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**Date posted: September 22, 2026**

**Job description:**

**Fresno Council of Governments Regional Principal Planner**

**Salary range:** \$115,000-\$140,000, DOE

**Description**

Fresno Council of Governments (Fresno COG) is seeking a versatile and talented Regional Principal Planner to spearhead the agency's long-range regional transportation and land-use planning program – specifically, Regional Transportation Plan/Sustainable Communities Strategy (RTP-SCS) development and special studies/plans, under direction of the Deputy Director. This position requires close coordination with all other Fresno COG divisions, including programming, finance and public transportation.

The regional planning division is dedicated to ensuring Fresno COG complies with all obligations as the metropolitan planning organization (MPO), Regional Transportation Planning Agency (RTPA), and Council of Governments (COG) for the region. This position will be in charge of programs and projects that integrate transportation and land use planning, meet federal and state mandates, and achieve the agency's climate, air quality and sustainability goals. This includes the Regional Transportation Plan guidelines, CEQA requirements and California Transportation Agency sustainability and climate adaptation goals under AB 32, SB 375, SB 743 and related legislation. Additionally, the planning division supports and coordinates transportation planning activities among Fresno COG's 16 member jurisdictions and public transportation operators, commissions special studies, and pursues grant opportunities, prioritizes transportation system preservation activities and supports strategic, integrated transportation planning initiatives.

**The successful candidate can expect to:**

- manage, supervise and direct the activities of the planning division and major project elements of the assigned functional area of responsibility;
- develop grant applications and manage consultant contracts for various projects;
- review plans, studies, reports and other documents relating to transportation, land use, environmental protection, economic development, environmental compliance, and related topics;
- administer applicable state and federal statutes and agency policies;
- administer planning-related grant projects and contracts;
- assist the public in understanding and complying with adopted plans and regulations;

- develop and institute a comprehensive workflow strategy to produce the quadrennial Regional Transportation Plan/Sustainable Communities Strategy, including overseeing and synthesizing Fresno COG's regional transportation modeling program, environmental review process, financial, policy, action elements, and special studies/plans that feed into the RTP/SCS process;
- represent Fresno COG at external meetings (committees, standing meetings, workshops);
- present and provide support for communication of technical and policy matters related to the RTP/SCS and related studies, plans and programs; Congestion Management Plan, and related technical planning issues at Fresno COG's Policy Board, Transportation Technical Committee, Policy Advisory Committee, technical ad-hoc committees and public workshops/presentations;
- perform other duties as assigned.

### **What you'll bring to this role**

Any combination of training, education, and experience that would provide the required knowledge, skills, and abilities may also be considered.

Typically, obtaining the required qualifications requires seven years of experience in urban planning and design, project management, planning regulations, or a related field and at least a bachelor's degree in a relevant field. A master's degree in planning and/or AICP certification is preferred.

We'll be a great match if you also have:

- Thorough knowledge of regional transportation planning principles and familiarity with transportation analysis tools and programming strategies used by major MPOs, cities and counties to support transportation planning and programming.
- Experience and ability to develop public policy and to develop and implement programs.
- Knowledge of sustainable planning practices, environmental and climate action/adaptation principles and concepts.
- Experience and familiarity with a variety of land-use and transportation models and methodology.
- The ability to establish, maintain, and foster positive and harmonious working relationships and collaboration with those contacted in the course of work.
- Political astuteness and experience working with local elected officials and knowledge of regional challenges and opportunities related to transportation and environmental sustainability planning.
- Effective verbal and written communication skills, including presentation and public speaking skills.
- Knowledge of Fresno County regional, and San Joaquin Valley transportation and land-use opportunities and challenges is highly desirable.
- Knowledge of pertinent Federal, State, and local laws, codes, and regulations.

The information provided on the application and supplemental questionnaire will be evaluated and used to determine eligibility to participate in the next phase of the hiring process. Failure to provide complete and accurate information in the application and supplemental questionnaire may result in disqualification even if the candidate possesses the qualifying experience or education. Please be as specific as possible and include all information as requested. Comments such as "see resume or application" will not be considered as a sufficient response. Please note that all information is subject to verification at any time in the hiring process. Falsification of any information may result in disqualification or dismissal.

Fresno Council of Governments is an equal opportunity employer that does not discriminate on the basis of race, religion, color, national origin, ancestry, physical disability, mental disability, mental condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, military and veteran status, or any other basis protected by law. Fresno COG strives to embrace and actively support an inclusive and diverse work environment where the personal dignity is recognized, valued, and celebrated. To achieve this objective, we must hire, retain, and inspire the right people to do the right work. Each member of the workforce is charged with contributing diversity of thought through intersectional identities and experiences.

The provisions of this job announcement do not constitute a contract, expressed or implied, and any provision contained in this job announcement may be modified or revoked without notice.

### **Insurance Coverage**

Employees receive 100 percent coverage in a Blue Shield of California PPO with no employee contribution; up to \$2,200 in self-insured dental coverage for employees and family members, and; up to \$770 in vision care coverage for the employee only. Fresno COG also provides supplemental life insurance of up to \$100,000, as well as short- and long-term disability insurance plans.

### **Retirement**

Employees receive a tax-deferred, 15 percent gross salary contribution into a qualified, defined-contribution 401(A) plan. Fresno COG also administers an IRS-qualified, tax-deferred 457(B) plan into which employees contribute a minimum 7.5 percent match but may also contribute up to the IRS maximum.

### **Employees do not pay Social Security.**

### **Holidays**

Employees receive 15 designated holidays per fiscal year.

### **Vacation Accrual**

Ten to 20 days per year depending on length of service

0-5 years: 80 hours

5-10 years: 120 hours

11-15 years: 160 hours

15+ years: Eight additional hours for every five years of service

### **Sick Leave**

Employees accrue sick leave at the rate of one day per month. Sick leave balances may be cashed out annually at a rate of 25 percent of accrued time greater than 40 hours.

**Health and Dependent Care Reimbursement Account**

An IRS Section 125, tax-exempt, medical savings plan to pay eligible expenses associated with health and dependent care.

**Transportation Incentive Program**

Fresno COG provides either a parking permit or transit pass for each employee.

**How to Apply:**

Interested candidates should submit a letter of introduction, resumé and writing samples to:

Robert Phipps, Executive Director, Fresno COG

[robert@fresnocog.org](mailto:robert@fresnocog.org)

or by mail to:

Fresno Council of Governments  
Attn: Robert Phipps, Executive Director  
2035 Tulare St. Suite 201  
Fresno, CA 93721

**Job Type: Full-time****Benefits:**

- 401(k) matching
- Dental insurance
- Employee assistance program
- Flexible schedule
- Flexible spending account
- Health insurance
- Life insurance
- Paid time off
- Vision insurance

**Application Question(s):**

- Please list experience/education in urban or transportation planning, specifically.
- This job may require:

-- long periods of sitting and computer-related work; or alternately, standing or walking for periods that could exceed two hours;  
-- safely lifting and moving items up to 50 pounds;  
-- frequent bending, reaching, and climbing stairs.

Are you able to perform these essential job tasks with or without reasonable accommodation?

**Education:**

- **Bachelor's (Required)**

**License/Certification:**

- **Driver's License (Required)**

**Willingness to travel:**

- **25% (Preferred)**

**Work Location: In person**