

Compensation and Benefits

- The City of Sonoma provides a competitive compensation and benefits package. The current salary range for the Senior Planner is \$8,681 to \$10,551 per month. The City of Sonoma offers a variety of alternative work schedules including a 9/80.

The benefits package includes:

- Retirement: CalPERS Retirement System – Classic employees: 2% at 55 formula based on highest year compensation and sick leave conversion. Candidates hired on or after January 1, 2013, are subject to restrictions imposed by PEPRRA including 2% @ 62. The City does not participate in Social Security.
- Generous medical package for employee and family members.
- Dental and Vision Insurance: City pays 100% of the premium.
- AD&D and Long-Term Disability Insurance: City pays 100% of the premium.
- Life Insurance: \$100,000. City pays 100% of the premium.
- Vacation: accrues at the rate of 80 hours per year for the first three years and increases with years of service.
- Sick Leave: accrues at the rate of 8 hours per month.
- Administrative Leave: 80 hours awarded on July 1 of each fiscal year.
- Paid Holidays: 14 holidays per year.

The Recruitment Process

To apply for this exciting career opportunity, please send your City of Sonoma employment application, resume and cover letter electronically to:

City of Sonoma – Attention: Cathy Lanning, Human Resources Manager
clanning@sonomacity.org

Call Cathy Lanning at 707-933-2217 for more information.

Search Schedule:

Open Until Filled

Preliminary Interviews..... To Be Determined

Selection Process:

Applications will be screened for relevant training and experience. The best qualified applicants will be invited to an interview. After a Conditional Offer of employment is made, the City will conduct a reference check including but not limited to the verification of employment history and education. Applicants will also be required to complete and pass a background investigation.

The provisions of this bulletin do not constitute an expressed or implied contract. Any provision contained herein may be modified or revoked without notice.

The City of Sonoma is an equal opportunity employer. It is the policy of the City of Sonoma to preserve the right to equal employment opportunity for all persons, including those with physical, mental or sensory disabilities.

If you require special accommodation during the testing or interview process due to a legal disability, please supply the City with documentation on the need for accommodation, and the type(s), in a written request submitted at least five (5) days prior to the date of the examination or interview.



City of Sonoma California



Senior Planner

**~Apply Immediately~
Open Until Filled**

The City of Sonoma is seeking a highly qualified, dynamic, and enthusiastic candidate to fill its Senior Planner position. Located just 45 minutes north of the Golden Gate Bridge, the City of Sonoma spans approximately 2.8 square miles in the heart of one of the world's premier wine-producing regions. The Senior Planner performs professional and technical urban planning duties as well as supervisory responsibilities and reports to the Community Development Director.

The Position

The Senior Planner performs professional and technical urban planning and housing duties requiring specialized knowledge; to organize, assign and review the work of assigned staff engaged in preparing staff reports to the Planning Commission; and to provide highly responsible professional support to assigned management. This is a mid-management position with full supervisory responsibilities including subordinate evaluations.

The Senior Planner receives general direction from the Community Development Director and is supported by two staff, the Associate Planner and a Planning Permit Technician.

The ideal candidate is an open minded, perceptive, and proactive leader who possesses a thorough knowledge of principles and practices of current urban planning. In addition, proven written and oral communication skills, solid interpersonal skills, and an ability to develop and maintain effective working relationships with staff, other City departments, elected officials, and members of the community is critical.

Opportunities and Challenges

Sonoma Valley's economy is largely driven by the wine industry and tourism. Sonoma is also a small town, well loved by its residents, with active non-profits, a vibrant community life and an authentic friendly culture. With the economic boom, Sonoma faces challenges similar to many Bay Area communities regarding housing availability and affordability, concerns regarding increased traffic, and a balancing of interests. As the City begins its General Plan process, there are important community conversations to be conducted in order to determine the community's vision for the next 10 years.

Sonoma's downtown is the envy of many communities with a beautiful 8-acre park that regularly hosts events for residents and tourists to enjoy. Parking and traffic concerns for the downtown are current issues impacting specific development projects that are under consideration.

The City has invested in updating its website this past year and has created robust webpages for individual development projects. With this commitment to communication, the department will continue to build on this foundation and continue proactive and transparent communication with the public.

The Community

The City of Sonoma is a beautiful, environmentally friendly, and safe place, widely recognized as one of the most desirable cities in Northern California to live, visit, and do business. Sonoma is proud of its friendly and small town atmosphere with residents that are actively engaged in city policies, volunteerism and non-profits are integral, and numerous community events and activities on the City's historic Plaza in the center of town help build community. The City of Sonoma offers its 10,989 residents and visitors numerous attractions including shopping in the historic Plaza, wine tasting, hiking, as well as a vibrant restaurant scene. The City's commitment to open space preservation is visible with protected scenic hills and preserves, plus the renowned agricultural fields of the Sonoma Valley which provide a setting of unparalleled natural beauty. In the middle of the plaza, Sonoma's early 20th century City Hall is a *National Historic Landmark* and still serves as the community's focal point, boasting many community festivals and drawing the community together all year round.

The Organization

Incorporated in 1883 as a general law city, the City operates under a Council-Manager form of government with a five-member City Council. The City of Sonoma has a staff of 44 full-time and one part time-employee. These employees provide General Government (City Manager, City Clerk, Finance, Human Resources, and Risk Management), Building, Planning and Public Works (Administration, Streets, Parks, Water, and Cemetery). The City contracts its police services with the Sonoma County Sheriff's Department and its fire services with Sonoma Valley Fire District – both of these relationships are active partners within the City's leadership team. Water is wholesale provided from the Sonoma County Water Agency and sanitation management and infrastructure are under the management of the Sonoma County Sanitation District.

Distinguishing Characteristics

This is the advanced journey level in the professional Planner series. The person chosen must have the ability to: direct, train, motivate and review the work of subordinate staff; participate in establishing long-term goals, objectives; develop policies, procedures and work standards for the planning department.

Example of Essential Duties and Skills

The Senior Planner will provide oversight of planning staff and functions including:

- Manages complex planning studies, development applications subdivisions, lot line adjustments, and other land use applications and matters.
- Reviews and processes complex comprehensive plan amendments, rezonings, annexations, site plans, plats.
- Develops project budgets, administers proposal process, verifies contract expenditures and compliance.
- Coordinate and direct the City's housing programs including the development of affordable housing projects through the administration of the local housing trust fund. Work with community organizations, public officials, consultants, non-profit groups, developers, real estate agents, and others to develop and implement housing projects and programs.
- Manage and oversee the City's Housing Element implementation, including the inclusionary housing program inventory and administration.
- Supervise and participate in the preparation of environmental documents, including Notices of Exception, Initial Studies, Negative Declarations, and Environmental Impact Reports in accordance with the California Environmental Quality Act.
- Prepare meeting agendas and minutes, legal notices, staff reports, environmental documents, letters, and other correspondence.
- Attend, facilitate and make presentations at City Council, Planning Commission, and other commission and committee meetings.
- Review and comment on civil improvement plans, building permit plans, and telecommunications facility applications.
- Plan, prioritize, and review the work of staff assigned to a variety of professional planning duties.
- Develop schedules and methods to accomplish assignments ensuring work is completed in a timely and efficient manner.
- Participate in evaluating the activities of staff, recommending improvements and modifications.
- Provide and coordinate staff training; work with employees to correct deficiencies.
- Excellent oral and written communication skills for preparing and presenting planning reports and projects.
- Excellent interpersonal skills for facilitating relationships with elected/appointed officials or other decision-makers.
- Creative problem-solving skills to gather relevant information to solve less well-defined planning problems.
- Build and maintain positive working relationships with co-workers, other City employees and provide a high-level of customer service that is transparent and responsive to the needs of all internal and external customers.
- Foster an environment that embraces diversity integrity, trust, and respect.

Current and Upcoming Projects

- Updating the City's 2020 General Plan which was last updated in 2004, including a review of the City's almost 20-year Urban Growth Boundary (UGB), with extensive public outreach and engagement;
- Implementing the City's Certified Housing Element and development of affordable housing programs;
- Reviewing and updating the City's current ordinances and practices related to State and Federal laws;
- Assisting the Planning Commission and City Council through review and interpretation of the City's Development Code, planning laws, rules, regulations and guidelines bringing forward recommendations for any modifications to the Development Code and policies for clarity and community benefit;
- Providing leadership and professional expertise to the Planning Commission and City Council on development projects being processed; and
- Supporting the City Council's environment sustainability plans and overseeing the City's climate action strategies.

Minimum Qualifications

Any combination of education and experience that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

EDUCATION:

Equivalent to a Bachelor's degree from an accredited college or university with major course work in urban planning, public administration, or a related field.

EXPERIENCE:

Two years of responsible journey experience similar to Associate Planner with the City of Sonoma.

LICENSE AND CERTIFICATE:

Possession of, or ability to obtain, a valid California Driver's License.



Veteran's Preference – View the City of Sonoma's Veteran's Preference Policy at:

<https://www.sonomacity.org/documents/veterans-preference-policy/>

Candidates requesting veteran's preference will be required to provide a copy of U.S. Government Form DD 214 "Certificate of release or Discharge from Active Duty" to Human Resources before the filing deadline for the position applied for.

Preference afforded via the application screening shall constitute the complete and total extent to which the City of Sonoma will afford veteran preference over other candidates.

Images: In the middle of the Plaza, Sonoma's early 20th century City Hall is a *National Historic Landmark* and still serves as the community's focal point and boasts many community festivals.