



The Sacramento County Department of Airports invites applications for  
**Deputy Director of Maintenance**  
(apply as Deputy Director of Operations and Maintenance)

Sacramento International Airport (SMF), Mather Airport (MHR),  
Executive Airport (SAC), Franklin Field (F72)  
Sacramento, CA

*EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH*



## The Department

---

The Sacramento County Department of Airports (SCDA) is responsible for planning, developing, operating, and maintaining the County's four airports. Operated as an Enterprise Fund, the Department is financially self-supporting, with expenses paid by revenue generated from businesses and individuals who use the airports. No local tax dollars flow to SCDA. SCDA's operating budget for the fiscal year through June 30, 2025 (FY 2025) is \$318.5 million, including \$60.2 million in debt service. The FY 2025 5-Year Capital Improvement Program (CIP) totals \$1.7 billion.

SCDA's mission is to put people at the center of every trip, every experience, every day, and their vision is to be the most loved airport. SCDA's core values are to:

- **Start With The Customer:** Our passengers are our top priority and everything we do should help us in delivering an experience that makes them feel at home.
- **Make Something Better Today:** We refuse to settle for the way things are and see every day as an opportunity to improve.
- **Collaborate:** We are stronger together. We're able to accomplish more for our customers and each other through shared goals and mutual support.
- **Be Transparent:** We communicate internally and externally with unwavering candor, honesty and respect.
- **Own It:** We are a team of doers. We take pride in what we do, and we take responsibility for the opportunities placed before us.

By putting these values to work every day, SCDA has succeeded time and time again in leading the airport industry in new ways to be faster, more effective, and more sustainable in serving our passengers and wider community. For example, in the last two years, SCDA has received myriad awards for various initiatives and has been first in the nation to accomplish safety milestones, first in the County to use alternative project delivery methods and soon will be first in the country to get a low-interest loan from the federal government. SCDA leaders also contributed to elements of the 2024 FAA Reauthorization legislation and were instrumental in changing legislation in California that ensures rental car customer facility charges do not sunset. Individual SCDA leaders have also been recognized for industry leadership in 2023 and 2024, including the Director of Airports and each of the Deputy Directors for Finance & Administration, Commercial Development and Planning & Development.



## The Airports

**Sacramento International Airport (SMF)** - This airport opened in 1967, occupies approximately 6,000 acres of land in unincorporated Sacramento County 10 miles north of downtown Sacramento, and is the only commercial service airport in the County. Passenger traffic recovery post-pandemic has been strong for this medium-hub airport, serving over 13.2 million passengers in the fiscal year ending June 30, 2024 (FY 2024), surpassing 2019 numbers. SMF is currently served by AeroMexico, Air Canada, Alaska/Horizon, American, Delta, Frontier, Hawaiian, JetBlue, Southwest, Spirit, United and Volaris airlines, with a total of 176 daily departures to 47 nonstop destinations. Prior to the COVID-19 pandemic, SMF experienced seven consecutive years of passenger growth that had escalated to double digits. With passenger levels once again breaking records and the region thriving, SCDA has been in a unique position to holistically re-envision land use and the facilities needed to meet the demands of today and tomorrow. The Airport is currently transitioning from the planning stages to implementation of a \$1.3B capital program, SMForward. The program is adding needed gates and other facilities in the terminal area including an elevated pedestrian walkway, garage, ground transportation center, consolidated rental car facility, and roadway improvements.



## The Airports *(continued)*

---

**Mather Airport (MHR)** - This 100-year-old airport is located about 12 miles east of the City of Sacramento in unincorporated Sacramento County and was inherited from the Air Force in the 1990s. Mather serves air cargo (UPS and DHL), corporate aviation and general aviation and hosts the annual California Capital Airshow each fall. The 2,253-acre airport is a major asset, with significant developable acreage and one of the longest runways in California at 11,000 feet. SCDA is currently rehabilitating the asphalt and concrete sections of the runway and will install a Category III ILS as part of the project. SCDA is also in the early planning stages for additional air cargo facilities and infrastructure. Modern Aviation provides FBO services and facilities at the airport and operates the fuel tanks on behalf of SCDA.

**Executive Airport (SAC)** - This busy general aviation airport occupies 520 acres within the limits of the City of Sacramento, about 3 miles south of downtown. Unlike the other airports that are owned and operated by SCDA, Executive Airport is owned by the City of Sacramento and leased to the County under a 25-year evergreen lease. Modern Aviation provides FBO services and facilities at the airport and operates the fuel tanks on behalf of SCDA. Given the current operating and capital costs of this airport (expected to total \$24.2 million in the next few years), there is a need to create a more financially sustainable operating model.

**Franklin Field (F72)** - This airport is located 20 miles south of Sacramento in unincorporated Sacramento County. The 496-acre uncontrolled general aviation facility is used primarily for training operations and crop dusting. There is limited development opportunity due to having an elevation below the 100-year flood plain, which means it routinely floods.





## The Community

---

Sacramento County covers 984 square miles and is home to the California state capital, 1.6 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 600,000.

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 parks, 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 the five-member Sacramento County Board of Supervisors, elected on a non-partisan basis to serve staggered four-year terms, each representing one of the County's 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, Public Safety and Justice, Social Services, and Community Services. The Director of Airports reports to the Deputy County Executive for Community 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 and Regulation, 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 2024-25 budget is approximately \$8.8 billion, and it has more than 13,600 full-time employees.



**SACRAMENTO INTERNATIONAL AIRPORT**



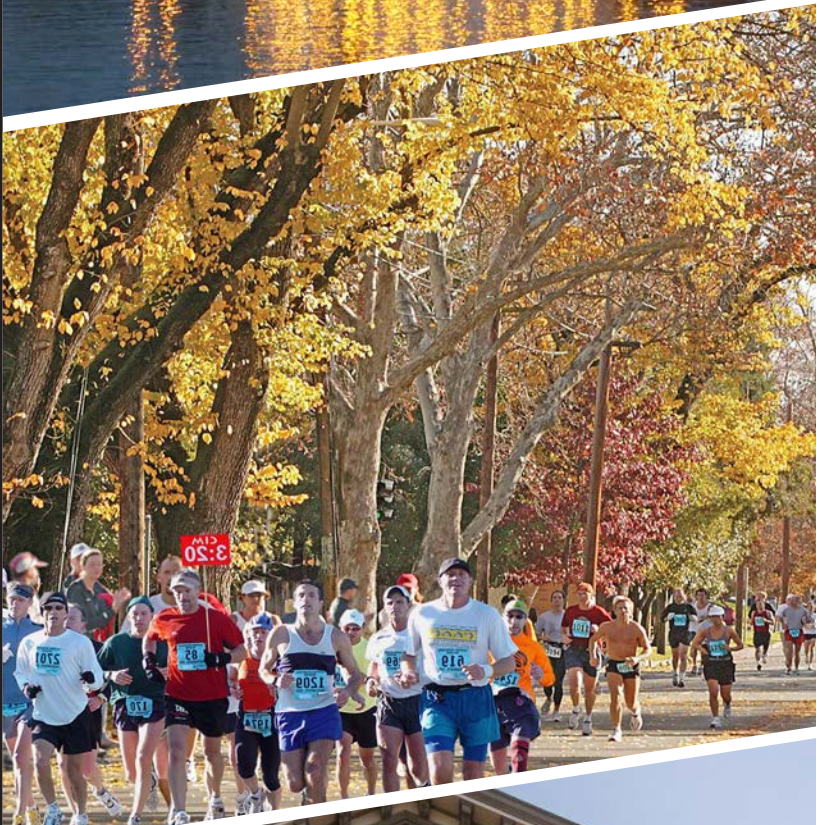
## The Position

The Deputy Director of Maintenance is a new standalone position with responsibilities that have been performed by the Deputy Director of Operations & Maintenance, who is now the Deputy Director for Operations. The growth in activity at the County's four airports, large number of staff who operate and maintain the airports, and increasing complexity of technology and regulations have prompted the addition of a new Deputy Director position to lead the new maintenance division.

The Deputy Director of Maintenance directly oversees six direct maintenance sections - Airfield Maintenance, Parks Maintenance, Equipment Maintenance, Building & Custodial Services, Facilities Maintenance, and Facilities - and indirectly manages the work of the County's Department of General Services which has staff seconded to the four airports. In addition, the maintenance division handles ADA compliance, the Art Program, and all critical building system contracts.

Reporting to the Director of Airports, this role entails significant administrative responsibilities, including managing a division dedicated to ensuring the smooth functioning of airport facilities and equipment. The Deputy Director manages a staff of 121 full-time employees, and coordinates closely with other Airport divisions, County departments, external agencies, and the public to align maintenance functions with broader organizational goals.





## Key Responsibilities

---

- Develops and manages the division's budget.
- Researches, recommends, and implements a variety of maintenance practices, policies, procedures, systems, and equipment.
- Forecasts needs for staffing, equipment, and supplies, and implements necessary adjustments.
- Crafts and enforces policies and procedures to enhance service delivery and operational efficiency.
- Addresses sensitive customer inquiries and complaints.
- Plans, organizes, and directs the day-to-day maintenance of County-operated airports in compliance with federal regulations.
- Participates in professional meetings.
- Keeps abreast of industry trends and innovations.

Supervising a diverse team, including lower-level management, technical and clerical staff, the Deputy Director ensures compliance with state and federal regulations in the day-to-day maintenance of airport facilities. The role also involves developing and implementing a preventive maintenance program, managing agreements and contracts for services, and representing the Director of Airports in their absence.

## Required Education and Experience

---

- Bachelor's Degree from an accredited college or university.
- Five (5) years of full-time paid management experience in airport ground operations, covering emergency services, security, and maintenance.
- Relevant supervisory experience can substitute for the educational requirement on a year-for-year basis.

For a full job description, [click here](#).



## The Ideal Candidate

---

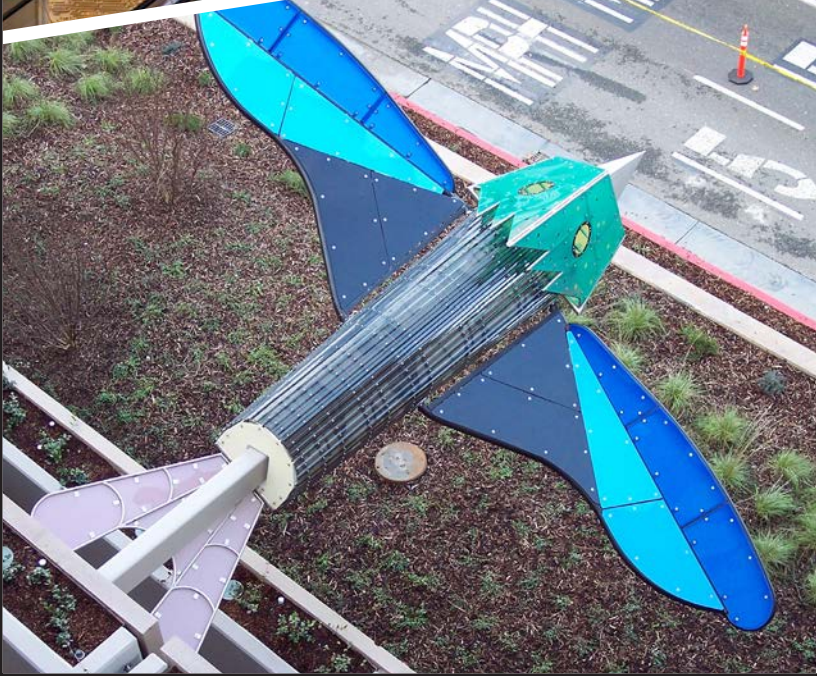
The ideal Deputy Director of Maintenance candidate will be adept at anticipating the needs of the travelling public, tenants and colleagues in other airport divisions to ensure equipment, facilities and service providers always perform optimally at the County's four airports. They will have an enterprise-wide perspective bolstered by strong communication skills, the ability to work seamlessly with other stakeholders, and the skills to lead the newly formed Maintenance Division. Specifically, the ideal Deputy Director will possess the following capabilities:

**Strategic Approach to Airport Maintenance** - The Deputy Director will be adept at continually assessing the condition and functionality of SCDA's many complex facilities and identifying when and what type of investment is needed based on asset life cycles and affordability considerations. They will proactively develop and execute a strategic plan for the standalone maintenance division that advances the goals of the County, and both supports and informs the Department's initiatives.

**Division Leadership** - The ideal Deputy Director will create a sense of mission and esprit de corps for the new division and will also take steps at a practical level to ensure the division operates effectively. For example, they will create and transition current multi-purpose job classes to Airport Facility/Maintenance job classes.

**Multi-Disciplinary Expertise** - The ideal Deputy Director of Maintenance will have the expertise to lead staff in many different disciplines. They will ensure effective management of numerous multimillion-dollar contracts for services such as janitorial, baggage handling, Jet Bridge Maintenance, Elevators/Escalators, and the Automated People Mover. The ideal candidate will also be innovative in leading developing a department-wide Computer Maintenance Management System (CMMS), advancing the Critical Equipment Replacement Plan (CERP), developing and executing a strategic plan for zero-emission vehicles for SCDA, decommissioning the Automated People Mover (APM), and putting in place a 24/7 Maintenance Call Center. This Deputy Director will also have the skills to manage an Art Program, work toward full compliance with the Americans with Disabilities Act and inspire custodians.





## The Ideal Candidate (*continued*)

---

**Operational Readiness and Airport Transition (ORAT)** - The Deputy Director will ensure new facilities open successfully by providing input throughout the design and construction processes, ensuring there is adequate testing and remediation prior to opening to ensure the people, equipment, systems, and facilities are operationally ready as the facilities open. Over the next 4-5 years, this will mean working hand-in-hand with the SMForward team to ensure the maintenance team seamlessly takes over the various new facilities as they are completed. The Master Plan Update that is currently underway will identify additional facilities that will be needed to serve our airlines, tenants, and passengers in the longer-term, and for which ORAT will also be critical.

**People Skills** - The Deputy Director must be able to communicate effectively to ensure that maintenance of the airports continually moves in the desired direction. The ideal candidate must be organized and well disciplined, and able to evaluate the performance of staff, provide regular feedback regarding the quality and quantity of work performed; provide employees with the guidance and direction needed to correct deficiencies; and work with employees to help improve individual and operational productivity.

**Enterprise-Wide Leader** - The Deputy Director will help lead cultural change in a way that enhances communication within SCDA, both across the different divisions and within the division. They will also have the leadership ability to articulate a vision for the future and a sense of shared purpose that motivates staff and gives them the tools for managing their own work and relationships with tenants and customers.

## Salary and Benefits

---

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is \$180,090 - \$198,547 annually plus an additional 3.35% management incentive. A starting salary above \$180,090 is achievable for the exceptional candidate. Relocation assistance may be available.

### The Attractive Benefits Program Includes:

**Retirement** – The County's Retirement plan is provided by the County Retirement Act 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 contributions to the 457(b) are at least 1% of gross salary continuously throughout the year.

**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.

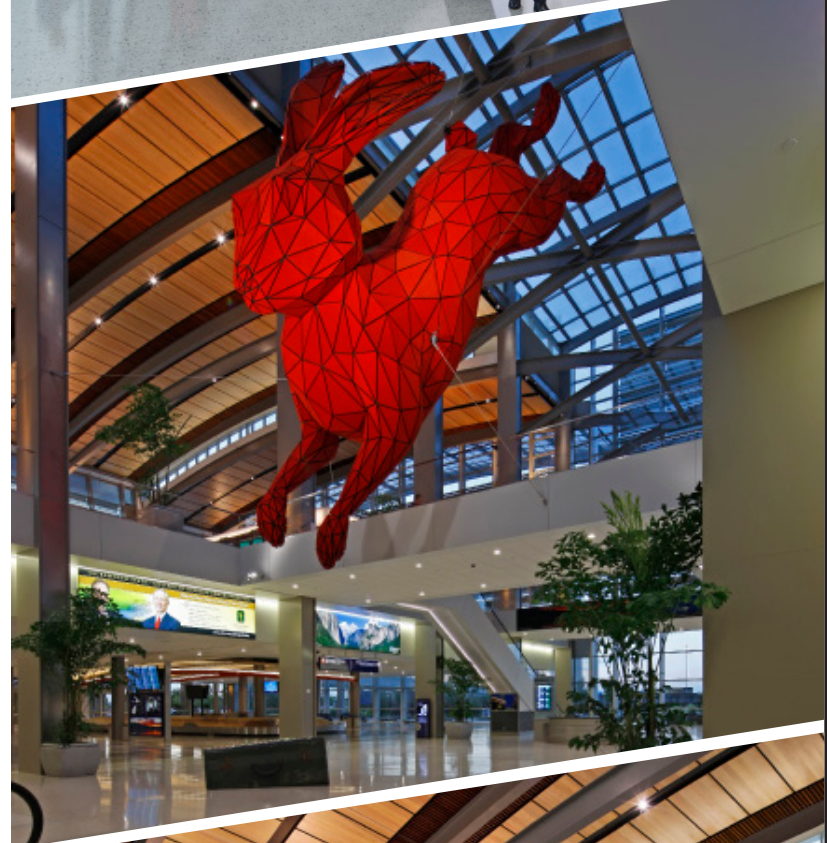
**Holidays** – 14.5 paid holidays per year.

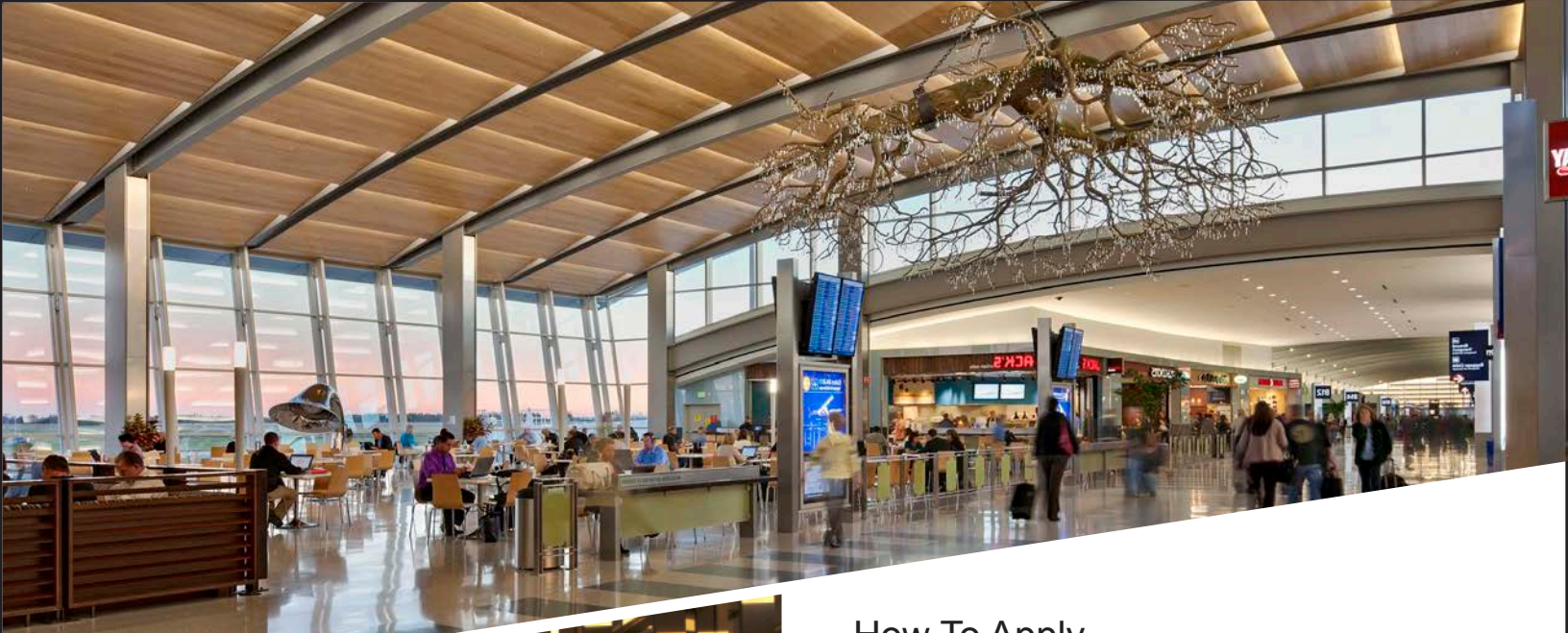
**Vacation** – Two to five weeks (based upon the length of service) of paid vacation.

**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 \$25.00 per pay period 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, applicants must submit separate applications to both ADK and the County of Sacramento.

- To apply through ADK, [click here](#).
- To apply through the County of Sacramento, [click here](#).

**Deadline for applications is September 2, 2024, 5pm Pacific Time.**

Following the filing deadline, applicants will be screened according to the qualifications listed above. The most qualified candidates will be invited to participate in the interview and selection process.

The contact for this search is:

**Rod Dinger, A.A.E.**  
[rod@adkexecutivesearch.com](mailto:rod@adkexecutivesearch.com)

**Please note:** After your application is complete, you will receive an important email from us. Please check your inbox and your junk/spam folder, and if you have not received our email, please notify us at: [admin@adkexecutivesearch.com](mailto:admin@adkexecutivesearch.com).

The Sacramento County Department of Airports is an equal opportunity employer.

