



# COUNTY OF SAN DIEGO



## DIRECTOR PLANNING & DEVELOPMENT SERVICES

**Anticipated Hiring Range \$185,000 – 205,000 Annually**  
**Excellent Benefits Package**

**Our Mission: Through operational excellence and attention to customer service, Planning & Development Services strives to balance community, economic, and environmental interests to ensure the highest quality of life for the public in the unincorporated region of San Diego County.**



# THE POSITION



## Director, Planning & Development Services

The Department of Planning & Development Services (PDS) is seeking qualified individuals for Director, Planning & Development Services. This exceptional executive position will be a strategist and innovator who strives for continuous improvement. As Director, you will be responsible for providing leadership and oversight over a department with 232 employees and a budget of \$47.7 million.



# THE IDEAL CANDIDATE

The ideal candidate will possess a professional history that demonstrates the following leadership competencies and attributes:

- Executive management level experience over a planning department with varied functions such as long-range planning, sustainability, code compliance, project planning, and development
- Provide overall leadership and oversight for all programs to ensure a customer service-oriented management philosophy which transcends all levels of the organization, shape divisional processes, procedures, and goals that maintain and enhance our vision
- Implement strategic and innovative operational planning that anticipates future consequences and maintain the department at the forefront of sustainability planning and development services
- Represent PDS and the County at the local, state, and national level; collaborating with planning representatives from various agencies; demonstrating organizational and political awareness of sensitive issues
- Strong teamwork and collaboration skills to lead strategies within the organization and with regional stakeholders to address equity and environmental health and justice disparity in our community

# THE DEPARTMENT

PDS is responsible for long-range land use planning, including building, code compliance, County of San Diego's General Plan and Community Plans, Climate Action Plan (CAP) and Zoning Ordinance. The department evaluates land use projects for regulatory compliance, sustainability, and environmental impacts. PDS also provides review, permit, inspection, and code compliance services throughout the unincorporated county to ensure healthy, safe, and thriving communities. PDS advises the Board of Supervisors and Planning Commission on all land use projects, policies, and programs in the unincorporated county.

PDS has seven major divisions:

- Building Services
- Code Compliance
- Land Development
- Long Range Planning
- Project Planning
- Support Services
- Sustainability Planning

# PROGRAMS



Project Planning manages the discretionary permit application process in the unincorporated area, including discretionary permit, final engineering, and building permits reviewed to ensure communities are designed with safe and appropriate infrastructure, emergency response services, community character, and parks and trails.

Land Development manages the final engineering application process confirming detailed engineering calculations and designs for safe and sustainable roadways and drainage designs that prevent flooding and ensure water quality protection for discretionary projects.



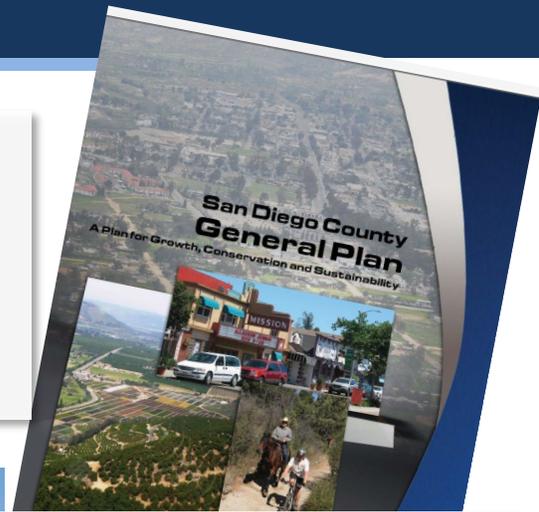
## By the Numbers for Fiscal Year 2019-2020

- Issued 14,522 building permits and conducted 39,580 building inspections per year
- Processed 9,212 permits online
- Processed 6,821 renewable energy permits, including roughly 220 for battery storage
- Code Compliance received 2,717 cases and resolved 2,756 cases
- 710 discretionary permits in process
- 428 approved and completed discretionary permits
- 9 tentative maps recorded, and 7 tentative parcel maps recorded
- Permanently preserved a total of 2,400 acres of agricultural easements on 33 properties since inception of the PACE Program

Please visit [Planning & Development Services](#) for more information.

# PROGRAMS

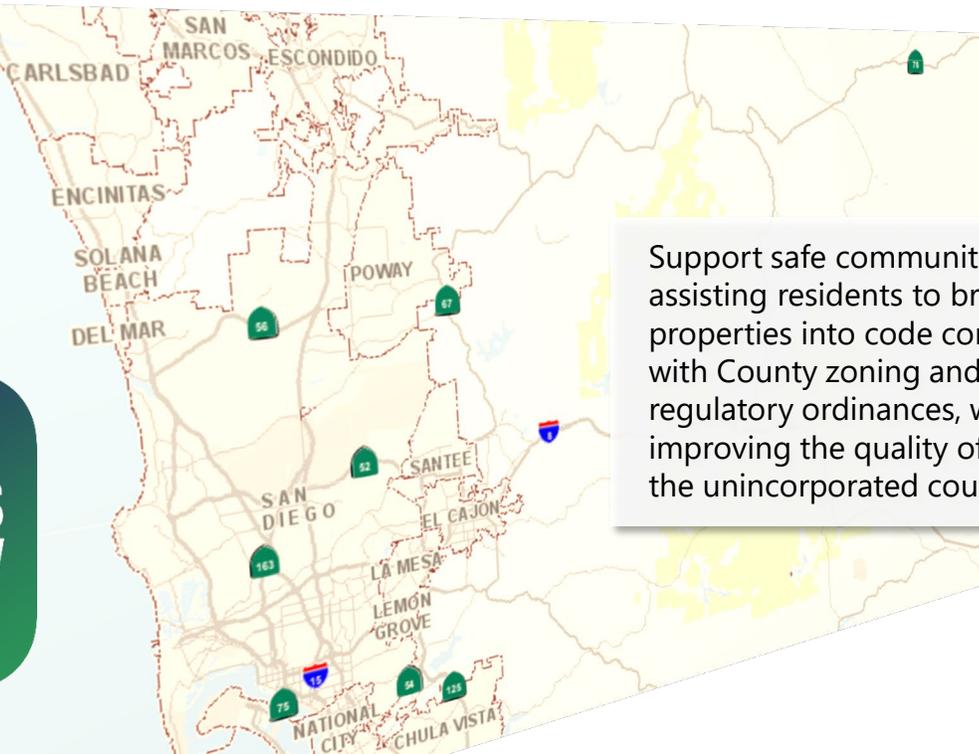
As part of long-range planning, the San Diego County General Plan applies to the unincorporated area of the region and is the County's long-term blueprint for the vision of the future. It reflects an environmentally sustainable approach to planning that balances the need for adequate infrastructure, housing, and economic vitality while maintaining and preserving existing communities, agricultural areas, and open spaces.



Sustainability Planning to ensure our resources are protected for the generations to come by conducting research and policy analysis, develop and implement sustainability programs, engage in equitable community outreach, and other related efforts to reduce greenhouse gas emissions in the unincorporated region and at County facilities. Continues implementing measures to ensure compliance to reduce greenhouse gas emissions to meet the State's 2030 reduction target until a new Climate Action Plan is adopted.



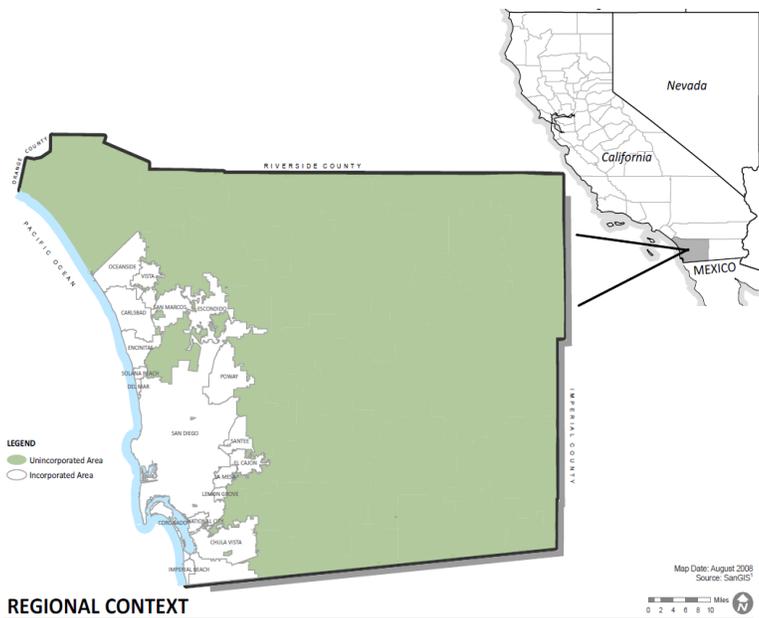
Develop the Multiple Species Conservation Program (MSCP), a regional habitat conservation planning program that will streamline the endangered species permitting process for development projects, while preserving the unique native habitats and wildlife found within greater San Diego County.



Support safe communities by assisting residents to bring their properties into code compliance with County zoning and regulatory ordinances, while improving the quality of life within the unincorporated county.



# UNINCORPORATED SAN DIEGO



## REGIONAL CONTEXT

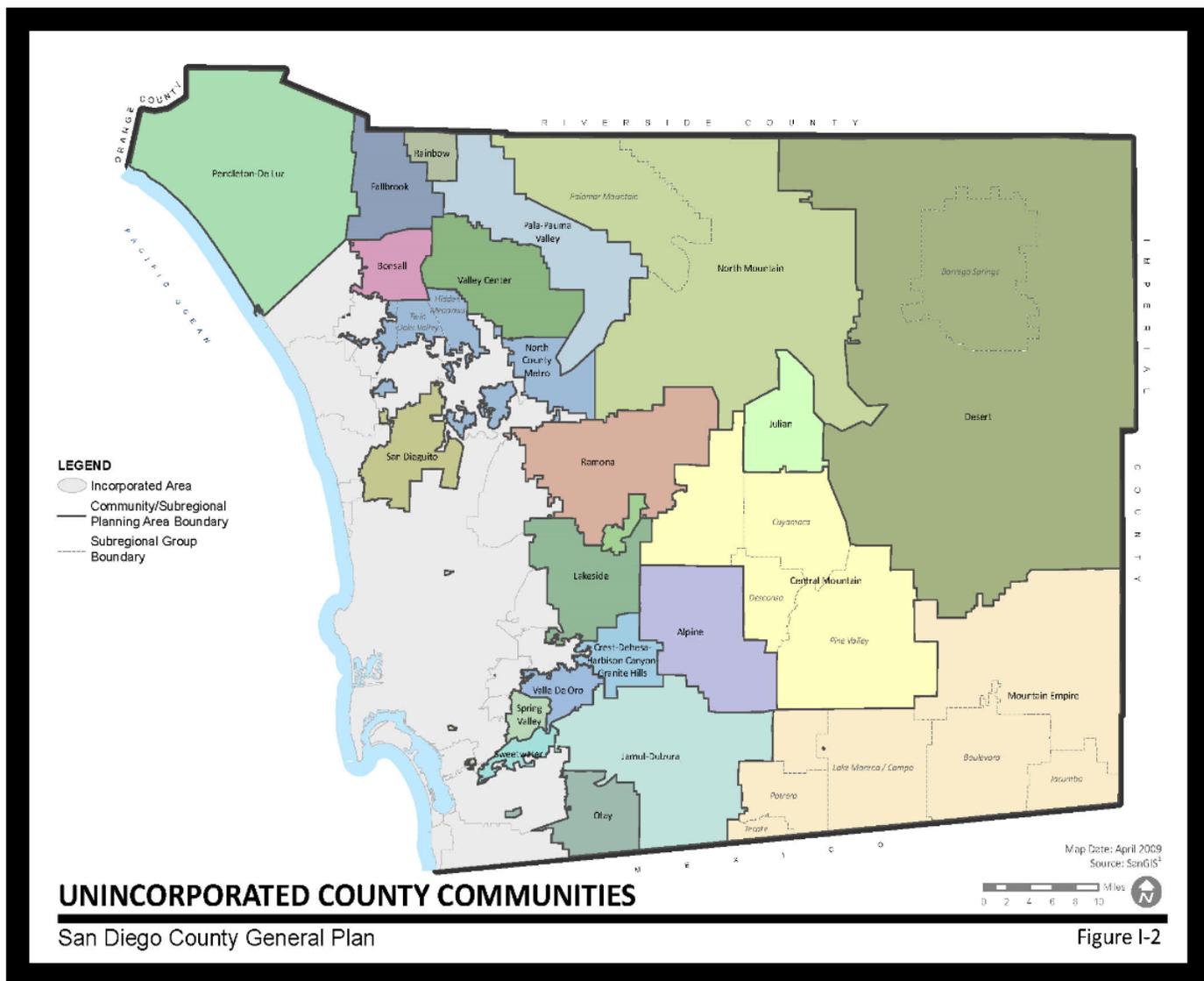
San Diego County General Plan

Figure I-1

San Diego region is approximately 2.9 million acres of which 2.2 million acres are unincorporated areas.

The County has land use jurisdiction over 772,239 acres or 35% of the unincorporated area and a population of over 500,000 residents.

Within the unincorporated area, the County's land-use jurisdiction is limited by Tribal lands, State and Federally owned lands, and military installations including Marine Corps Base Camp Pendleton.



## UNINCORPORATED COUNTY COMMUNITIES

San Diego County General Plan

Figure I-2

# Land Use & Environment Group

## 2020-2021 Budget



The County of San Diego's Land Use and Environment Group serves the community by working to protect the public's health and safety, sustain the environment, and improve the quality of life for our residents and visitors.

Budget In Millions	Staff
<b>\$650.1</b>	<b>1956.50</b>
\$652.0	1946.50
<b>\$-1.9</b>	+10.0
<b>-0.3% decrease</b>	<b>+0.5% Increase</b>

### Improving Quality of Life

## \$36.6M



20,000 meals to youth during summer

Adult Literacy classes

**\$21.7M** to implement AB 617 which includes air quality monitoring costs and **\$18.2M** for projects to reduce air pollutants in the following Environmental Justice communities: Barrio Logan, Logan Heights, Sherman Heights and western National City

Safe Destination (SD) Nights Program  
200 events, 15 locations  
over 8,000 youths, \$630K

Jacile Robinson EMCA, Lincoln Acres Park, Lakeside Teen Center, Spring Valley Teen Center, West Valley Community Center, San Diego High School, Fallbrook Community Center

Assisting adults 19 and over obtain their diploma through Library High School

Collaborating with partners to improve the regional food system, reduce wasted food, and support food security

### Adapting to COVID-19

\$7.5M - various permit fee deferrals

\$4.3M - lease payment deferrals

\$1.3M - waive building permit and Plan Check Fees for Remodels

45% of LUEG staff is teleworking partially or 100% of the time



Video or virtual inspections  
Online permit applications  
1.8 million digital library items  
Virtual hearings, community workshops and training

### Assist Individuals Experiencing Homelessness

## \$2.4M

Homeless encampment cleanup  
Removal of trash and debris, storage of personal property



Open Space Acquisition and preservation of agricultural land

### Air Pollution Control District

AB 423 will transition APCD to a new governing Board **\$2.3M**

### Current Incentive Programs (\$12.7M):

Clean Air For All, consisting of funding from the following state programs:

- Carl Moyer Memorial Air Quality Standards Attainment Program (Carl Moyer Program and Moyer State Reserve Program)
- Funding Agricultural Replacement Measures for Emission Reductions (FARMER)
- AB 2766 DMV Funding
- Goods Movement Emission Reduction Program (GMERP)

Starting later this year or in 2021:  
Scrap Car Reimbursement Assistance Program (SCRAP)  
CALeVIP electric car charging infrastructure incentive program  
Clean Cars for All (contingent on funding from the state)

### Sustainability

## \$43.3M

to achieve sustainability goals and reduce waste resulting in GHG reductions of 132,000 metric tons of CO<sub>2</sub>e

- Increasing County Fleet with electric and hybrid vehicles
- Installation of EV charging stations
- Rain Barrel distribution
- \$2.6M** for Green Building and Solar Permit Fee waivers
- Acquire and preserve 500 acres of land
- Plant 3,500 trees

Building Better Roads with **\$157.1M**  
\$40M to maintain Pavement Condition Index (PCI) of 63

### Maintain Our Public Infrastructure

## \$252.8M

138 miles of road resurfacing, 2,500 feet of new sidewalks, 60 intersections improvements (ADA ramps), 43 miles of bike lanes and 54 culverts

Storm Response

**\$19.5M** to operate our County airports safely

**\$43M** for maintenance and operation of County sewer systems and water districts

138 Parks, 53,000 acres of parkland and 375 miles of trails

### Capital Projects

## \$190.8M

- Warner Springs Park
- Lakeville Library
- Lindo Lake Improvement
- Sweetwater Loop

### Clean Beaches, Streams, Rivers and Watersheds

## \$29.4M

**\$1.1M** Water quality tests at 46 beaches/sites, including enhanced sampling at South County Beaches

- \$915K** for trash capture device at Artesian Creek
- \$11.2M** to treat runoff at Rainbow Creek
- \$3.3M** to line 1.4 miles of sewer line along Los Cocheros Creek

### Housing Affordability

## \$5.1M

Building Accessory Dwelling Units Pre-approved Plans and Fee Waivers

Inspect 15,000 food facilities to safeguard public health

### Promoting Consumer Confidence

## \$56.6M

Over 30,000 inspections of scales, cash registers and gas pumps to ensure accuracy

Monitor and treat 1,500 known mosquito breeding sites to prevent the spread of mosquito borne disease

10,500 plan reviews to ensure buildings are safely designed and built and 28,000 safety inspections



# THE COMMUNITY OF SAN DIEGO

From our world-class beaches to almost year-round sunny weather, the region offers much more than sun and waves. Downtown you can watch a Padres game at Petco Park or enjoy one of the fine-dining restaurants in the Gaslamp District.

## SAN DIEGO WEATHER ANNUAL AVERAGES

- **HIGH TEMPERATURE:** 70°F
- **LOW TEMPERATURE:** 58°F
- **RAINFALL:** 10.4 INCHES



Heading east you will find mountains that may be covered in snow depending on the time of year. Head south and you will start to truly see the diversity in both geography and cultures. Head west, and you will run into over 70+ miles of pristine coastline.



The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset, and our customers are our number one priority.



**LIVE WELL  
SAN DIEGO**

The County of San Diego and its employees embrace the *Live Well San Diego* vision: A region that is Building Better Health, Living Safely and Thriving. For more information, please visit [www.livewellsd.org](http://www.livewellsd.org)

# ABOUT THE COUNTY

**VISION:** A region that is Building Better Health, Living Safely and Thriving

**MISSION:** To efficiently provide public services that build strong and sustainable communities

**VALUES:** Integrity, Stewardship and Commitment



**18,024**  
Employees



**\$6.25 Billion**  
Budget



**Nora Vargas**  
Supervisor,  
District One



**Joel Anderson**  
Supervisor,  
District Two



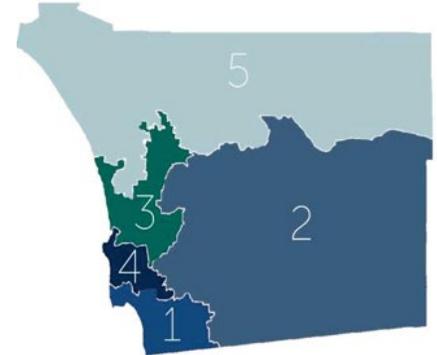
**Terra Lawson-Remer**  
Supervisor,  
District Three



**Nathan Fletcher**  
Supervisor,  
District Four



**Jim Desmond**  
Supervisor,  
District Five



**Helen Robbins-Meyer**  
Chief Administrative  
Officer

The County of San Diego is governed by a five-member Board of Supervisors. The Supervisors set priorities and approve the County's two-year budget. The Chief Administrative Officer is responsible for implementing the policy directives of the Board of Supervisors and managing the day-to-day operations and functions of County Government.

For more information click on the icons below:



**2018-2019**

[San Diego County  
Annual Report](#)



**2020-2024**

[San Diego County  
Strategic Plan](#)

[Diversity & Inclusion](#)

[Employee Resource  
Groups](#)

[Veterans](#)

# MINIMUM QUALIFICATIONS

## Applicants must possess the following:

A bachelor's degree from an accredited U.S. college or university or certified foreign studies equivalency AND five years of management level experience that demonstrates the ability to perform the essential functions of the classification. Experience must include at least one year of supervision.

**Note:** A master's degree or higher degree may substitute for a total of one year of experience and cannot be applied to the required one year of supervision

## SALARY & BENEFITS



### COMPENSATION

The anticipated hiring range is \$185,000 – 205,000 annually.

Salary placement for this position is dependent upon the qualifications of the successful candidate. Salary reviews are performance-based and goal oriented.

### BENEFITS

- Fifteen days of paid vacation, thirteen days of paid sick leave, and thirteen paid holidays
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; for further information, visit the website for the [San Diego County Employees Retirement Association](#)
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for relocation allowance up to \$15,000

# HOW TO APPLY

## APPLICATION PROCESS AND RECRUITMENT SCHEDULE

1. Complete the online application at [www.sandiegocounty.gov/hr](http://www.sandiegocounty.gov/hr); select the current job postings link
2. Attach your résumé and cover letter
3. Attach a copy of college degree, final transcript, diploma, or foreign studies equivalency certificate
4. Complete Supplemental Questionnaire with your application

First review of résumés will be conducted the week of April 19, 2021. Virtual interviews will take place at the end of April. Interested candidates are encouraged to apply as soon as possible for consideration.

## SPECIAL NOTES

Persons serving in positions in the Unclassified Service do not accrue tenure and serve at the pleasure of the appointing authority. The provisions of this job announcement may be modified or revoked and do not constitute an expressed or implied contract. Qualified women, minorities, and persons with disabilities are encouraged to apply. Reasonable accommodation may be made to enable qualified individuals with disabilities to perform the essential functions of a job, on a case-by-case basis.

## CONTACT INFORMATION

You may direct any questions regarding the application and selection process Anna Lisa Acedo, Human Resources Services Manager at [AnnaLisa.Acedo@sdcounty.ca.gov](mailto:AnnaLisa.Acedo@sdcounty.ca.gov)

Questions regarding the position or department should be directed to Jennifer Lawson, Group Human Resources Director for the Land Use and Environment Group at [Jennifer.Lawson@sdcounty.ca.gov](mailto:Jennifer.Lawson@sdcounty.ca.gov).

