2025. The final cut-off date is December 1, 2025 at 5:00 p.m.**



Following the establishment of the eligible list, as vacancies become available the most qualified candidates will be invited to participate in the interview and selection process. If you have questions and for additional information about this position, please contact Margie Daugherty via email at [DaughertyM@saccounty.gov](mailto:DaughertyM@saccounty.gov).

*Sacramento County is about enriching communities to thrive. We strive to create inclusive workplaces that reflect the communities we serve. We value and celebrate the unique perspectives, backgrounds, abilities, and diverse dimensions of our employees and residents. Through transparency, courage, innovation, and trust we are committed to advance equity and transformational change.*

*We are a proud equal opportunity employer. If you need assistance or an accommodation due to a disability for any phase of the hiring process, please contact our Disability Compliance Office at [dco@saccounty.gov](mailto:dco@saccounty.gov) or 916-874-7642, CA Relay 711.*