



Executive Director



This is an exceptional opportunity to lead one of the San Joaquin Valley's leading Metropolitan Planning Organizations.

The Fresno Region

Located in the geographic center of California, the Fresno County region encompasses 6,000 square miles and is home to an incredibly diverse population of just over one million residents. It is the home of California's fifth largest city, the City of Fresno, with a population of 547,000, and a Census qualifying urban area of approximately 725,000 in population. The region also contains fourteen smaller incorporated cities whose population ranges in size from 3,600 – 126,000.

Fresno County is also the nation's top agricultural county with annual revenues of over \$8 billion.

One of the Fresno region's most attractive features is the choice of affordable lifestyles for its residents including urban, small town and rural living opportunities. Due to its central California location, residents of Fresno County are never more than a few hours away from a variety of recreational opportunities, be it boating, skiing or mountain activities in the Sierra Nevada, enjoying the beaches of the central California coast, convenient access to Yosemite, Sequoia, and Kings Canyon national parks. In addition, Fresno residents are also within a two-to-three-hour drive to the Los Angeles metropolitan area and the San Francisco Bay area and the many visitor opportunities they offer.

In addition, the Nation's first high-speed rail station will be opening in downtown Fresno. As the centerpiece of California's high-speed rail system, it is sure to be a regional attraction.

About the Fresno Council of Governments

The [Fresno Council of Governments](#) (COG) is a voluntary association of local governments originally formed in 1967. It is a single county (Fresno) COG governed by a sixteen member Policy Board comprised of the mayors of the fifteen incorporated cities in Fresno County and a representative from the Fresno County Board of Supervisors.

COG was originally formed as a cooperative body for the discussion and resolution of issues which go beyond jurisdictional boundaries. Subsequent federal and state laws institutionalized such efforts with a primary focus on long range transportation planning and programming. Over time, Fresno COG's regional planning efforts have shifted to "integrated planning" with a focus on the relationship between transportation, land use, housing, air quality and climate change planning.



The Position

The Fresno Council of Governments (Fresno COG) Executive Director is responsible for the development, management, and coordination of the agency's Overall Work Program (OWP) activities as directed by the Fresno COG Policy Board. The Executive Director is also responsible for developing public policy recommendations in the areas of transportation, air quality, housing and land use for the Fresno COG Policy Board's consideration.

In addition to administration and management of the annual fiscal year OWP, the Executive Director is responsible for ensuring that Fresno COG fulfills its role and legal obligation to serve as the federally designated Metropolitan Planning Organization (MPO) responsible for federal transportation matters in the Fresno County region, and as the State of California designated Regional Transportation Planning Agency (RTPA) for state transportation matters. In this role, the Executive Director is administratively responsible for development and implementation of the Fresno County region's Regional Transportation Plan/Sustainable Community Strategy (RTP/SCS), which is the Fresno County region's long-range multi-modal transportation vision.

These responsibilities are key to the Fresno County region's continued success in obtaining state and federal transportation funding. Implementation of the RTP/SCS also requires that our region demonstrate "Transportation Conformity" to ensure the identified long-range transportation vision will not negatively impact the San Joaquin Valley's regional air quality.

Additional administrative responsibilities include programming and delivery oversight for over 300 multimodal transportation projects totaling nearly \$663 million included within our Federal Transportation Improvement Program (FTIP), and allocation of our numerous federal-aid funding programs through a formula-based program and a regional competitive bid pot process.



The Ideal Candidate

Are you a dynamic and strategic leader with a proven track record in addressing regional challenges? Fresno COG is seeking an exceptional Executive Director to lead with vision and innovation. This role demands a professional who can navigate a fast-paced environment while inspiring creativity and productivity. The Executive Director should be proactive and a forthcoming, honest and skilled communicator with the ability to foresee and respond to issues/concerns of both the public and the Board. This individual should have knowledge of federal, state, and local politics and practical experience affecting policy change.

Key Qualifications:

- » **Strategic and Tactical Acumen:** Strong analytical skills and sound decision-making abilities.
- » **Leadership Excellence:** Proven ability to inspire and motivate a team, fostering a culture of collaboration and high performance.
- » **Innovative Visionary:** National perspective with a solid professional reputation both regionally and nationally.
- » **Transportation Expertise:** Deep understanding of transportation funding, project delivery, and regional transportation and land use planning.
- » **Comprehensive Knowledge:** Familiarity with demographics, air quality, housing demand, and natural resource protection.
- » **Diverse Perspective:** Awareness of urban, suburban, and rural issues, with experience in Council of Government environments being highly favorable.

Desired Attributes:

- » **Exceptional Communicator:** Builds strong relationships with local, regional, state, and federal stakeholders.
- » **Visionary Leader:** Embraces technological advancements impacting transportation and community interaction.
- » **Inclusive Advocate:** Promotes diversity and inclusion, addressing the needs of underserved communities.
- » **Political Savvy:** Demonstrates a track record of leading organizational change with high performance standards.
- » **Supportive Mentor:** Values staff input and expertise, fostering professional development and a culture of trust and accountability.
- » **Collaborative:** A leader who can bring diverse views/groups together and work collaboratively toward a solution.

■ Knowledge & Abilities

The successful candidate will have a demonstrably proven track record as a successful administrator of an agency similar to a Metropolitan Planning Organization (MPO) or a Regional Transportation Planning Agency (RTPA). To meet this test, the successful applicant will possess expertise in core MPO/RTPA functions and other regional responsibilities including:

- » **Leadership and Consensus Building:** Demonstrated record of leadership and regional consensus building in the public sector.
- » **Legislative Budgetary Processes:** Knowledge of federal, state, and local legislative budgetary processes, regulations, and requirements.
- » **Funding Programs Expertise:** Expertise in federal, state, and local funding programs, including transportation sales taxes and development impact fees.
- » **Regional Transportation Plan Development:** Experience in developing and approving a Regional Transportation Plan (RTP) and Sustainable Community Strategies at both the regional policy board level and the California Air Resources Board (CARB).
- » **Federal Transportation Improvement Program Administration:** Understanding and administration of a Federal Transportation Improvement Program (FTIP).
- » **Transportation Development Act Administration:** Administration of the Transportation Development Act (TDA).
- » **Federal-Aid Transportation Programs:** Administration of various federal-aid transportation programs, including Congestion Mitigation & Air Quality (CMAQ) and Surface Transportation.
- » **Airport Land Use Commission:** Administration of the Fresno County Airport Land Use Commission.
- » **Air Quality Conformity:** Ensuring that the Regional Transportation Plan and Sustainable Communities Strategy qualify for the San Joaquin Valley Air Quality Conformity Determination.
- » **Measure C Project Delivery:** Collaboration with the Fresno County Transportation Authority to deliver transportation projects identified in the 2006 Measure C Expenditure Plan.
- » **Measure C Renewal Expenditure Plan:** Working with the Fresno County Transportation Authority, Fresno COG's 16 member agencies, and the public to develop a Measure C Renewal Expenditure Plan that meets the voter approval threshold.
- » **Grant Administration:** Serving as the administrator/fiscal agent for various federal and state planning grants administered by the Fresno Council of Governments.
- » **Lobbying Efforts:** Providing regional leadership for the Fresno COG One Voice lobbying trips to Sacramento and Washington DC, and the Valley Voice lobbying trips to Sacramento and Washington DC.
- » **Freeway Service Patrol Management:** Administration and contract management for the Fresno COG Freeway Service Patrol.
- » **Sustainable Transportation Leadership:** Leading the Fresno region towards a sustainable transportation future that balances multi-modal transportation while reducing vehicle miles traveled and criteria pollutants.
- » **San Joaquin Joint Powers Authority Representation:** Serving as the Fresno COG staff representative on the San Joaquin Joint Powers Authority (SJJPA).
- » **Climate Change Goals:** Collaborating with the California Air Resources Board and various state agencies to develop a long-range regional transportation plan and sustainable communities' strategy that meets California's climate change goals.

Education and Experience

The successful applicant will possess a combination of experience and education that would supply the knowledge, skills, and abilities to perform the job of Executive Director at a high level. Typically, that would include ten years of progressively responsible, professional planning experience in combination with supervisory, and administrative experience in multimodal transportation planning, programming, and administration. A bachelor's degree from an accredited university in planning, engineering or public administration or a closely related field would be expected; a master's degree is preferred.

Professional Certification - AICP certification is desirable.



■ Measure C – Fresno County's 1/2 Cent Sales Tax

The Fresno COG Executive Director also works closely with the Fresno County Transportation Authority, developing and updating Fresno County's Measure C Expenditure Plan. Measure C is an existing Fresno County 1/2 cent sales tax for transportation purposes. The Measure C Expenditure Plan identifies the policy guidance, projects and programs that are to be funded with the approximately \$1.7 billion in sales tax revenues that will be raised by the current Measure over the twenty-year life of the sales tax measure (2006- 2027). Given that the current Measure C sales tax is set to expire in 2027, the new Fresno COG Executive Director will be expected to work closely with the Fresno County Transportation Authority staff to provide strong regional leadership during the development of a new Measure C Renewal Expenditure Plan able to meet the voter passage threshold (currently 2/3rds). This will require an Executive Director that has the professional skill set to develop regional consensus when working with elected officials, the public and private sectors, as well as community-based stakeholders.

In addition, the Fresno COG Executive Director serves as the public administrator for the Fresno County Regional Transportation Mitigation Fee (RTMF) Agency. The RTMF is a development impact fee enacted through the passage of the Measure C Extension in 2006. It is collected to mitigate the impacts of all new development on the regional transportation system in Fresno County.

Fresno COG also implements the Measure Senior Scrip, Carpool Incentive, Commuter Vanpool and Agricultural Worker Vanpool Subsidy Programs, as well as the Transit Oriented Development Program and New Technology Reserve Program. The Executive Director guides COG staff during the implementation of these programs.

For more information, visit:
<https://measurec.com/>



Salary and Benefits

The annual salary range for this role is **\$197,735 - \$237,839**. Placement within the range is dependent on experience and qualifications. Salary is complemented by an attractive benefit package that includes:

- » **Health/Dental/Vision Insurance** – Fresno COG employees receive 100 percent coverage in a Blue Shield of California PPO; up to \$2,000 annually in self-insured dental coverage for employees and family members, and up to \$700 annually in vision care coverage for the employee only. Fresno COG also provides supplemental life insurance of up to \$100,000, as well as short-and long-term disability insurance plans.
- » **Retirement** – Employees receive a tax-deferred, 15 percent gross salary match into a qualified, defined contribution 401(a) plan. Fresno COG also administers an IRS-qualified, tax-deferred 457(b) plan into which employees contribute a minimum of 7.5 percent of their gross salary but may also contribute up to the IRS maximum. Employees do not pay into Social Security.
- » **Holidays** – Employees receive 15 designated holidays per fiscal year.
- » **Vacation Accrual** – Ten to 20 days per year depending on length of service.
- » **Sick Leave** – Employees accrue sick leave at the rate of one day per month. Sick leave balances may be cashed out annually at a rate of 25 percent of accrued time greater than 40 hours.
- » **Health and Dependent Care Reimbursement Account** – A tax-exempt savings plan to pay eligible expenses associated with health and dependent care.
- » **Transportation Incentive Program** – Fresno COG provides either a parking permit or transit pass for each employee.



Application Process

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (former/current two supervisors, two direct reports, and two colleagues, who will not be contacted without prior notification) by the first resume review date of **Monday, August 26, 2024**. Resume should reflect years and months of employment, beginning/ending dates, as well as size of staff and budgets you have managed.

Please go to our website to submit your application: <https://www.cpshr.us/recruitment/2367>

For more information, please contact:

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