



**PROPOSAL TO PROVIDE IN-HOUSE
PLANNING CONSULTING STAFF
SERVICES
FOR THE CITY OF SAN CARLOS**







TABLE OF CONTENTS

1.	Cover Letter	4
2.	Qualifications	5
3.	Scope of Work	8
4.	Project Team	12
5.	References	20
6.	Proposed Compensation Rates	21
7.	Resumes	23





1. COVER LETTER

February 29, 2024

Rucha Dande, AICP, Principal Planner
600 Elm Street
San Carlos, CA 94070

RE: Response to Request for Qualifications for In-House Planning Staffing Services

Dear Rucha Dande,

Good City Company (Good City), is pleased to submit this proposal to provide In-House Planning Staff Consultant Services for the City of San Carlos. Headquartered in Redwood City, Good City's technical expertise in current planning, zoning code updates, objective design and development standards development, urban design peer review, and economic development strategy and implementation is built upon decades of close collaboration with our local jurisdiction clients across the greater Bay Area.

Additionally, as creators and users of zoning codes, development standards, and economic development strategies, Good City is well qualified to communicate these requirements or plans to external stakeholders providing a bridge between them and City staff. We are confident in our ability to deliver high-quality work that meets the unique needs of the City of San Carlos throughout the engagement.

Lisa Costa Sanders will serve as project manager and primary point of contact for this proposal. We take immense pride in our long-standing relationship with the City of San Carlos and look forward to the opportunity to continue working with the City of San Carlos.

Please contact me if you have any questions or need additional information. I can be reached at (650) 333-0248 or lcostasanders@goodcityco.com

Sincerely,

Lisa Costa Sanders, Principal and Co-Owner

Good City Company
601 Allerton Street Suite 110
Redwood City, CA 94063





2. QUALIFICATIONS

Firm Overview

Good City Company

601 Allerton Street, Suite 110, Redwood City, CA 94063

www.goodcityco.com

Good City Company is a local government and land use consulting firm headquartered in Redwood City, California. Initially founded in 1972 as Neal Martin & Associates, the company was re-established in 2019 as Good City Company (Good City) and is a California Corporation. Good City has a long track record of serving public sector clients. Our San Francisco Peninsula-based headquarters uniquely positions the company to provide technical services tailored to the local area. Our collective experience includes:

- » **Policy Planning:** Creation and process facilitation of policy planning initiatives such as General Plans, Specific Plans, Master Plans, Downtown/ Transit Corridor Plans, and Zoning Codes.
- » **Economic Development:** Develop economic development strategies and economic development program implementation.
- » **Community Engagement:** Design, execute, and facilitate inclusive and meaningful community engagement in lower-income areas and experience reaching hard-to-reach populations.
- » **Policy Implementation:** Implementation and tracking of Long-Range Planning documents, such as General Plans, Housing Elements, Downtown Plans, and Specific Plans.
- » **Housing Plans:** In addition to general policy planning work, Good City assists in developing strategies and policies to produce more housing for all income levels.
- » **Local Jurisdiction Experience:** Aaron Aknin, Carol Johnson, and Dara Sanders have served as Planning Directors in multiple jurisdictions locally and throughout the United States. We are users and interpreters of zoning ordinances and have



experience in writing zoning code updates. We understand the value of zoning codes tailored to a City's specific needs and its users.

Good City understands that the City of San Carlos requests in-house consultant staff services to serve as an extension of City staff. Specifically, the City seeks contract planning staff at the level of Principal Planner, Senior Planner, Associate Planner, Assistant Planner, and others as needed, in response to workflow demands to support the Community Development Department's Current and Advance Planning Divisions. The work may include other City departments as needed.

Good City has significant experience in successfully guiding policy and development projects in the City of San Carlos as well as throughout Northern California. In partnership with local jurisdictions, Good City provides professional direction to ensure projects are completed in a streamlined fashion with careful attention to both local and State requirements and with adherence to local context.

Good City will provide both in-house and remote staff to review all scales of development projects and augment City staff capacity. Good City staff will assist with current and long planning projects, economic development, housing objectives and other strategic tasks as needed. Developing a collaborative approach and working with other departments and agencies is at the core of our service delivery philosophy.

Key Staff

Good City has assembled the following team for the City of San Carlos. Key team members and roles are identified below.

- » Lisa Costa Sanders, Principal-in-Charge
- » Aaron Aknin, Strategic Advisor
- » Brandon DeLucas, Senior Planner
- » Ralph Robinson, Associate Planner
- » Eliza Bailey, Assistant Planner

Resumes, including key experiences, for Lisa, Aaron, Brandon, Ralph, and Eliza are found under Section 3. Additional resumes for the entire Good City team are found under Section 7.



Good City Principals Lisa Costa Sanders and Aaron Akin have extensive experience and knowledge of the City of San Carlos and have worked for numerous jurisdictions in San Mateo County and the greater Bay Area. Ms. Costa Sanders' expertise includes managing large complex development applications, working across departments to resolve project conflicts, making clear and concise presentations to community groups, Planning and Transportation Commission and the City Council on complex topics, managing contentious planning initiatives and providing strategic advice on long-range planning studies. Ms. Costa Sanders will serve as the Principal in Charge and Principal Planner. Aaron Akin has served as a Community Development Director for several jurisdictions, and managed large-scale projects as well as General Plan updates, Specific Plan preparation and Zoning Code Updates. Mr. Akin is available as a strategic advisor as needed by the City.

As noted above, Good City will assign Bandon DeLucas, Senior Planner, Ralph Robinson, Associate Planner and Eliza Bailey, Assistant Planner as in-house consultants for the City of San Carlos. We are also able to assign additional Good City staff members as needed for special project assignments, fill-in for staff on leave or to address increases in workload.





3. SCOPE OF WORK

Good City prides itself on providing highly qualified and professional planners that can adapt to the unique needs of each client. Our planners stay abreast of changes to State law and are knowledgeable in regional agencies' oversight and best industry practices. The experience of Good City's senior leadership is comprehensive and wide-ranging. This will give staff the time to focus on operational or organizational projects and on long-range or development projects of specific importance to the community, Council, or City staff.

Good City Scope of Services for the City of San Carlos includes:

- » **Development Review for Current Planning:** Provide planning project management services for development applications ranging from single-family homes to large complex mixed-use developments. Effective project management starts with responding to public inquiries. Good City staff will provide front-counter staffing at the Planning Division counter to respond to public inquiries promptly and accurately as well as response to phone and email inquiries.
- » Good City staff will process planning applications, including Compliance Review, Design Review, Use Permits, Sign Permits, land use verification of Business Registrations, Tree Removal Permits, Variances, Annexations, Planned Development Zoning, Planned Development Permits, Grading and Dirt Haul and Transportation Demand Management Plans.
- » Planning application review includes:
 - Evaluation of applications for compliance with the City's Zoning Code, General Plan, and applicable Specific Plans, Objective Design Criteria, Design Guidelines, and State law.
 - Coordination of interdepartmental review, routing plans for comments, conducting interdepartmental meetings with relevant City departments



and staff, and returning comments to applicants in accordance with the Permit Streamlining Act. Good City staff will proactively work to resolve any conflicts between comments, offer creative solutions, and provide clear communication to applicants.

- Review building permit submittals within timeframe established by City
- Preparation of completeness letters and correspondence with applicants to communicate City objectives, requests, and standards.
- Respond to community comments on development applications and work with applicants to address any concerns.
- Preparation of notices, staff reports, and presentation of projects to decision-makers at public meetings and hearings.

» **Assist with Advance Planning's Long-Range Planning Initiatives:** Good City staff can assist the City with the preparation of RFPs for consultant services, management of outside consultants, and attendance at meetings as strategic advisors.

- Assist with the implementation and tracking of Long-Range Planning documents, such as General Plans, Housing Elements, Downtown Plans, and Specific Plans.
- Managing environmental review, urban design, and streetscape consultants.
- Complete environmental reviews, categorical exemptions, negative declarations, and monitor projects consistent with CEQA.

» **Assist with Housing and Economic Development Projects including Key Developments.** Good City staff will serve as the Project Manager for key development projects and initiatives. Good City staff will follow the approach outlined above for Development Review for Current Planning projects. Particular attention will be paid to ensuring the project meets the City Council's goals and objectives and Strategic Plan. Good City will help facilitate private and public development opportunities and **assist with implementation programs identified in the 2023-2031 Housing Element.** Staff will assist in strategies to produce more housing at all income levels. Good City staff will **assist with economic development initiatives** including program development, management and implementation, priority goal setting, analysis and research of economic development and revenue-generating opportunities.

» As outlined above, Good City staff will ensure the appropriate **environmental review** is completed in accordance with the California Environmental Quality Act



(CEQA). Good City staff will administer the CEQA process ensuring complete analysis, adequate community outreach, and follow legal notification procedures.

- » **Attend the City's commissions, committees, and associated groups.** We will prepare agendas, notifications, staff reports, presentations, meeting minutes, facilitate meetings, and perform other duties as directed by the City. Good City staff is also available to attend meetings outside the City as well as coordinate with neighboring jurisdictions and regional agencies (C/CAG, Airport, SamTrans, MTC, ABAG, HCD, etc.).
- » **Community engagement and outreach:** Facilitate community meetings or open houses - whether they relate to specific policy planning topics or broader community topics.
- » **Advise on strategic initiatives** under the direction of the Community & Economic Development Director including research and analysis for the preparation of amendments to City Ordinances, Plans, and Resolutions.
- » Good City staff will assist with Municipal Code and Zoning Code amendments. Staff will serve as project managers for these tasks and/or act as collaborative advisors with City staff.
- » **Assist with training and development of policies and procedures.** This may include other Good City staff members depending on the particular expertise desired.
- » **Support other City Departments** as needed. Good City staff has experience managing capital improvement projects, overseeing large public works projects, assisting with grant management, working with the Parks Department for new park land and shared facilities, evaluating city facilities, and assisting the City Manager's office with special projects.

APPROACH

Good City manages projects through clear and frequent communication to ensure high-quality, on-schedule work through the following tasks:

- » **Check-in Meetings.** Organize and facilitate check-in meetings to ensure clear communication among the City departments, other City consultants, and applicants or other stakeholders, share progress, and address issues promptly.
- » **Task-tracking.** Create and maintain a task-tracking document to allow collaboration with City and consultant staff.
- » **Project Timeline and Milestones.** Develop a detailed project timeline with key milestones for the overall process. Good City will work with City staff to identify



competing priorities (other large development projects or policy initiatives, etc.) occurring during the same period to determine a realistic project timeline.

- » **Consultant Management.** Coordinate with the City's other consultants and City staff on tasks and project status; collect data; review draft reports and deliverables; assist with outreach or required noticing; and ensure deliverables are accurate and aligned with the City's objectives.
- » **CEQA Review.** Manage the project's compliance with the California Environmental Quality Act (CEQA), including:
 - Engaging and selecting CEQA consultants to identify the appropriate level of environmental review via an RFP process or the city's on-call environmental bench.
 - Coordinating data needs among the CEQA consultant, Applicant, and interdepartmental staff.
 - Reviewing CEQA documents, including Initial Studies, Mitigated Negative Declarations, and Environmental Impact Reports, and coordinating City staff review.
 - Facilitating project alternatives development.
 - Preparation and distribution of notices, assistance with response to comments, and preparation of reports and presentations for decision-makers.
 - Ensure appropriate recording of final documents.





4. PROJECT TEAM

Project Manager and Key Members

Lisa Costa Sanders will lead the Good City team. She has over 30 years of experience that includes interdepartmental project management, current, and long-range planning, solid waste and recycling management, budget preparation, and economic development and housing program implementation. As project manager, Lisa will serve as an extension to City staff coordinating all aspects of planning services. Aaron Aknin is available as Strategic Advisor, Brandon DeLucas will be assigned as Senior Planner, Ralph Robinson, Associate Planner and Eliza Bailey, Assistant Planner.



LISA COSTA SANDERS

Principal, Owner Good City Company

PROFESSIONAL EXPERIENCE

Ms. Costa Sanders has been with the firm since 1992. Her experience and specialties include interdepartmental project management, current, and long-range planning, and economic development and housing program implementation. She also has extensive experience in design review, California Environmental Quality Act (CEQA), Subdivision Map Act, and worked on permit streamlining and permit tracking systems. Ms. Costa Sanders manages staff, processes large complex development projects, and manages long-range planning initiatives.

Serving as Principal Planner for the City of San Carlos, Ms. Costa Sanders provides staff assistance for larger complex planning and economic development projects. She was the Project Planner for the Wheeler Plaza Development, Landmark Hotel Development and recently completed the processing of several key development Research and Development projects including assisting with community benefit negotiation. She also assisted with property acquisition for economic development, managed city-owned properties, and managed the City's affordable housing programs.

EDUCATION

B.S., City and Regional Planning, California Polytechnic State University San Luis Obispo

MEMBERSHIPS

American Planning Association



Lisa also assists with General Plan and Zoning Code updates and amendments and serves as strategic advisor for Specific Plan preparation.

Lisa also served as the Acting Assistant City Manager for the City of San Carlos. In that capacity, she prepared the Mayor's State of the City presentation, managed the City's annual Strategic Plan update, reviewed all City Council staff reports and attended several regional meetings on behalf of the City Manager's office.

Lisa currently assists the City of San Bruno as Project Manager for the Tanforan development project, consisting of 2 million square feet of life science office/lab space, over 1,000 housing units, and new retail space. Previously as the Acting Planning Manager for the City of San Bruno, she was the project planner for the Tanforan Remodel Project, Crossing 350-unit housing development, Pacific Bay Vistas, 308-unit multi-family development, Merimont 70 new home development, Skycrest 24 new home development, and Cedar Mills 14 new home development. She also assisted the Public Services Director with preparing reports to the City Council, managing sustainability projects, managing grant programs, and served as the Assistant Project Manager for the San Bruno Grade Separation project.

Lisa assisted the City of South San Francisco with its comprehensive General Plan update, preparation of the Environmental Impact Report, and Zoning Code Update. She also served as Project Manager for the Lindenville Specific Plan and managed the Mayor's Commission on Race and Social Equity.

As Contract Principal Planner for the City of Redwood City, Lisa managed larger complex development applications including the Harbor View Place, Rocketship Charter School, multi-family development at 150 El Camino Real, mixed-use development at 557 E. Bayshore and 610 Walnut Street, Sandpiper School expansion and the City's new water tank project.





Aaron Akin

Principal, Owner Good City Company

PROFESSIONAL EXPERIENCE

Aaron is a Partner at Good City, where he helps lead the day-to-day operations and client relations for the company. Since joining Good City, he has served as Principal for projects and policy documents in numerous local government agencies. Aaron has more than two decades of Bay Area municipal experience, including serving in an executive capacity in several cities. Aaron has frequently spoken at regional events, as well as served on panels at national conferences on topics related to development, downtown planning, transportation, parking, affordable housing, and related issues.

Aaron most recent municipal position was with the City of Redwood City, where he served as the Assistant City Manager and Community Development Director. In this capacity, he oversaw a 70+ member department, which included the Planning, Housing, Engineering, Transportation, Front Counter Services, and Code Enforcement divisions. As the Assistant City Manager, he led key Citywide initiatives, Economic Development and also served as Interim City Manager. Aaron was in Redwood City during a time of unprecedented growth and community involvement (2014-2019). During his half-decade with the City, the City reviewed and processed over 4,000 new housing units, as well as several million square feet of office space. In addition, Aaron oversaw the implementation and amendments to the Redwood City Downtown Precise Plan. Aaron helped shape a first of its kind community benefits program ("Partnership Redwood City"), adoption of several key affordable housing initiatives including an inclusionary housing ordinance, an Airbnb affordable housing tax and renter protections, and the adoption the Citywide Transportation Plan.

Prior to coming to Redwood City, Aaron was with the City of Palo Alto in 2012-2014. He served as both the Assistant and Interim Director of Planning and Community Environment Department. In this capacity, he led the Planning and Transportation Divisions within the City. Key projects included the formation of the first Downtown Residential Permit Program (RPP), leading the downtown development cap process, providing direction related to the Comprehensive Plan (General Plan), being the Planning

EDUCATION

B.A., Urban Studies, San Francisco State University

M.A., Public Policy, Cal State Northridge

MEMBERSHIPS

American Institute of Certified Planners

American Planning Association

International City/County Manager Association



Commission liaison, and overseeing several Stanford related developments. During his time in Palo Alto, Aaron focused much of his efforts on transparency by increasing the amount of available (and understandable) public information and building a connection within the community.

Aaron “grew up” as a local government professional in the City of San Bruno. He began his career in San Bruno in 2002 as an Assistant Planner, and left in 2012, after spending the last 5 years as the Community Development Director. As Community Development Director, he was in charge of the Planning, Building, and the Code Enforcement divisions, and staffed the Planning Commission.

During his time in San Bruno, the Shops at Tanforan mall was renovated for the first time in generations, and over 1,500 residential units were constructed citywide. This included over 1,000 units at “The Crossing” (former Navy Base) which included 315 affordable units. During Aaron’s tenure as Director, the first General Plan in 25 years was adopted, and the draft Transit Corridor Plan was released. Most importantly, Aaron served as the Plan Section Chief during the PG&E Pipeline Explosion and worked closely with property owners during the immediate aftermath and in the months and years following the disaster.

PROJECT EXPERIENCE HIGHLIGHTS

- » Caltrain at Diridon, Project Manager/City Liaison, Caltrain
- » Harbor Industrial Area Specific Plan, Principal-in-Charge, Belmont
- » Scotts Valley Town Center Specific Plan, Principal-in-Charge, Scotts Valley
- » North Fair Oaks Community Plan, Principal-in-Charge, County of San Mateo
- » Redwood City Precise Plan Implementation, Lead, Redwood City*

*Work completed at a previous place of employment





Brandon H DeLucas

Senior Planner

PROFESSIONAL EXPERIENCE

Brandon H DeLucas is a Senior Planner for Good City Company, bringing over six years of dedicated experience in land use planning, Geographic Information Systems (GIS), and program implementation. He has worked professionally in several San Francisco Bay Area and Arizona cities.

EDUCATION

Masters of Public Administration, San Francisco State University

Bachelors in Geographic Science and Community Planning, Northern Arizona University

Brandon is skilled at managing diverse stakeholders, building partnerships, and developing solutions for complex problems. His current planning experience includes overseeing various development projects, from new single-family homes to large commercial/industrial developments. Brandon has played a supportive role in reviewing large multi-family developments and has led Comprehensive zoning text amendments. These amendments aimed to reformat chapters for ease of use, update standards, and streamline planning review processes.

With a master's degree in public administration and a background in data collection, analysis, and research, Brandon has spearheaded process and system improvements, developed small business assistance programs, and trained new staff.

In his recent role with the City of Union City, Brandon has successfully reformatted and updated the City's Industrial Districts Chapter to establish new performance and design standards. He managed a city-wide GIS system migration and implementation and was crucial in creating objective design standards for single-family projects, including accessory dwelling units (ADUs) and SB9.



Ralph Robinson

Associate Planner

PROFESSIONAL EXPERIENCE

Ralph Robinson joined Good City in 2021. As Associate Planner, he works extensively with local communities on conformance with state requirements related to their Housing Elements, Senate Bill 9



EDUCATION

B.A., Geography,
University of Richmond

Advanced Certificate in
Transportation & Land
Use Planning, San Jose
State University

Master of Urban
Planning, San Jose
State University

regarding residential developments, Accessory Dwelling Units, and other associated issues. Additionally, he manages public meetings, reviews development applications, and serves as a valuable resource and first point of contact for the public. He has experience in San Mateo, San Carlos, Burlingame, Alameda, Portola Valley and Atherton.

While earning his master's in urban planning at San Jose State University, he worked with two professors through the Mineta Transportation Institute to publish original research on local solutions for transportation financing and issues of walkability and sustainability in the Bay Area. He also worked with CommUniverCity managing the creation of a robust assessment of a historically underserved Eastside San José community.

For his efforts as a student, he was recognized with an APA (American Planning Association) Outstanding Planning Student Award and his project was recognized with both a 2020 San Francisco Bay Area Planning and Urban Research Association (SPUR) Impact Award and an Award of Excellence by the APA California Chapter Northern Section. Prior to his master's program, Ralph was Vice President of Research, Strategy & Content with ZEITGUIDE, a coaching and consultation firm targeted to chief-level executives. He has also worked as a classroom teacher, tutor and in volunteer capacities with young students.

Ralph is a Massachusetts native whose principal focus is rethinking land use policies to make our communities livable for everyone, and capable of providing the economic, educational, mental, physical, and social benefits we all require.

PROJECT EXPERIENCE HIGHLIGHTS

- » SB 9 Zoning Code Amendments, Atherton, Alameda and San Carlos, CA
- » 1200-1340 Bayshore Highway, 12-acre Office + Life Science Redevelopment, Review and Entitlement Coordination, Burlingame, CA
- » Housing Element Update, Atherton, CA

Single- and Multi-Family Entitlements, Subdivisions, Annexations, Zoning Code and General Plan Amendments





Eliza Bailey

Assistant Planner

PROFESSIONAL EXPERIENCE

Eliza Bailey joins Good City as an Assistant Planner helping with current and advance planning projects. Eliza earned her master's degree in geography and has spent over 11 years in high volume guest-facing roles and is eager to combine her years of facilities and operations, and project management experience. Her planning interests include housing, climate change mitigation, environmental justice, and food justice.

Eliza has completed numerous research studies on various geographical topics examining how land-use planning, transportation, water resources, food resources, climate, race and ethnicity, and gender affect housing choices.

Key research projects include:

Personal Narratives: Discovering San Francisco's Changing Spaces for Queer Women – an oral history of the lived experiences of

- » 20 participants and how the city's changing urban and economic landscape pushed most of them out of San Francisco.
- » Qualitative analysis of San Francisco's Hunters Point Shipyard Development project, its community impact, and how the developers dealt with a lengthy toxic waste cleanup process.
- » The filling of Islais Creek, San Francisco from 1890 to 1930 – what once was a flowing river through multiple San Francisco neighborhoods now runs through an enclosed system under the street.

Outside of work, Eliza enjoys playing softball, trivia, and traveling.

EDUCATION

B.A, Geography, Urban Environment, Transportation, and Land-Use Planning, San Francisco State University

M.A., Geography, San Francisco State University



The Good City Team

The team will be supported by Principal, Senior, Associate and Assistant Planners, and other Good City members. Full resumes, including their education, experience, and expertise are included in Section 7.

LISA COSTA SANDERS <i>Principal, Owner</i>	BRANDON DE LUCAS <i>Senior Planner</i>	ARIANNA O'CONNELL <i>Associate Planner</i>
AARON AKNIN, AICP <i>Principal, Owner</i>	JEREMY DENNIS <i>Public Policy Manager</i>	MONIQUE ORZECOWSKI <i>Office Manager</i>
ELIZA BAILEY <i>Assistant Planner</i>	JACOB GARCIA <i>Senior Planner</i>	LESLIE PARKS <i>Economic Development Director</i>
KELLY BEGGS <i>Housing Specialist</i>	VERA GIL <i>Housing Specialist</i>	DARA PHUNG <i>Marketing Specialist/ Graphic Designer</i>
JAMIE BOURNE <i>Assistant Planner</i>	NICHOLAS HAMILTON <i>Public Policy Lead</i>	RALPH ROBINSON <i>Associate Planner</i>
PAUL CHYTILA-HINZE <i>Assistant Planner</i>	CAROL JOHNSON, AICP <i>Planning Director</i>	DARA SANDERS <i>Principal Planner/ Planning Manager</i>
SANDY COUNCIL <i>Housing Services Consultant</i>	RON LA FRANCE <i>Chief Building Official</i>	MARK SULLIVAN, AICP <i>Housing Specialist</i>
CHRISTOPHER DACUMOS <i>Senior Planner</i>	ROBERT MCDONALD <i>Project Manager: Land Use Entitlements</i>	
STEPHANIE DAVIS, AICP <i>Principal Planner</i>	SABINA MORA <i>Senior Economic Development Planner</i>	





5. REFERENCES



CITY OF SAN BRUNO

Darcy Smith, Assistant City Manager
dsmith@sanbruno.ca.gov | (650) 616-7002
567 El Camino Real, San Bruno, CA 94066



CITY OF SAN MATEO

Christina Horrisberger, Community Development Director
chorrisberger@cityofsanmateo.org | (650) 294-4154
330 W. 20th Avenue, San Mateo, CA 94403



CITY OF SOUTH SAN FRANCISCO

Nell Selander, Economic & Community Development Department
nell.selander@ssf.net | 650-763-6141
400 Grand Ave, South San Francisco, CA 94080





6. PROPOSED COMPENSATION RATES

Good City Classification Title	City of San Carlos Classification Title	Good City Billable Rate
Principal/Partner	Community and Economic Development Director	\$260
Planning Director	Assistant Community and Economic Development Director	\$230
Principal Planner/Planning Manager	Principal Planner	\$195
Economic Development Director	Assistant Community and Economic Development Director	\$230
Public Policy Manager	Assistant Community and Economic Development Director	\$225
Chief Building Official	Building Official	\$170
Senior Planner/Project Manager	Senior Planner	\$170
Senior Economic Development Planner	Economic Development & Housing Manager	\$170
Public Policy Lead	Senior Planner	\$170
Housing Services Consultant	Senior Management Analyst	\$170
Associate Planner	Associate Planner	\$140
Economic Development Associate	Economic Development Coordinator	\$140
Assistant Planner	Assistant Planner	\$130



Planning Technician	Permit Technician	\$100
Marketing Specialist/Graphic Designer	Permit Tech	\$100
Administrative Specialist	Administrative Assistant	\$90





7. RESUMES

