



The County of Orange
invites applications for
Airport Director

John Wayne Airport, Orange County (SNA)
Santa Ana, CA

EXECUTIVE SEARCH SERVICES PROVIDED BY ADK CONSULTING & EXECUTIVE SEARCH

The Airport

John Wayne Airport, Orange County (SNA), owned and operated by the County of Orange, is located approximately 35 miles south of Los Angeles between Costa Mesa, Irvine, and Newport Beach.

John Wayne Airport is a medium hub airport with approximately 300,000 commercial and general aviation operations each year, placing it in the top 30 busiest airports in the country. John Wayne Airport plays a unique and crucial role in the Orange County community. It is the only airport in Orange County that provides commercial passenger and air cargo service and is the primary provider of general aviation services and facilities in the county. It is home to local law enforcement air operations and to medical/mercy flights. JWA is the gateway through which millions of passengers travel each year to their homes, their families, their vacations, and their businesses.

John Wayne Airport's Mission is to plan, direct and provide high quality aviation services and facilities for Orange County in a safe, secure and efficient manner.

Strategic Goals:

- Maintain a safe and secure environment for aviation and the general public
- Provide a superior aviation experience to travelers and tenants
- Operate in an environmentally responsible manner
- Operate as a financially efficient and self-supporting aviation facility
- Implement ongoing and new capital improvement projects in collaboration with Orange County Public Works

Orange County's aviation history is deeply rooted in general aviation (private, non-commercial) operations. From 1923, the year aviation pioneer Eddie Martin founded the airfield that ultimately became John Wayne Airport, until 1939, the Airport operated as a privately owned general aviation facility. After serving as a military base during World War II, the Airport was returned to the County of Orange with the stipulation that it remain open to all types of aviation uses.





The Airport *(continued)*

General Aviation

John Wayne Airport is the home base for more than 500 private general aviation aircraft that run the gamut from vintage biplanes and helicopters to sleek corporate jets.

General aviation accounts for the majority of the Airport's total aircraft operations (takeoffs and landings). In 2019, there were 204,000 general aviation operations. For 2021, general aviation operations will exceed 2019 levels. The airport is home to two full-service FBOs (Clay Lacy and ACI Jet) and one limited-service FBO.

Commercial Air Service

Commercial air service is provided by most major U.S. carriers: Alaska, Allegiant, American, Delta, Frontier, JSX, Southwest, Spirit, Sun Country, and United. International destinations are served by Air Canada, Southwest and Westjet. Currently, these carriers serve more than 30 nonstop destinations (7 new markets in 2021 - reinstating service to Canada, Mexico and Hawaii). JWA served approximately 10.6 million passengers in 2019, and expects to serve 7.8 million passengers in 2021. For the first 11 months of 2021, load factors have averaged 70%. In recent weeks, load factors have exceeded 2019 levels. Based on the Airport's mix of destinations and strong local economy, we expect continued growth in 2022.

JWA values a superior guest experience and has special programs such as Helping Hands, AirPaws therapy dogs, Terminal music, and the OC AirPASS.

JWA is also served by two cargo airlines—FedEx and UPS.

The Airport *(continued)*

Settlement Agreement – To be a good neighbor,

John Wayne Airport is one of the most regulated airports in the United States. Its noise mitigation regulations were initially defined in the 1985 “Settlement Agreement,” which formalized consensus between the County of Orange, the City of Newport Beach and two community groups on the nature and extent of facility and operational improvements that could be implemented at JWA. The Settlement Agreement has been extended twice and will continue to set facility and operational limitations through 2030. JWA currently has authority to increase to 11.5 million annual passengers. In 2026, the Airport will be able to expand commercial traffic up to 12.5 million passengers. Since the early 1970s, the County of Orange has enforced a curfew that precludes aircraft (general aviation and commercial) from operating during nighttime hours unless they can meet defined noise limits.

Facilities – With two runways, an airfield, three terminals, four parking garages, a central utility plant support facilities on over 500 acres, JWA maintains over \$1 billion worth of facilities and assets. The Thomas F. Riley Terminals (A, B, and C) total 730,505 square feet, with 22 gates. These terminals are retrofitted to survive an 8.0 earthquake.

Fiscal and Organization

JWA is respected for its fiscally conservative management approach and has been rewarded with some of the highest bond ratings among its peers. Despite the pandemic, this rating was recently upgraded to “AA-.”

For the fiscal year 2020/21, JWA received \$99.8M in operating revenue. Additional revenues were received through federal grants (\$22M) and Passenger Facility Charge (\$9M). For the same fiscal year, total operating expenses, excluding depreciation, were \$91.3M, \$32.8M in capital projects, and \$15M in debt service. In FY 2021/22, the operating budget is \$108.9M and \$35.5M for capital projects.

The Airport currently has 176 positions, all but two are covered by union collective bargaining agreements. The Airport also has stationed staff from various County agencies: Orange County Sheriff’s Department (74 positions), Auditor-Controller, Human Resource Services, and County Counsel (15 positions). Additionally, the airport contracts for Aircraft Rescue and Fire Fighting (ARFF) services with Orange County Fire Authority (18 positions).



The Airport *(continued)*

Airport Development

Significant current and upcoming projects include: (1) Concession Redevelopment, (2) General Aviation Redevelopment of all facilities, (3) Common Use Passenger Processing System (CUPPS) upgrade, and (4) Central Utility Plant and other power upgrades.

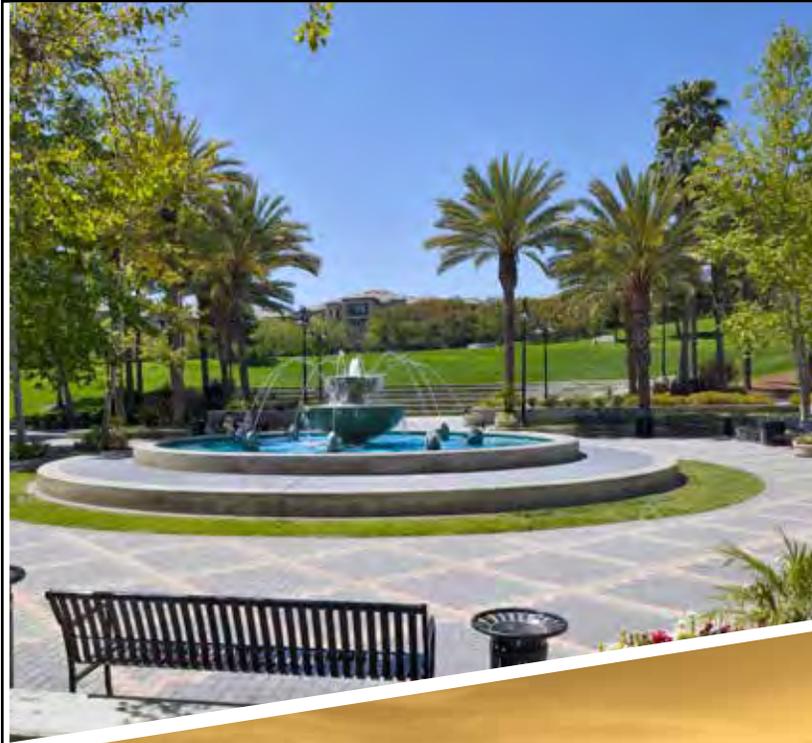
The Community

Located on the Southern California coast with a culturally diverse population of 3 million, the County of Orange offers a high quality of life and a nearly perfect climate year-round. Orange County has more than three million residents, and is the third most populous county in the State of California. Orange County has thirty-four incorporated cities with seven of these cities among the 200 largest cities in the United States. Orange County features excellence in education, low crime rate, a wide variety of businesses, and unlimited recreational opportunities.

Many corporate headquarters and leading technology and biomedical firms have made Orange County their home. Educational opportunities are plentiful with two State universities – California State University, Fullerton and the University of California at Irvine, plus several private colleges and four community college districts. There are over 60 high school campuses and enough elementary schools to educate one and a half million students.

Visitors and residents alike have an opportunity to enjoy an abundance of world-class shopping, dining, and resort accommodations, as well as spectacular vistas with 42 miles of pristine, sandy coastline. The region offers a variety of amenities for those that seek an active lifestyle. From fishing to yachting, water sports of every kind abound on the beaches and in the harbors and marinas that dot the Orange County coast. The sunny weather is perfect for golfing on world-class courses, hiking, and mountain biking.

Orange County is also home to the state's most popular attractions, including Disneyland, Disney California Adventure, and Knott's Berry Farm. The 2002 World Series Champion Angels baseball team and the 2007 Stanley Cup Champion Anaheim Ducks NHL team are exciting choices for sports enthusiasts. Cultural venues are abundant, including theater, symphony, and orchestra performances and museums for adults and children.



The County Government

Orange County is a Charter County governed by a five-member Board of Supervisors elected to four-year terms. The Board is supported by a group of dedicated, public-spirited individuals and together, they comprise a regional service provider and planning agency committed to maximizing resources and improving the quality of life for residents in Orange County. The 22 departments (and respective divisions) that make up the County government strive to make Orange County a safe, healthy, and fulfilling place to live, work and play, by providing vital services to the community. The County's core businesses are public safety, public health, environmental protection, regional planning, public assistance, social services, and aviation.

The Job

Appointed by and serving at the discretion of the County Board of Supervisors, the Airport Director is responsible for operations, administration, planning, and development activities at the John Wayne Airport, owned and operated by the County of Orange. With recommendations and advice from the Orange County Airport Commission, the Airport Director reports directly to the County's Deputy County Executive Officer. The Airport Director is responsible for directing, through subordinate managers, the overall operations of the John Wayne Airport.

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

The Ideal Candidate

We are seeking an innovative, forward-thinking Airport Director who will be a champion for the future, capable of dealing with substantial change, and showing flexibility and creativity to problem solving. The successful candidate will possess excellent written and oral communication skills; have demonstrated effective leadership in developing and participating in a team-oriented work environment; be politically savvy; have established a strong reputation for effective leadership with stakeholders at the Airport and in the community and have demonstrated extensive knowledge of principles and practices of modern airport management. We are looking for demonstrated qualities of stability, commitment, strategic thinking, and high levels of technical competency in airport management.





Position Qualifications

The critical nature of this position requires that the successful candidate possess superior leadership skills with at least 10 years of increasingly responsible management experience in airport administration, operations, or finance, including at least five years as part of the top management staff at a commercial airport of similar complexity. A Bachelor's degree in airport management, business administration, public administration or related field is required. A Master's degree or A.A.E. or IAP accreditation is a plus. Candidates must possess, or have the ability to obtain, a valid California Driver's License. Positions must obtain and maintain Airport security clearance.

Salary and Compensation

The annual salary range for the incoming Airport Director is \$175,020.00 - \$261,331.20 (monthly \$14,585.00 - \$21,777.60); placement within this range is dependent upon qualifications. The County also offers an attractive benefits package that includes:

Retirement Plan

Benefit formula of 1.62% @ 65 retirement benefits (includes a voluntary Defined Contribution plan and an employer match contribution). Eligible new employees who have reciprocal California public service time are required to choose between Plan O/P (1.62% @ 65) and Plan I/J (2.7% @ 55) retirement benefit formulas.

Retirement Reverse Pickup Contributions

County of Orange employees are subject to an additional reverse pick up percentage. This is in addition to the normal employee contribution. More information is available on the [OCERS website](#). Depending on retirement plan, this contribution will be eliminated or reduced in July 2022.

Optional Benefit Plan (OBP)

\$4,500 annually (pro-rated if hire or promotion occurs mid-year). Executive Managers may elect a taxable cash lump sum, OBP Health Care Reimbursement Account, and/or 457 Defined Contribution Plan.

Health Plan Coverage

There are currently five different plans to choose from including two Preferred Provider Organizations (PPO's) Plans and three Health Maintenance Organizations (HMOs) Plans.

Dental

Dental coverage administered by Blue Shield of California.

Life Insurance and Accidental Death & Dismemberment (AD&D)

Basic amount of \$125,000; employee may purchase additional voluntary coverage.

Sick Leave

During the first three years of employment, the accrual time rate will be .0347 hours of sick leave with pay for each hour of pay, which is approximately nine days annually. At the fourth year, the accrual time rate will increase to .0462 hours, which is approximately 12 days annually.

Vacation Accrual

Initial accrual rate at .0577 hours for each hour of pay, approximately three weeks per year, up to a maximum of .0962 hours for each hour of pay, five weeks per year subject to negotiation.

Severance Payment

In the event that at-will employment is terminated, and in addition to a payout for any accrued, unused Vacation Time, the Employee will receive a severance payment, equal to the sum of ninety calendar days of salary and the County's share of the costs of Employee's health insurance premiums.

Auto Allowance

For at-will Executive Managers, a taxable monthly allowance of \$765.

Salary Continuance

County will pay 60% of salary for approved applications.

Educational and Professional Reimbursement

Up to \$10,000 per fiscal year.





Other Benefits

401 (a) Defined Contribution Plan (5% Employer contribution of Executive Manager's bi-weekly salary); 457 Defined Contribution Plan (participation is voluntary); Voluntary Dependent Care (DCRA) & Health Care Reimbursement Account (HCRA); Employee Assistance Program; Annual Physical.

For additional information about Orange County benefits, [click here](#).

How to Apply

To apply online, [click here](#).

Deadline for applications: January 16, 2022

For questions or more information: **Rod Dinger, A.A.E.**
rod@adkexecutivesearch.com

***Please note:** After your application is complete, you will receive an important email from us. Please check your inbox and your junk/spam folder, and if you have not received our email, please notify us at: admin@adkexecutivesearch.com.*

