



The Sacramento County Department of Airports invites applications for

SENIOR AIRPORT MANAGER, MAINTENANCE

(APPLY AS SENIOR AIRPORT MANAGER)

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





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 Adopted Fiscal Year (FY) 2025-26 Budget is approximately \$8.9 billion, and there are more than 12,800 budgeted full-time employees.

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, 2026 (FY 2026) is \$329.9 million, which includes \$48.1 million allocated for debt service. The FY 2026 5 year Capital Improvement Program (CIP) totals \$1.3 billion with \$1.29 billion dedicated to the SMForward initiative and \$427 million earmarked for additional capital projects at Sacramento International (SMF) and the County's three other airports.

SCDA's mission is to put people at the center of every trip, every experience, every day. Our 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 the wider community.

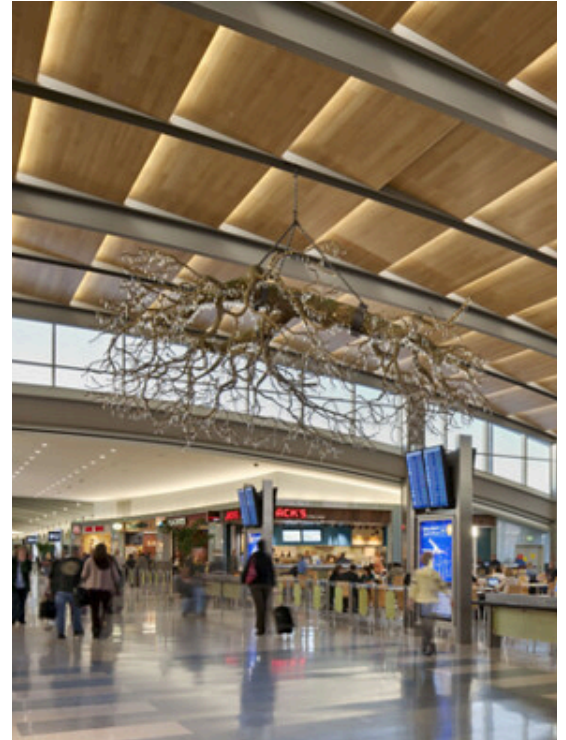
For example, in the last two years, SCDA has received myriad awards for various initiatives and has been first in the nation to accomplish safety management system milestones, first in the County to use alternative project delivery methods, and was the first in the country to get a low-interest TIFIA 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. In addition, the Airline Pilots Association International named SMF Airport of the Year, recognizing the work of the Airport's operations staff.



THE DEPARTMENT CONTINUED

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/Hawaiian, American, Delta, Frontier, JetBlue, Southwest, Spirit, United and Volaris airlines, with a total of 187 daily departures to 52 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.



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.

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 POSITION

The Senior Airport Manager position resides within the maintenance division at SCDA and coordinates closely with other Airport divisions, County departments, external agencies, and the public to align maintenance functions with broader organizational goals.

The Senior Airport Manager will oversee six sections including Airfield Maintenance, Building Services, Equipment Maintenance, Facilities, Infrastructure, and Parks Maintenance – and maintain a coordinative relationship with the County's Department of General Services which has staff assigned to the four airports. In addition, the maintenance division is responsible for ADA compliance, the Art Program, and all critical building system contracts.

Reporting to the Deputy Director of Maintenance, this role entails significant administrative responsibilities, including supporting a division dedicated to ensuring the smooth functioning of airport facilities and equipment. The maintenance division includes a staff of 121 full-time employees.

Key responsibilities include:

- Setting a professional and customer service-oriented tone for the team.
- Researching, recommending, and implementing a variety of maintenance practices, policies, procedures, systems, and equipment.
- Translating strategic objectives into actionable tasks and driving their completion.
- Ensuring compliance with legal and regulatory requirements and managing risk.
- Managing relationships, ensuring effective communication, and coordinating with other sections to support the objectives and priorities of the division and broader department.
- Addresses sensitive customer inquiries and complaints.
- Crafting and enforcing policies and procedures to enhance service delivery and operational efficiency.
- Keeping abreast of industry trends and innovations.

MINIMUM QUALIFICATIONS

Completion of a Bachelor's Degree, or higher, from an accredited college or university.

AND

Either: 1. Three years of full-time paid experience employed by the County of Sacramento in the class of Airport Manager.

Or: 2. Three years of full-time paid management level experience or higher, at an airport or in the aviation industry.

Or: 3. Three years of full-time paid management level experience in retail property/tenant management or commercial real property leasing.

Or: 4. Three years of full-time paid management level experience in communications, marketing, or public relations and media. In order to be qualifying, experience in these areas must have included responsibility for policy planning and program development.

Note: Additional experience at the level of and in one of the areas listed above can be substituted for the required education on a year for year basis. (30 semester units or 45 quarter units = 1 year of experience.)

THE IDEAL CANDIDATE

The Senior Airport Manager 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, and a commitment to operational continuity and system resiliency. Specifically, the ideal Senior Airport Manager of Maintenance will possess the following capabilities:

- **Strategic Approach to Airport Maintenance** - The Senior Airport Manager will be proficient 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 possess the ability to view Department initiatives in the widest possible context to create credible, actionable short-term, intermediate-term, and long-term plans in service of a strategic vision while retaining flexibility to adjust as needed. This includes a comprehensive awareness of major infrastructure and utility systems such as sewer and lift stations, chillers, boilers, and potable water systems, ensuring that long-term investment and lifecycle planning account for both airside and landside operational needs. They must also demonstrate strategic awareness while exercising tactical-level problem resolution, ensuring that operational challenges are addressed at the appropriate level and escalated when necessary to safeguard mission success.
- **Leadership** - The ideal candidate will create a sense of mission and esprit de corps for the division and will also take steps at a practical level to ensure the team operates effectively. For example, they will create robust staff development initiatives focused on quality recruitment, retention, and job-specific core competencies. They will also create and transition current multi-purpose job classes to Airport Facility/Maintenance job classes.
- **Multi-Disciplinary Expertise** - The ideal candidate 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 custodial, baggage handling, passenger boarding bridge maintenance, and the Automated People Mover (APM). They will also be instrumental in developing and maintaining a comprehensive asset management strategy, implementing a department-wide Computerized Maintenance Management System (CMMS), advancing facilities maintenance projects, developing and implementing a strategic plan for zero-emission vehicles, decommissioning of airport system facilities as required, and putting together a 24/7 Maintenance Call Center. In addition, the Senior Airport Manager must maintain awareness of other critical airport systems, including power and power distribution, elevators, escalators, moving sidewalks, lighting, fire suppression and emergency egress systems, sewer and lift stations, chillers, boilers, potable water systems, as well as the maintenance of airport fire apparatus and law enforcement and operations vehicles. Oversight of these systems requires a proactive approach to preventive maintenance, rapid response to failures, and effective coordination with internal and external stakeholders to ensure safety, compliance, and uninterrupted service.



THE IDEAL CANDIDATE CONTINUED



- **Enterprise-Wide Leader** - The ideal candidate will understand the unique challenges and opportunities inherent in the Department and County structure and possess the demonstrated ability to resolve organizational challenges to department and division goals. They will support the mission and vision for the division with a shared sense of purpose that motivates staff and gives them the tools for managing their own work and relationships with tenants and customers. They must also demonstrate strong stakeholder collaboration skills, including the ability to negotiate for collaborative discussions, foster enterprise-wide awareness, and represent the Maintenance division effectively in County and airport-wide initiatives. The Senior Airport Manager will be expected to build trust-based relationships with tenants, contractors, airlines, community members, and regulatory partners while facilitating joint decision-making that balances operational needs, customer service, and long-term resilience. Equally important is the awareness to identify and elevate potentially sensitive or high-impact issues to senior leaders, ensuring transparency and alignment with organizational priorities.
- **People Skills** - The ideal candidate must be able to collaborate and communicate effectively to ensure that maintenance of the airports continually moves in the desired direction. They 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 guidance and direction to correct deficiencies, and work with employees to help improve individual and operational productivity.
- **Regulatory Compliance Awareness** - The Senior Airport Manager of Maintenance must be well-versed in regulatory compliance to ensure maintenance operations fully support airport safety, security, accessibility, and workplace health. This includes FAR Part 139, which governs airport certification through inspections, pavement maintenance, safety areas, markings, lighting, and emergency preparedness; FAR Part 77, which regulates obstructions to navigable airspace and requires coordination with the FAA; TSR 1542, which sets airport security requirements for access control, fencing, lighting, and TSA coordination; OSHA standards, which mandate safe working conditions including hazard communication, fall protection, confined spaces, electrical safety, and PPE; ADA requirements, which ensure accessibility for all passengers and compliance with federal disability standards; and State Department of Aeronautics requirements, which reinforce airport safety, operational reporting, and compliance with state-level standards that complement federal regulations. By maintaining expertise in these areas, the Senior Airport Manager ensures maintenance programs preserve infrastructure integrity, sustain federal and state certifications, protect airspace safety, strengthen airport security, advance accessibility, and safeguard employee health.

COMPENSATION

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is **\$145,992.96 - \$160,963.92 annually** plus an additional 3.35% management incentive for a combined total of **\$150,883.72 - \$166,356.21**.

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.

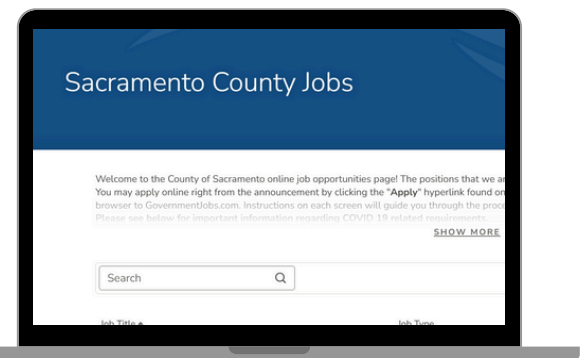
The attractive benefits program includes:

- **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**.

For immediate consideration for this excellent opportunity, please submit your application by 5:00 p.m. on September 26, 2025. The final cut-off date is October 17, 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 Rebecca Eaton via email at eatonr@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 or 916-874-7642, CA Relay 711.