

Peckham & McKenney
"All about fit"



Planning Director

CITY OF BAKERSFIELD, CALIFORNIA

THE COMMUNITY

Bakersfield, the Southern Gateway to the Central Valley, is the ninth largest city in California, the seat of Kern County, and one of the fastest growing regions in the nation. This rapidly growing community is built on a balanced economic base that has seen growth in the medical industry as well as commercial growth. Job growth and the community's economic outlook are strong ingredients influencing the trend of people relocating to Bakersfield. Bakersfield is now an emerging urban center encompassing 150 square miles. Our current population is over 411,000, with an additional 100,000 in the metropolitan area.

Despite our size, the strength of Bakersfield remains with its people. We have maintained an atmosphere of small-town hospitality, friendship, cooperation, compassion and optimism. Hallmarks of the community continue to be a high quality of life, strong family orientation, a pro-business attitude, affordability, caring people, and work/life balance.. Bakersfield residents have more time to focus on passion projects and building better neighborhoods – ultimately making a true impact in the lives of their family, friends, and community.

Bakersfield is the nation's top city for family activities and fun with options such as the Valley Children's Ice Center,



McMurtry Aquatic Center, California Living Museum, Buena Vista Museum of Natural History and Science, Bakersfield Music Hall of Fame, Buck Owens' Crystal Palace, Disneyland, and several local live theater venues. Nearby Lake Ming, Lake Isabella, and Buena Vista Lake are popular with boaters, anglers, and jet skiers and offer respite from warm summers. The downtown Art Trek features 90 pieces of public art, and Mill Creek offers an opportunity to visit five countries in its Sister Gardens. Bakersfield offers a vast array of restaurants, music festivals, and more than 170 miles of bike trails – exactly what you would expect to find in a major up-and-coming city. To learn more about this dynamic city, please visit www.bakersfieldcity.us.

THE ORGANIZATION

The City of Bakersfield is a charter city operating under the Council-Manager form of government. The City Council is composed of seven members elected from the seven wards of the City on a nonpartisan basis to

serve overlapping four-year terms.

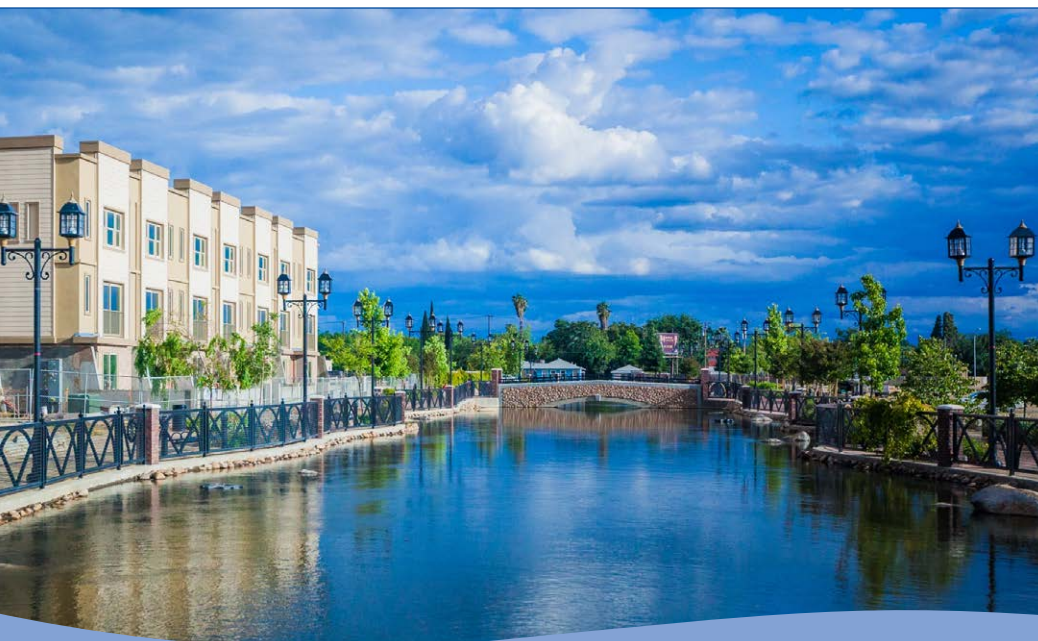
The Mayor is elected at-large to serve a four-year term as presiding officer at City Council meetings and as the official head of the City for legislative and ceremonial purposes. The City Manager and City Attorney are appointed by the City Council.

The City of Bakersfield is a full-service agency and includes the departments and offices of City Manager, City Attorney, Development Services, Public Works, Recreation & Parks, Water Resources, Finance, Human Resources, Risk Management, City Clerk, Police, and Fire. The city is supported by 2,043 FTE has a total FY25/26 budget of \$852.7 million, with \$426.9 million in General Fund and \$87.4 million in CIP.

THE DEPARTMENT

The Development Services Department is a "one-stop shop" that quickly connects residents and developers to the key services needed to facilitate quality development that creates a balanced and thriving community. The Department's goal is to support thoughtful growth and facilitate success for residents, businesses, employers, and visitors of the City of Bakersfield.

The Development Services Department consists of the Planning Division, the Building Division and Land Development Division. The Planning Division provides professional expertise, policy guidance, and administrative support on all planning and zoning issues for Bakersfield. This includes land use planning, zoning and land division services, environmental review of public and private projects, administration of the local Habitat Preservation Program, and much more. These services are provided consistently with the requirements of the California Government Code and the City's adopted policies, ordinances and standards. The Department is supported by 130 FTE with 18 FTE in the Planning Division, and has an



annual department budget of \$22.9 million for FY25/26.

THE POSITION

Reporting directly to the Development Services Director, the Planning Director plans, organizes, and directs the activities and programs of the Planning Division which include a wide range of planning initiatives, including land use, zoning, and environmental review. The Director currently oversees 17 employees and directly supervises the Assistant Planning Director.

Key responsibilities include overseeing the Planning Division, communicating complex, technical planning issues and processes to internal staff, external stakeholders, City officials, governing boards and the public, representing



the division to outside agencies and organizations, and developing and sustaining professional partnerships with stakeholders, governing boards, community members, elected officials, advocacy groups, the public and the media.

Additional duties include advising the department director, the Planning Commission and the City Council with items related to planning, conducting comprehensive housing and land use planning, preparation of planning studies, serving as the technical staff advisor/secretary to the Planning Commission, and managing the process and preparation of CEQA documents.

The Planning Director is the hearing office for Director hearings for Minor Modifications.

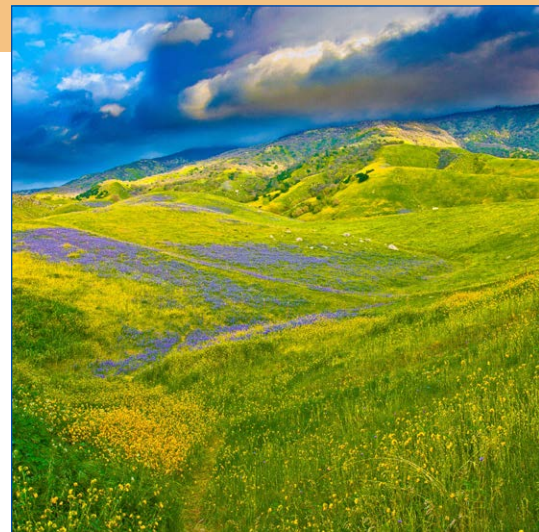
Priorities for the Planning Director include overseeing the General Plan update which began in 2023, overseeing the 6th Cycle Housing Element Update, facilitating streamlined development processes, capitalizing on the new department's new one-stop online electronic planning and permitting portal, and ensuring the City will continue to grow all segments of the economy.

THE IDEAL CANDIDATE

The ideal candidate is an accomplished strategic leader and creative problem solver who can see the big picture and possesses an unwavering commitment to public service, their employees, colleagues, the organization, and the community. The successful candidate will be someone who is enthusiastic about the opportunity and the challenges of overseeing the Planning Division a strong decision maker committed to their decisions, exhibiting a firm yet adaptable approach to planning initiatives. Candidates who are creative, flexible and collaborative, who support the development community, acting as a facilitator of the development process vs. just a regulator, and can guide, train and mentor staff towards forward thinking planning principles make strong candidates.

ADDITIONAL DESIRABLE ATTRIBUTES INCLUDE:

- Superior written and verbal communication and presentation skills
- Strong background/knowledge in the California Environmental Quality



Act and associated issues, including experience in the preparation of Environmental Impact Reports and participation in litigation

- Solid understanding of local and state planning regulations, along with applicability and relevance to various projects
- Knowledge of legislative and regulatory requirements related to the housing crisis
- Finally, the ideal candidate will have demonstrated dedication to the delivery of excellence through their prior work experience

This is an exceptional opportunity for an experienced, dynamic, and forward-thinking leader to shape the future of the City of Bakersfield, and it's commitment to sustainable strategic growth. Minimum qualifications include a Bachelor's degree from an accredited college or university with major work in Public or Business Administration, City or Regional Planning, Urban Planning or a related field and five (5) years of professional planning experience in a governmental agency of which three (3) years must be within a California agency, and two (2) years of supervisory experience.

COMPENSATION AND BENEFITS

The salary range for this outstanding opportunity is \$137,458.88 to \$167,086.40. Placement within this range is dependent upon qualifications. In addition, the City offers an attractive benefits package, including:

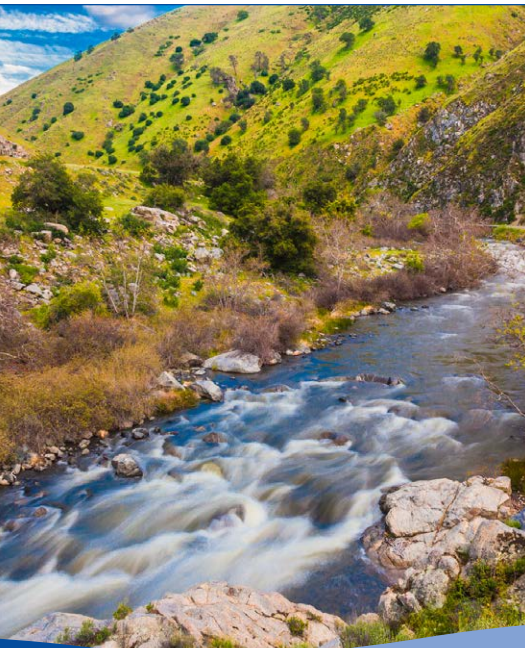
RETIREMENT: The City participates in CalPERS with a 2.7% @ 55 formula for classic members and 2% @ 62 formula for new PEPPRA members. The City of Bakersfield does not participate in Social Security, but participates in Medicare.

MEDICAL/DENTAL/VISION: The City pays a significant portion of the premium for medical, dental, and vision coverage for employees and dependents, and offers Blue Shield PPO & HMO or Kaiser HMO/HMO Deductible, Eye Med PPO & HMO for vision, and United Concordia PPO/HMO for dental.

DEFERRED COMPENSATION: Voluntary 457 Plan with Mission Square & Nationwide.

VACATION: An accrued benefit, starting at 10 working days per year, based on a biweekly accrual rate, and increases with years of service.

HOLIDAYS: 13 holidays of which 3 may be floating holidays per calendar year.



SEARCH SCHEDULE

Filing Deadline.....	November 12, 2025
Preliminary Phone Interviews w/Recruiter.....	November 19 & 20, 2025
Recommendation of Candidates	December 8, 2025
Finalists Interviews:	
• Panel Interviews.....	December 16, 2025
• Finalist(s) In-Person Interview w/Development Services Dir.....	December 17, 2025

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

SICK LEAVE: An accrued benefit based on a biweekly accrual rate, computed upon a basis of 0.462 of a working day for each biweekly period, to yield 12 working days annually.

SICK LEAVE CONVERSION: 2 levels of sick leave conversion with payment options.

ADMINISTRATIVE LEAVE: 80 hours per calendar year.

PERSONAL LEAVE: Up to 8 hours of sick leave per year for personal necessity.

LIFE INSURANCE: Basic Life Benefit – up to \$2,000 plus, 1 times Basic Annual Salary, rounded to the nearest \$1,000, up to a maximum of \$100,000.

VEHICLE ALLOWANCE: City offered for eligible employees who are not provided with a vehicle.

FLEXIBLE SPENDING ACCOUNT: City offered.

EMPLOYEE ASSISTANCE PROGRAM: City offered for employee and dependents.

TUITION REIMBURSEMENT: Annual maximum of \$8,000 for undergraduate and \$10,000 for graduate.

EMPLOYEE DISCOUNTS: Available discounts for various Fitness & Entertainment.

The City of Bakersfield is an Equal Opportunity Employer.



THE RECRUITMENT PROCESS

Please submit your cover letter and resume (including month/year of employment) via our website:

Peckham & McKenney
www.peckhamandmckenney.com

Please do not hesitate to contact Maria Hurtado toll-free at (866) 912-1919, by cell at (831) 247-7885 or via email at maria@peckhamandmckenney.com, if you have any questions regarding this position or the recruitment process.



www.peckhamandmckenney.com