

Director of Transportation

*Leading the way
in mobility . . .*



CITY OF
Pasadena

CALIFORNIA

THE COMMUNITY

Located approximately 10 miles northeast of downtown Los Angeles, the City of Pasadena is nestled at the west foothills of the San Gabriel Mountains. Incorporated in 1886, today's Pasadena is an ethnically and economically diverse and culturally rich community of residents who appreciate the City's high quality of life and wide variety of services for virtually every age and lifestyle. With a residential population of approximately 144,000 and a daytime population of 250,000, Pasadena is nationally recognized as a destination city for employment, tourism, education, living, arts & entertainment, and innovation.

Pasadena is often ranked among the nation's "Top Ten" small- to mid-sized cities in many categories, most notably livability and quality of life. The City takes immense pride in maintaining its historic character and high standard of living while working toward a sustainable future with the right balance of commercial, residential, and retail development. The 12-square-block shopping and entertainment district known as Old Pasadena is a classic example of the City's success, balancing architectural and historical preservation with smart economic growth and urban living in a walkable, pedestrian- and bicycle-friendly environment. The Playhouse District, anchored by California's State Theater, the Pasadena Playhouse, also maintains many of the original structures while providing a thriving center for culture, commerce, and community.

In addition to its strong economic base, Pasadena has one of the highest number of arts and special events venues per capita in the U.S. Home to the internationally famous Tournament of Roses Parade, Norton Simon Museum, Rose Bowl Stadium, Pasadena Convention Center and Civic Auditorium, the USC Pacific Asia Museum, the Gamble House and many others, Pasadena is easily recognized throughout the world. On a regular basis, the City hosts large-scale events that can attract hundreds of thousands of attendees in just a weekend.

The educational and entrepreneurial spirit thrives in Pasadena, so it is no surprise that top engineering, finance, R&D, technology, and healthcare companies call Pasadena home. Recognized as a center for innovation and design, human creativity and logic come together in this city to form a dynamic entrepreneurial stage through institutions such as California Institute of Technology (Caltech), NASA's Jet Propulsion Laboratory (JPL), Art Center College of Design, and Pasadena City College. Pasadena's strong innovation economy has attracted more than \$25 billion in federal R&D funding since 2001, more than any other innovation hub in the U.S. Some of the brightest minds in science, technology and design are changing the world from right here in Pasadena.



CITY GOVERNMENT

The City of Pasadena is a full-service municipality governed by a City Council/Manager form of government. The Mayor is elected at-large, while a seven-member City Council is elected by district, each serving four-year terms. Pasadena has benefited from a consistently strong and stable elected leadership and is committed to the values of responsiveness; honesty and integrity; accountability; excellence; open, clear, and frequent communication; innovation; and diversity and inclusiveness. The City's FY2018-19 General Fund budget is \$246.1 million (total funds \$816.7 million), with a Capital Improvement Budget of \$83.4 million. Pasadena's services and operations are supported by 2,181 FTE.

Mission Statement

The City of Pasadena is dedicated to delivering exemplary municipal services responsive to our entire community and consistent with our history, culture, and unique character.

TRANSPORTATION DEPARTMENT

The Department consists of multi-disciplined teams that carry out a variety of diverse, interrelated activities that sustain, promote, and enhance accessibility, connectivity, and mobility in the community in alignment with the City's General Plan.

The Department plans and operates the transportation system to maintain a livable community in which cars are not necessary for mobility throughout the City. The Department fosters economic prosperity by management of efficient traffic mobility and circulation throughout the City as well as securing grants to enhance traffic mobility and safety.

The Department brand positioning statement is "Moving People to Place, Connectivity".

The pillars that support the brand positioning statement are as follows:

- Through **Complete Streets**, the Department has developed a Form-Based Street Design Guide that provides a framework for guiding future street investments. This framework focuses on safely moving pedestrians, cyclists, transit riders, and vehicles, while managing parking and rethinking public spaces for the betterment of our community.



- The Department has **prioritized seniors and the disabled** by ensuring that their highly used Dial-A-Ride services provide transportation access to and from local senior centers, community centers, and senior and disabled living facilities.
- **Motorists** can expect an **easy drive** when shopping, dining, or commuting because the Department's Traffic Management Center utilizes an **Adaptive Traffic Signal Control System** that automatically adjusts the signal timing for upcoming signal cycles, based on real-time traffic demands.
- Transit riders in Pasadena experience a **seamless connection** to the rest of the Southern California transit system, including Metro, Foothill Transit and the LADOT Commuter Express. The transit system is reliable, safe, and well-integrated in the City, and has stepped into the future with interactive displays at a number of key bus stops that provide real time bus arrival information.
- The Department continues to operate a system of on and off-street parking facilities using the techniques chronicled by Professor Shoup in the "High Cost of Free Parking" while introducing new technologies and payment platforms for enforcement and revenue control.

Supported by a staff of 50 and an annual budget of \$37.1 million, Pasadena Transportation consists of five distinct divisions, which include Administration, Complete Streets, Parking Services, Public Transit and Traffic Operations/Engineering. Each division houses programs and initiatives that support safe mobility for the well-being of Pasadena residents, visitors, and businesses.

The Department has several active projects underway and many more on the horizon. Current efforts include the development of a Complete Streets Blueprint Decision Support System and the Cordova Street Enhancement, Safe Routes to School, and Union Street Protected Bike Lane projects to name a few.

THE IDEAL CANDIDATE

The ideal candidate will be an accomplished urban transportation professional who offers an impressive breadth of knowledge, skills, and experience in managing a progressive multimodal transportation system. He/she will have a reputation for introducing and implementing groundbreaking tools and strategies that reduce the public's dependency on cars and expand opportunities for alternative modalities in complex urban environments.

The individual selected will foster a professional atmosphere that stimulates innovation and supports creative problem solving which fuels pioneering strategies that address urban mobility challenges. He/she will have a history of insisting on superior standards in relation to project and service delivery. A commitment to ongoing professional development and entrepreneurial exploration will be expected. This dynamic and motivating professional will display a passion for keeping team members engaged and interested in their important work by continuously connecting their contributions to the impact on Pasadena's incredible quality of life.

To be a good fit for this cutting-edge department, the ideal candidate must have a deep appreciation for data and sophisticated understanding of transportation metrics. In addition, a notable track record of diverse project management experience and the demonstrated ability to adeptly oversee multiple priorities simultaneously is desirable. He/she will also bring extensive contract management experience coupled with a superior record of sound project delivery that often involves multiple partners.

This highly capable leader will be known for contributing positively to a collegial and cohesive culture. He/she will have a reputation for being a valued strategic partner who works cooperatively and seamlessly across department lines and is genuinely dedicated to advancing a larger vision. The successful candidate will also have a proven history of developing strong interagency alliances that will help to ensure Pasadena remains a valuable contributor and beneficiary in regional planning efforts.

A credible and articulate communicator, this transportation professional will have extensive experience interacting with a diverse array of stakeholders. The ability to effectively educate and inspire audiences with varying levels of expertise will be carefully assessed. He/she will have a history of employing various contemporary approaches to community engagement and creatively involving residents and business owners in the development of sustainable transit and mobility solutions. Previous experience addressing public feedback and reactions to mobility disruptions in a confident yet empathetic manner along with a commitment to minimizing inconveniences will be expected. Familiarity with social media platforms and emerging digital options suitable for reaching diverse populations is desirable.

Extensive experience managing a comprehensive urban transportation system, that includes overseeing represented employees, is highly desirable. Competitive candidates will possess at least five years of management experience in urban planning, transportation planning



or engineering and a Bachelor's degree in a relevant discipline. A Master's degree is also desirable. Broad expertise in transportation planning, traffic engineering, public parking systems, and applicable federal and state legislation is preferred. A combination of public and private sector experience will be considered favorably.

COMPENSATION & BENEFITS

The salary range for this position is \$174,038 - \$217,547; placement within the range will be DOQE. In addition to salary, Pasadena offers a very competitive benefits package that includes but is not limited to:

- **CalPERS Retirement:** 2.5% @ 55 for Classic members (employee pays 10%); 2% @ 62 formula for new members (employee pays half of the normal cost, currently 6.25%). The City does not participate in Social Security.
- **Health Insurance:** Allowance to assist with medical premiums is provided. In 2019, coverage for Employee + 2 or more dependents is \$1,608.46 per month (Employee only = \$618.64; Employee + 1 = \$1,237.28), and contributions are adjusted annually.
- **Dental Insurance:** The city contributes 100% of employee only PPO premium. For employees who cover a dependent, city contributes an additional \$80.00 per month toward premium.
- **Vision Plan:** Pasadena offers vision care plans for employees. Enrollment is optional, and premium is paid by employee.
- **Vacation Leave:** Accrual rate of up to 200 hours per year based on years of service. Credit for vacation earned at previous employer may be considered.
- **Management Time Off:** 40 hours per year and up to an additional 80 hours annually at the discretion of the City Manager.
- **Deferred Compensation:** 457(b) plan is available.
- **Life Insurance:** City provided life insurance and accidental death and dismemberment coverage for each employee in the amount of \$200,000.
- **Short and Long-Term Disability Plans:** City-provided plans.
- **Relocation Assistance:** Reimbursement for relocation expenses is available.
- **Auto Allowance:** \$475 per month.



- **Professional/Personal Development Allowance:** \$1,000 per year each March.
- **9/80 alternative work week:** City administration operates on a "9/80" schedule, closing on alternate Fridays.

APPLICATION & SELECTION PROCESS

The closing date for this recruitment is midnight, **Sunday, March 10, 2019**. To apply for this opportunity, upload cover letter, resume, and list of six professional references using the "Apply Now" feature at www.tbcrecruiting.com.



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Following the closing date, resumes will be screened in relation to the criteria articulated in this brochure. Applicants with the most relevant qualifications will immediately be granted preliminary interviews by the recruiters. A small group of candidates will be invited to participate in additional interviews in Pasadena in April. A selection is anticipated shortly thereafter following completion of extensive background and reference checks. Please note that references will not be contacted until the end of the process and, at that time, will be done so in close coordination with the candidate impacted.

