



SUSTAINABILITY MANAGER

*(Apply as
PRINCIPAL PLANNER)*





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) 2024-25 Budget is approximately \$8.8 billion, and there are more than 13,600 full-time employees.

THE POSITION

The County's Sustainability Manager is responsible for developing and overseeing a wide variety of sustainability programs and special projects. The sustainability programs may address topics such as climate adaptation, sea level rise, energy efficiency and green buildings, infrastructure and services, transportation modes and commute alternatives, and environmentally friendly purchasing.

The position reports to the Deputy County Executive, Administrative Services.

Key responsibilities of the position include:

- Developing and coordinating sustainability related programs
- Overseeing and coordinating the implementation of the County's Climate Action Plan policies
- Overseeing projects and programs to reduce county and community generated greenhouse gasses with the objective of improving the Sacramento County environment
- Leading a Climate Emergency Mobilization Task Force to oversee the development and implementation of a climate emergency response plan
- Fostering community engagement and collaboration with industry experts to achieve program objectives
- Facilitating cross departmental planning efforts
- Leading or coordinating special projects on behalf of the Deputy County Executive, Administrative Services
- Performing research and analysis on policies, government reports and legislation
- Coordinating cross departmental funding and fiscal braiding opportunities
- Provide highly complex staff assistance to the County Executive Office



IDEAL CANDIDATE

The County of Sacramento is seeking an ambitious and dynamic leader to effectively develop and manage a diverse range of sustainability programs and special projects. The ideal candidate will:

- Possess the wide breadth of knowledge and experience needed to execute the County's critical sustainability objectives
- Collaborate effectively with internal and external stakeholders
- Develop and execute comprehensive programs and strategic initiatives
- Utilize technical acuity to solve complex community issues
- Lead, mentor and motivate staff and external stakeholders in achieving program objectives
- Build positive and collaborative relationships with the Board of Supervisors, County leadership, staff and customers
- Be an effective and trusted leader and change agent
- Motivate, engage and assist County staff in formulating and implementing comprehensive process improvements and culture change initiatives.
- Effectively manage various competing priorities and projects.
- Professionally and effectively represent the County of Sacramento in interactions with elected officials, the public, customers, other government organizations, etc.

MINIMUM QUALIFICATIONS

Applicants must demonstrate they meet the minimum qualifications for the Sustainability Manager (Principal Planner) exam. The Minimum Qualifications for this position are as follows:

Either: 1. One year of full-time paid experience employed by the County of Sacramento in the class of Senior Planner.

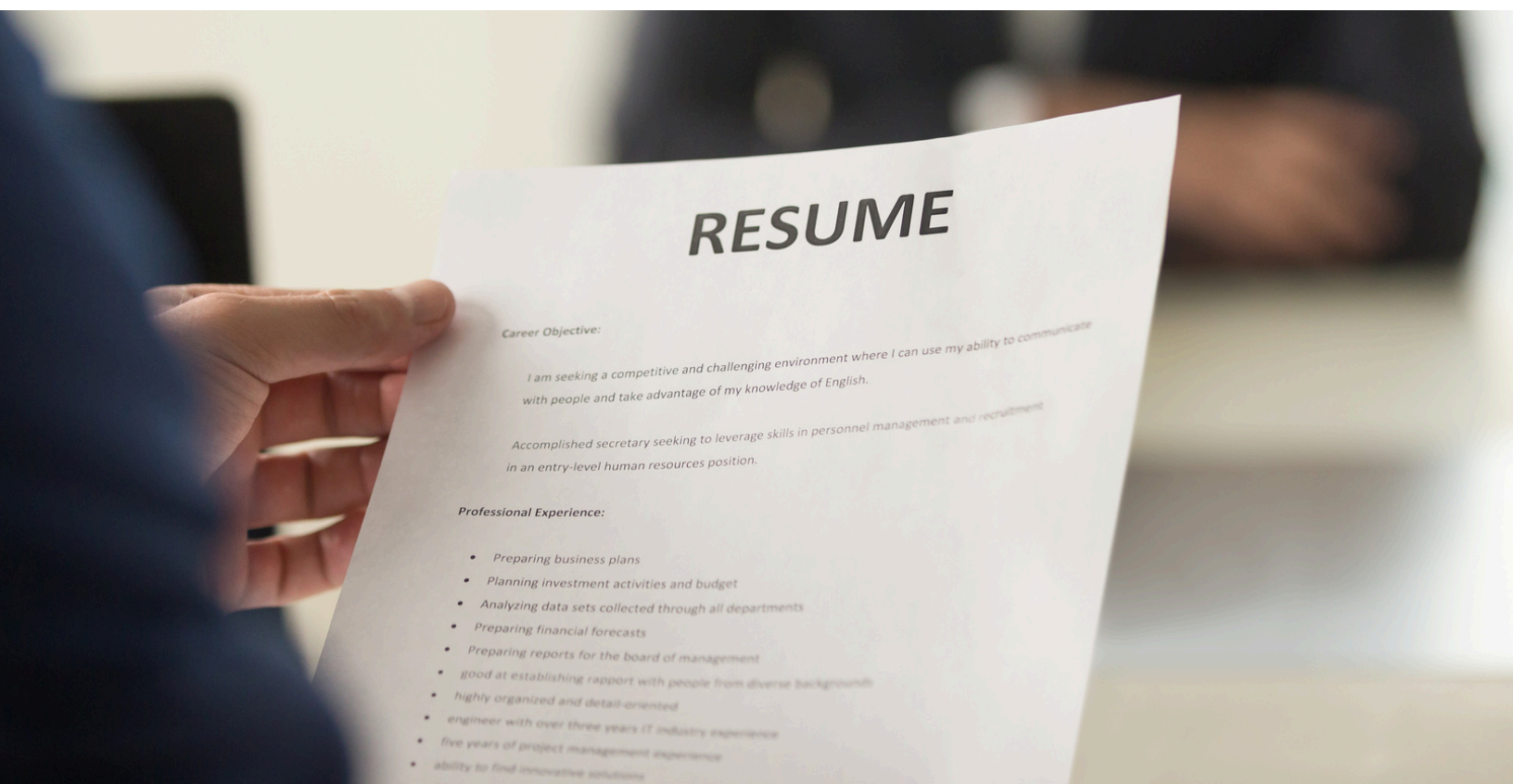
Or: 2a. Three years of full-time paid professional experience in environmental, urban and/or regional planning which must have included performing analytical duties in one of the following kinds of planning activities associated with a planning agency: comprehensive, regional, area, or community planning; public infrastructure environmental analysis; plan/proposal review; general plan amendments; CEQA/NEPA document preparation; zoning; land division; housing administration; information services; urban renewal; or planning administration; of which one year must have been in a management capacity;

And

2b. A Bachelor's Degree or higher from an accredited college or university in public administration, ecological studies, environmental planning and management, environmental studies, geography, natural resources, urban or regional planning or other field closely related to the intent of the class.

Or: 3. Seven years of full-time paid professional experience in environmental, urban and/or regional planning which must have included performing analytical duties in one of the following kinds of planning activities associated with a planning agency: comprehensive, regional, area, or community planning; public infrastructure environmental analysis; plan/proposal review; general plan amendments; CEQA/NEPA document preparation; zoning; land division; housing administration; information services; urban renewal; or planning administration; of which one year must have been in a management capacity.

Note: Related fields above may include archaeology, anthropology, architectural history, biology, botany, business administration, climatology, economics, engineering, geology, historic preservation, hydrology, political science, range management, recreation administration (outdoor resource management), watershed management, and wildlife management.

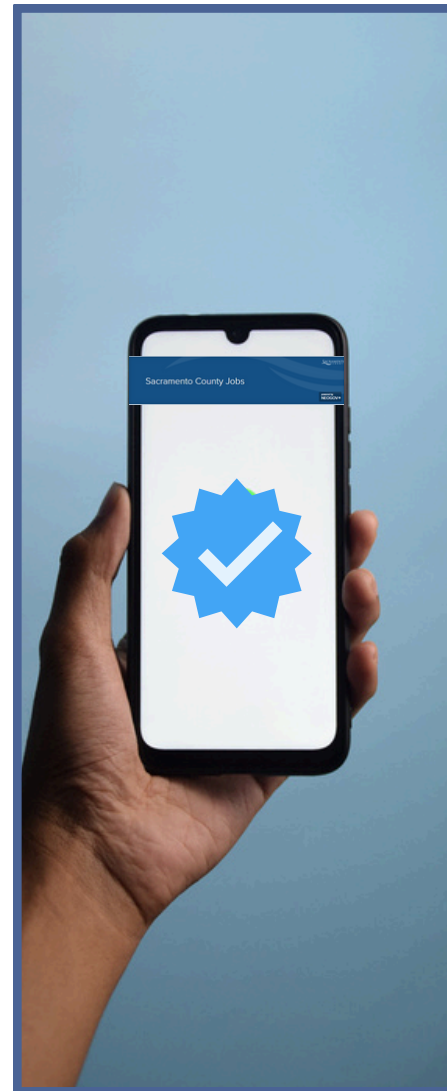


COMPENSATION

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is \$145,429.20 – \$160,337.52 annually plus an additional 3.35% management incentive for a combined total of \$150,301.08 - \$165,708.83.

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 job site at www.saccountyjobs.net.

To be immediately considered for this opportunity, apply by **Thursday, May 8, 2025**. Interviews tentatively scheduled for the week of May 19, 2025.

Following the filing deadline, applicants will be screened according to the qualifications outlined above. 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 DPS-Recruitment@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.