

Compensation and Benefits

The City of Paso Robles offers an attractive compensation and benefits package. The salary range for this position is \$127,188 - \$161,628 annually, DOQ. The excellent benefits package includes the following:

- ◆ Retirement:
 - Classic Members: PERS 2% @ 60, highest three years, employee pays 7% member contribution. City participates in Social Security.
 - New Members: PERS 2% at 62 with employee paying 1/2 of the normal cost (currently 6.25%) as required by State law, highest three years. City participates in Social Security.
- ◆ Health insurance including dental and vision. The City pays 100% of the employee premium and a portion of the premium for dependent coverage.
- ◆ Vacation Accrual: 10 to 25 days annually based on years of service.
- ◆ Holidays: 12 paid per year.
- ◆ Sick Leave Accrual: 12 days per year.
- ◆ Administrative Leave: 56 hours a year to either use, transfer to vacation or cash out annually.
- ◆ Deferred Compensation: The City contributes \$4200 per year and will match up to an additional \$2500 - dollar for dollar.
- ◆ Life Insurance: \$200,000 city paid.
- ◆ LTD and Employee Assistance Program (EAP): City paid.



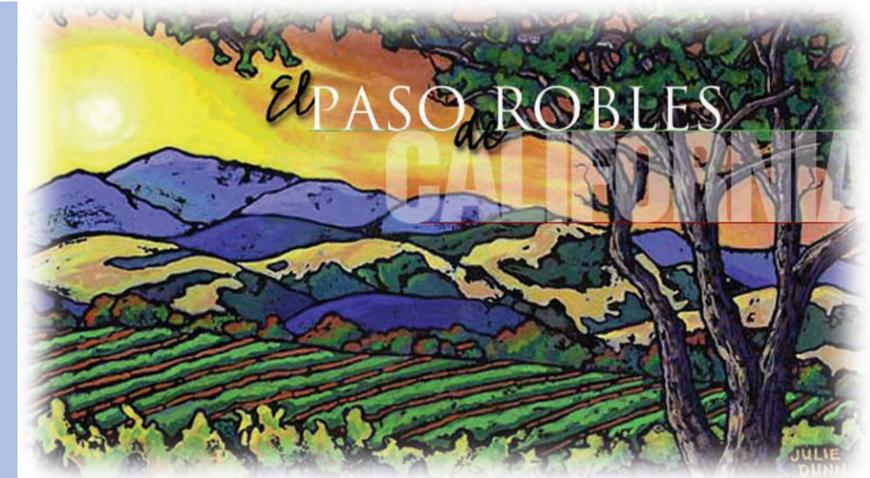
The Process

If you are interested in pursuing this unique and exceptional career opportunity, please forward (email preferred) 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:

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

The final filing date for this position is August 29, 2014.

If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424 or Cris Piasecki at 408 234-2025.



The City of Paso Robles



*invites your interest
for the position of*

**Director of
Community
Development**

The City of Paso Robles

The City of Paso Robles is a community of over 30,000 residents nestled in the scenic coastal mountain range of central California, located in one of California's premier viticulture regions. Situated halfway between San Francisco and Los Angeles, in San Luis Obispo County, 17 miles due east from the coast, Paso Robles is one of California's best kept secrets. With over 200 wineries nearby and a bustling downtown with a variety of excellent restaurants and quality retail, Paso Robles is fast becoming one of the most desirable and yet relatively affordable places to visit and live.



Paso Robles offers all the amenities of family life including attractive and available housing, ample city services, state-of-the-art recreation facilities, easy access retail shopping, excellent public schools, and safe neighborhoods. Within its city limits, you'll find new home subdivisions, homes with acreage, and a charming restored Victorian neighborhood. Paso Robles has excellent schools, public and private. Cuesta College has a campus in Paso Robles and Cal Poly in San Luis Obispo is a half hour away. The community has a burgeoning cultural scene and excellent outdoor recreational opportunities.

Paso Robles holds the charm of a rural community, but is developing into a center of industry, viticulture, recreation, commerce, and housing. It is truly a place with something for everyone.

City Government

Paso Robles is a general law city incorporated in 1889 operating with a Council/Manager form of government. Residents directly elect the Mayor to a two-year term and four Councilmembers at-large to alternating four-year terms. The City Treasurer and City Clerk are also directly elected to four-year terms. The City Manager, appointed by the City Council, is the Chief Executive/Administrative Head of government and

is empowered to appoint all non-elected city department heads (with the exception of the City Attorney). The current City Manager, Jim App has been with the City since 1990 attesting to the continuity and stability of the City's executive staff.

Paso Robles is a full service city with a municipal airport, library and water/wastewater utilities. The library is recognized as having one of the finest volunteer programs in the State, a testimony to the sense of pride and community its residents have. City departments include: the City Managers Office, Administrative Services, Community Development, Emergency Services,



Police, Public Works, and Library & Recreation Services. The City has a total of 162 full-time employees and a General Fund budget of approximately \$26M with an all funds budget of approximately \$50M.

The Position and Ideal Candidate

The Director of Community Development reports to the City Manager and provides leadership to the four operating divisions within the department: Planning, Development Engineering, Building and Housing. The Department's 10 employees take a lead role in development services and work closely with other key partners in administering the City's development efforts.

The strengthening economy and desirability of the Central Coast region provides a positive challenge for this position and the community of Paso Robles. Growth and development opportunities abound yet the need is for well-conceived and executed projects that are consistent with the City vision and the small town charm of the City. The key is to achieve the balance that affords economic vibrancy with quality of life considerations for all residents. This will require a consensus builder that is actively engaged and attuned to both community concerns and economic opportunities. An experience base that includes extensive and proactive community interaction combined with a strong foundation of economic, financial and political acumen is essential in this role.

Adaptability, patience and flexibility will be key attributes for the new Director, as the need is to provide pragmatic and positive solutions to an active constituency. A significant aspect to success is the ability to relate to, understand and connect with the local ethics and culture of this community. Preconceived notions or "by the book" solutions will not be successful in promoting a positive relationship or sense of credibility with constituents.



The ideal candidate will have managed an active development environment within a community focused on quality projects, active participation from the community and where creative/innovative solutions are utilized. Strong administration and leadership skills are expected, as is a participative and communicative management style. Land use issues and CEQA knowledge are essential requirements for this position. A background that includes staff management of a community development division or department or municipal planning consulting firm, and a BA/BS in a related field are required. An MA/MS and AICP certification are desired.