



DEPUTY DIRECTOR OF PLANNING & DEVELOPMENT
SACRAMENTO COUNTY, CA
DEPARTMENT OF AIRPORTS

Recruitment Services Provided By


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The Opportunity

The County of Sacramento invites accomplished airport planning and capital development leaders to apply for the position of Deputy Director of Planning and Development with the Department of Airports, an enterprise organization responsible for operating and developing four airports, including Sacramento International Airport (SMF), Mather Airport (MHR), Executive Airport (SAC), and Franklin Field (F72) in the greater Sacramento region.

This is a rare opportunity to help shape the future of one of California's fastest-growing and most forward-thinking airport systems, recognized for its innovative approach to infrastructure funding, project delivery, and long-range expansion planning. The Deputy Director will help lead SMForward and other transformative capital initiatives, including terminal and concourse expansion, major roadway and parking improvements, a future Consolidated Rental Car Facility (CONRAC), and implementation of the Airport's long-range Master Plan, which will define the next generation of growth and regional connectivity.

The Department

The Sacramento County Department of Airports (SCDA) is responsible for planning, developing, operating and maintaining the County's four airports serving a seven-county region with a population of over 3 million. Operated as an Enterprise Fund, the Department is financially self-supporting, with expenses paid by revenue generated from businesses and individuals who use the airports. No local tax dollars flow to SCDA. SCDA's operating budget for the fiscal year through June 30, 2026 (FY 2026) is \$329.9 million, which includes \$48.1 million allocated for debt service. The FY 2026 5-year Capital Improvement Program (CIP) totals \$1.83 billion with \$1.4 billion dedicated to the SMForward initiative and \$434 million earmarked for additional capital projects at Sacramento International (SMF) and the County's three other airports.

SCDA's mission is to put people at the center of every trip, every experience, every day, and their vision is to be the most loved airport. SCDA's core values are to:

- **Start With The Customer:** Our passengers are our top priority, and everything we do should help us deliver an experience that makes them feel at home.
- **Make Something Better Today:** We refuse to settle for the way things are and see every day as an opportunity to improve.
- **Collaborate:** We are stronger together. We're able to accomplish more for our customers and each other through shared goals and mutual support.
- **Be Transparent:** We communicate internally and externally with unwavering candor, honesty, and respect.
- **Own It:** We are a team of doers. We take pride in what we do, and we take responsibility for the opportunities placed before us.

By putting these values to work every day, SCDA has succeeded time and time again in leading the airport industry in new ways to serve our passengers and the wider community faster, more effectively, and more sustainably. For example, in the last three years, SCDA has received myriad awards for various initiatives and has been first in the nation to accomplish safety management system milestones, first in the County to use alternative project delivery methods and first in the country to get a low-interest TIFIA loan from the federal government. SCDA leaders also contributed to elements of the 2024 FAA Reauthorization legislation and were instrumental in changing legislation in California that ensures rental car customer facility charges do not sunset. Individual SCDA leaders have also been recognized for industry leadership in 2023 and 2024, including the Director of Airports and each of the Deputy Directors for Finance & Administration, Commercial Development and Planning & Development. In addition, the Airline Pilots Association International named SMF Airport of the Year, recognizing the work of the Airport's operations staff.

SCDA staff at various levels also play leadership roles in airport industry associations, including Airports Council International (ACI), the southwest chapter of the American Association of Airport Executives (SWAAAE), the California Airports Council, and the National Business Aviation Association (NBAA). In September 2025, the Director of Airports was elected to serve as Chair of ACI-North America in 2026 and 2027.

Sacramento International Airport (SMF)

This airport opened in 1967, occupies approximately 6,000 acres of land in unincorporated Sacramento County 10 miles north of downtown Sacramento, and is the only commercial service airport in the County. Passenger traffic recovery post-pandemic has been strong for this medium-hub airport, serving over 13.8 million passengers in the fiscal year ending June 30, 2025 (FY 2025), surpassing 2019 numbers for the fourth year in a row. SMF is currently served by Aeromexico, Air Canada, Alaska/Hawaiian, American, Delta, Frontier, JetBlue, Southwest, United and Volaris airlines, with a total of 187 daily departures to 53 nonstop destinations. Prior to the COVID-19 pandemic, SMF experienced seven consecutive years of passenger growth that had escalated to double digits. With passenger levels once again breaking records and the region thriving, SCDA has been in a unique position to holistically re-envision land use and the facilities needed to meet the demands of today and tomorrow. The Airport is currently transitioning from the planning stages to implementation of a \$1.4B capital program, SMForward. The program is adding needed gates and other facilities in the terminal area, including an elevated pedestrian walkway, second garage, ground transportation center, consolidated rental car facility, and roadway improvements.

Mather Airport (MHR)

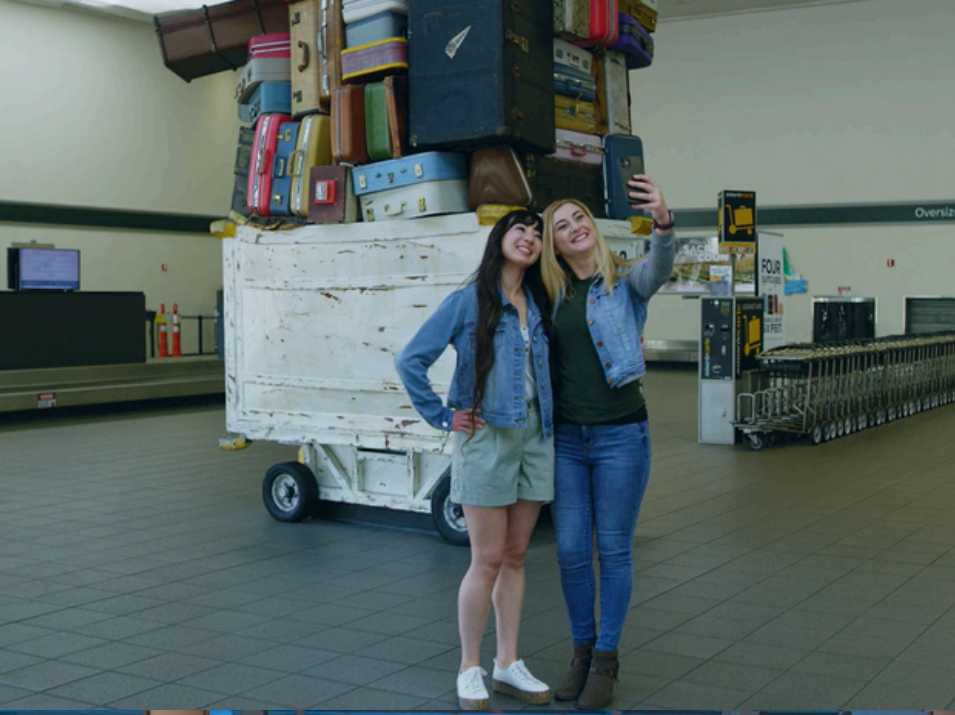
This 100-year-old airport is located about 12 miles east of the City of Sacramento in unincorporated Sacramento County and was inherited from the Air Force in the 1990s. Mather serves air cargo (UPS and DHL), corporate aviation and general aviation and hosts the annual California Capital Airshow each year. The 2,253-acre airport is a major asset, with significant developable acreage and one of the longest runways in California at 11,300 feet. SCDA is currently rehabilitating the asphalt and concrete sections of the runway. SCDA has launched a strategic real estate development plan that will include additional facilities for air cargo, maintenance and repair, general aviation, flight schools and supporting infrastructure. Modern Aviation and Mather Jet Center provide fixed base operator (FBO) services at Mather.

Executive Airport (SAC)

This busy general aviation airport occupies 520 acres within the limits of the City of Sacramento, about 3 miles south of downtown. Unlike the other airports that are owned and operated by SCDA, Executive Airport is owned by the City of Sacramento and leased to the County under a 25-year evergreen lease. Modern Aviation provides FBO services and facilities at the airport and operates the fuel tanks on behalf of SCDA. Given the current operating and capital costs of this airport (expected to total \$24.2 million in the next few years), there is a need to create a more financially sustainable operating model.

Franklin Field (F72)

This airport is located 20 miles south of Sacramento in unincorporated Sacramento County. The 496-acre uncontrolled general aviation facility is used primarily for training operations and crop dusting. Development opportunities are very limited because the airport's elevation is below the 100-year flood plain, which means it routinely floods.



The Community

Sacramento County covers 984 square miles and is home to the California state capital, 1.6 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 600,000.

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 parks, 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, and 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 nonpartisan 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 Health and Human 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) 2025-26 Budget is approximately \$9.2 billion, and there are more than 12,800 full-time employee positions.

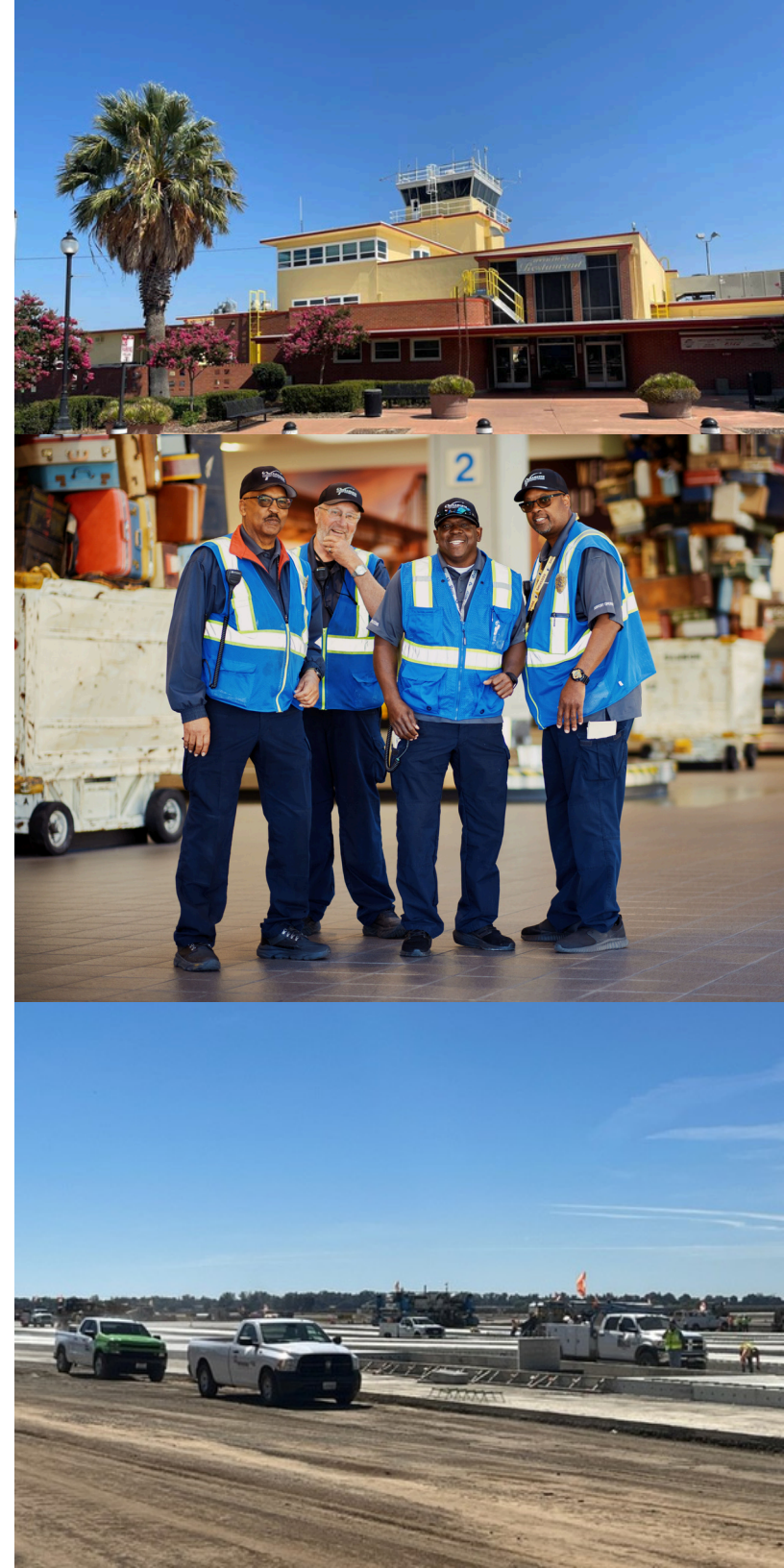
The Position

The Deputy Director of Planning & Development serves as a key executive leader within the Sacramento County Department of Airports (SCDA), reporting directly to the Assistant Airport Director. This position provides strategic and operational oversight for the Airports' planning, environmental, design, development, and major capital delivery functions, helping guide one of the most transformative periods in the County's four-airport system, with SMForward at SMF and the initiatives at MHR to rehabilitate the runway and support real estate development there.

The Deputy Director will oversee complex airport infrastructure initiatives, coordinate multidisciplinary teams, and help shape the long-term development of the Airport system through innovative project delivery, collaborative leadership, and strategic execution.

This position will lead and coordinate a broad portfolio of high-profile capital improvement projects as part of the SMForward initiative, including terminal modernization efforts, concourse expansion, roadway improvements, parking infrastructure, ground transportation enhancements, and the future Consolidated Rental Car Facility (ConRAC). The Deputy Director will also play a key role in implementing the Airport's long-range Master Plan at SMF, which will guide the Airport's growth and operational evolution over the next two decades.

The Deputy Director will help foster a collaborative, solutions-oriented culture across planning, engineering, development, and project management teams while ensuring strong communication and alignment with executive leadership, operational stakeholders, airlines, consultants, regulatory agencies, and regional partners. This leader will help the organization continue evolving toward more innovative and efficient project delivery methods, including CMAR, Design-Build, and Progressive Design-Build approaches.





Key Responsibilities

- Provides executive oversight for airport planning, environmental management, design, development, and capital project delivery functions.
- Leads implementation of major infrastructure and development projects, including terminal, concourse, parking, roadway, and ground transportation improvements.
- Oversees project delivery strategies utilizing traditional design-bid-build, CMAR, Design-Build, and Progressive Design-Build methodologies.
- Coordinates multidisciplinary teams, consultants, contractors, County departments, airlines, and regulatory agencies to ensure successful project execution.
- Supports implementation of the Airport Master Plan and SMForward initiatives to guide long-term airport growth and modernization.
- Manages and mentors professional staff while fostering collaboration, accountability, and professional development throughout the division.
- Ensures effective communication and alignment across Airport divisions and external stakeholders with an emphasis on transparency and “no surprises” coordination.
- Works closely with the FAA and TSA, local and state regulators, utility providers, consultants, and regional partners on infrastructure planning, funding eligibility, and regulatory coordination.
- Evaluates emerging aviation technologies, sustainability initiatives, and innovative infrastructure solutions that support operational efficiency and long-term resiliency.
- Prepares and delivers presentations and recommendations to executive leadership, stakeholder groups, and the Sacramento County Board of Supervisors as needed.

The Ideal Candidate

The ideal candidate will be a collaborative and forward-thinking aviation development leader who thrives in a fast-paced, highly visible airport environment. They will bring a strong blend of strategic planning, capital project delivery, relationship management, and organizational leadership skills, along with the ability to successfully manage multiple large-scale initiatives simultaneously.

Strategic and Innovative Thinker - Understands how to integrate planning, design, sustainability, operational needs, stakeholder interests, and long-term airport growth into cohesive development strategies. Embraces innovation and is comfortable advancing modern project delivery approaches and emerging aviation technologies.

Capital Project Leadership - Possesses significant experience overseeing complex infrastructure and development projects, ideally within an airport or similarly complex public-sector environment. Understands how to navigate competing priorities, regulatory requirements, operational constraints, and funding considerations while maintaining project momentum.

Collaborative Relationship Builder - Builds strong partnerships across departments, consultants, airlines, contractors, utilities, regulatory agencies, and community stakeholders. Understands the importance of communication, transparency, and stakeholder alignment in delivering successful projects.

People-Centered Leader - Develops trust and credibility with staff through mentorship, accountability, and support. Creates a culture where diverse personalities and professional disciplines can collaborate effectively toward shared goals.

Decisive & Solutions-Oriented - Able to process complex information, consider multiple viewpoints, and make thoughtful decisions without waiting for perfect information. Maintains forward momentum while balancing operational realities and strategic priorities.

Industry Engaged - Stays current on airport industry trends, project delivery innovations, sustainability initiatives, and aviation best practices through active involvement in professional organizations and industry networks.

Minimum Qualifications

A Bachelor's Degree from an accredited college or university;

AND

Five (5) years of full-time paid management experience in airport planning and/or construction planning and management pertaining to the use of airport land, buildings, structures, or other airport site improvements.

Note: Additional experience (at the supervisory level) and in one of the areas listed above can be substituted for the required education on a year-for-year basis. (30 semester units or 45 quarter units = 1 year of experience.)

For a full job description, [click here](#).



Compensation

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is \$191,323 - \$210,929 annually. A starting salary above \$191,323 is achievable for the exceptional candidate. Relocation assistance may be available.

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.

Dental Insurance – Covers 100% of the dental plan premium for the employee and eligible dependents.

Deferred Compensation – A Deferred Compensation Program is available through the County 457(b) Deferred Compensation Plan. For each 1% contribution made by the employee to the 457(b) Deferred Compensation, up to a total of 5%, the County will provide a corresponding percentage match into a 401(a) plan for the pay period.

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. **Management Leave** – Up to 80 hours of management leave annually that are replenished at the start of the next calendar year up to a maximum of 80 hours.

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 4% 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

For immediate consideration for this excellent opportunity, **please submit your application by June 29, 2026. The final cut-off is at 5:00 p.m.** Please refer to the job announcement for additional filing dates.

Following the establishment of the eligible list, as vacancies become available, the most qualified candidates will be invited to participate in the interview and selection process. First-round interviews are anticipated in mid-July, with second-round interviews expected in early August.

If you have questions and for additional information about this position, please contact:

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[Alliance Resource Consulting - LinkedIn](#)

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.