

Compensation and Benefits

The City of Oakland offers a highly competitive compensation and benefits program. The salary range for this position is \$103,781 to \$127,434 annually, DOQ. The excellent benefits program includes:

- ◆ Retirement – The City participates in CalPERS (California Public Employees Retirement Systems) with a pension formula of 2.5% at 55 (for Classic PERS members) and 2% @ 62 for new PERS members. Employees contribute 8% of pre-tax wages.
- ◆ Health – The City participates in CalPERS Health Benefit Services.
- ◆ Dental – The City pays for dental coverage for employees and dependents.
- ◆ Vision - The City pays for vision coverage for employees and dependents.
- ◆ Vacation – The City offers vacation accrual at the rate of 10 days per year for first 4 years.
- ◆ Paid holidays – 12 holidays and 1 floating holiday per year.
- ◆ Management leave – up to 10 days per year at the discretion of the supervisor.
- ◆ Sick leave – Employees accrue 12 days per year.
- ◆ Term life insurance Paid by the City – benefit amount is up to \$200,000.
- ◆ Deferred Compensation – The City offers a 457(b) voluntary retirement plan, Flexible Spending Accounts and credit union services.



The City of Oakland is an EEO/ADA Employer.

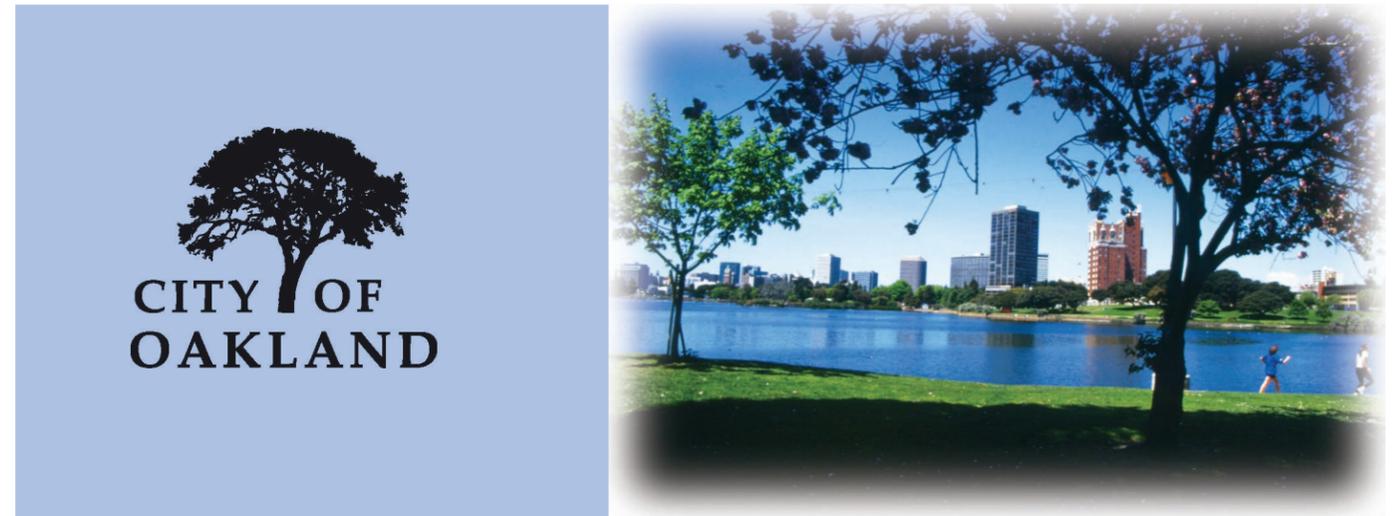
The Process

To pursue this unique and exceptional career opportunity, please forward a letter of interest, your resume, including your current salary, and five work-related references (who will not be contacted until mutual interest is established) to:

Paul Kimura and/or Cris Piasecki
Avery Associates
3½ N. Santa Cruz Ave, Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

Final Filing Date: August 8, 2014

If you have any questions regarding this position please contact Paul Kimura at 408.399.4424 or Cris Piasecki at 408.234.2025.



*invites your interest
for the position of*

**Animal
Services
Director**

The City and Community of Oakland

The City of Oakland has become an exciting and dynamic community on the move. A strong economic base, world-class arts and entertainment venues, an abundance of recreational options and a rich multicultural heritage combine to make Oakland a vibrant community. The City has emerged as a major economic force in the region. As a center for international trade, the Port of Oakland is the nation's fourth busiest container port in the Bay Area. The Oakland International Airport is served by 12 major domestic and international airlines. Forbes magazine previously selected Oakland as one of the Country's 10 best cities for business and careers, based on the City's diversified economy with a vast technology base.



The City's landscape is a picturesque mix of lovely hillside neighborhoods; urban chic, exciting and diverse architecture; a bustling waterfront; two shimmering lakes; 19 miles of shoreline along the San Francisco Bay; unparalleled Bay views; and more parks and open space per capita than any other city in the Bay Area. Jack London Square, the Waterfront area, and Lake Merritt provide tourists and residents several scenic touring options. High quality educational opportunities abound as six major universities, including U.C. Berkeley, are within a 40-mile radius. The extensive parks and recreation system provides numerous activities to support the active lifestyle of local residents. Sports enthusiasts enjoy year round professional events including the Raiders, the Warriors, the A's, and four additional professional sports teams in the Bay Area. Oakland's geographic location provides close proximity to San Francisco, Napa and Sonoma Wine Country, Silicon Valley, and miles of beautiful coastal and mountain regions. Nestled between the San Francisco Bay and the coastal hills, Oakland enjoys temperate and balmy weather year round with temperatures in the mild 50's and 60's in the winter and spring, and 70's throughout summer and fall.

Oakland is one of the nation's most diverse and ethnically integrated cities. With approximately 400,000 residents, where more than 100 languages and dialects are spoken, the City represents the best aspects of a multicultural urban setting. Oakland enjoys a large Chinatown, historic neighborhoods, and a tradition of working closely with the entire community. Oakland truly represents an ideal community in which to live, work and play.

City Government and Animal Services

A "Strong-Mayor" form of government governs the City of Oakland. The Mayor and the City Council, which is comprised of eight Council members (seven elected by district and the eighth elected at-large), oversee city government. Elections are held every four years for the Mayor with Council elected on a rotating basis. The Mayor oversees the Executive Branch of government.



The City Administrator is responsible for the day-to-day operations of the City. Appointed by the Mayor, the City Administrator ensures that the goals and policy directives of the Mayor and City Council are implemented. In addition to overseeing the City agencies and departments, the City Administrator's Office provides direct services through 11 divisions and work units. The Oakland Animal Services (OAS) will become the newest City department as the function was split

in June 2014 with animal welfare, shelter operations and adoption services moving to its own department. The animal control and public safety aspects of the operation remain with the Police Department, with continued strong collaboration between the two. The director of Animal Services will report to the City Administrator.

The Position and Ideal Candidate

The Director of Animal Services must provide strong leadership and innovative approaches to animal service operations, and create and expand partnerships and relationships with the OAS staff and stakeholders of the Oakland community and beyond. Currently with the department in the Oakland Police Department, the Director oversees a staff of 33 FTEs with an operating budget of \$3.5 million. The staff configuration will shift slightly as the department transitions to a standalone department. In reporting to the City Administrator, the new Director is expected to provide exceptional leadership, management, and financial and administrative oversight to this Department through the transitional period and into regular operations. OAS is an open-door facility, taking in any animal from Oakland that needs shelter regardless of age, breed, temperament or health. The staff provides critical services to the community, sheltering thousands of stray animals each year, promoting responsible pet ownership and humane care. The current intake rate is approximately 6,000 animals per year.

There are several areas of focus for the OAS moving forward. Organizationally, the transition from the Police Department to a standalone shelter operation will require clarification of responsibilities regarding operations, administration and financial adjustments. On an operational level, the OAS will continue efforts to improve the environment for Oakland animals and to expand outreach, education and partnerships with the ultimate goal of creating a greater quality of life for Oakland's animals and enhancing the rate of live releases. An essential relationship exists with the Friends of the OAS (FOAS) and it is expected that the new Director will continue to cultivate and expand this critical partnership.

The Director must be a team leader, relationship builder and manager who possesses a political acumen, but will be apolitical and have the ability to address controversial and complex issues "head on," reflecting sensitivity and seasoned maturity to foster and navigate relations with elected and appointed officials, special interest groups and the various constituents of the department. An approachable, calm and consistent temperament that offers a positive, proactive and pragmatic "voice of reason" will be essential to maintaining a balanced perspective in this assignment. The Director will be highly visible, actively engaged and comfortable in high-pressure situations and able to lead collective efforts towards positive and mutually satisfactory outcomes. The ideal candidate will also have a collaborative style and an excellent business and management acumen.



The new Director for Animal Services will be an individual with a passion for animal care and animal services with a desire to champion the cause of animal welfare. The position requires a minimum of seven years of senior level management experience providing services to the public and a Bachelor's degree in biological sciences, animal husbandry, public administration or a related field. Senior management within an animal shelter or animal control facility and public or private sector experience in animal services program management, volunteer coordination or animal foster programs is highly desirable. The appointed individual will be required to maintain a valid California Driver's License throughout the tenure of employment OR demonstrate the ability to travel to various locations in a timely manner as required in the performance of duties. He/she must also obtain a valid certification as a pharmacy technician and euthanasia technician, and a valid certification from the Federal Drug Enforcement Agency within one year of hire. This position is an "at will" position, exempt from the provisions of the City of Oakland Civil Service Rules.