

## Compensation & Benefits

The City of Riverbank offers a competitive salary and benefits package. The base salary range for this position is \$124,788 - \$151,681 annually D.O.Q. In consideration of today's challenging economic environment it's desired that this appointment will be made at the minimum to mid point of the salary range.

- PERS Retirement: 2% at 60 formula.
- Health Benefits: Currently the City pays 100% of premium and medical deductible for employee and dependent coverage; health benefits include medical, dental, and vision insurance
- Vacation: 10 – 25 days accrual per year, based on years of service (max. accrual 400 hours)
- Holidays: 12 paid holidays per year plus 1 floating holiday
- Life Insurance: \$50,000
- Union Pension Plan: City contributes \$1.03 per hour
- Employee Assistance Program
- Sick Leave: 12 days per year (no limit on accumulation).



## The Process

To apply for this exciting career opportunity as City Manager for the City of Riverbank, please forward a cover letter of interest, your resume with current salary and a list of five business references (who will not be contacted until mutual interest is established) to:

Paul Kimura  
Avery Associates  
3 1/2 N. Santa Cruz Avenue, Suite A  
Los Gatos, CA 95030  
Fax: 408.399.4423  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)



The final filing date for this position is (TBD).

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424.

# The City of Riverbank

*invites your interest for the  
position of*



## City Manager

## The Community

The City of Riverbank is a progressive and growing community of almost 23,000 residents located in the heart of California's Central Valley. Blending the new with the old, Riverbank maintains a sense of harmony with its surrounding rural and agricultural heritage. Riverbank is located 10 miles from the City of Modesto and is conveniently situated along the scenic Stanislaus River and State Highway 108 between San Francisco, Sacramento and Fresno. This provides an ideal access point to Yosemite and Sequoia National Parks, the majestic Sierra Nevada's, the beautiful Pacific coastline and numerous wine county destinations.



The richness of this culturally and ethnically diverse community stems from a strong sense of community and a warmth and charm that emanates throughout the various neighborhoods. Local residents are especially fond of the quality of life within this city, as many families have remained here for generations. Known as "The City of Action," Riverbank also takes great pride in its civic engagement and special events such as the annual Cheese and Wine Festival, a two-day event that draws thousands of visitors from surrounding communities and agricultural areas. Riverbank truly is an emerging and vibrant community with a bright and positive future.

## City Government

The City of Riverbank is a General Law city incorporated in 1922. With a Council/Manager form of government, the City Council provides policy direction to city operations that are under the auspices of the City Manager. The City Council is elected at-large to alternating four-year terms and the Mayor is elected by the citizens at large every 4 years.



The City Manager is responsible for a General Fund of over \$7.5 million and an all funds budget of approximately \$18 million. The Manager oversees a full time workforce of 48 employees within the departments of Development Services, Administrative Services, Parks and Recreation and Public Works. Economic development, redevelopment, human resources and PIO functions are handled through the City Manager's office. The Stanislaus Consolidated Fire District and the Stanislaus County Sheriff's department provide public safety services.

## The Position and Ideal Candidate

Riverbank has historically enjoyed a high level of organizational continuity. However, the economic and operational challenges faced by the City require innovative approaches and creative new ideas that challenge conventional thinking in conducting city business. This need coincides with a relatively new and highly supportive City Council that is also committed to positive and progressive change. These factors will provide an excellent foundation for the new city manager to provide exceptional leadership



skills in creating a positive and service oriented environment of mutual respect, commitment to public service and positive engagement with city constituents.

The City is financially stable and has enjoyed a positive sales tax base yet realizes the critical importance of economic vitality in the city's future. A key priority here is to take full economic advantage of a beautifully redeveloped yet quiet downtown corridor and to positively impact the RDA debt service incurred with this project. It is essential to do so in a manner that complements rather than competes with the City's strong and vibrant retail base at the nearby Crossroads Mall. Economic development is also a key theme to the remediation and anticipated commercial development of the former military depot within the City. These efforts will be greatly enhanced by the streamlining of approval and permitting processes and other "business and customer friendly" initiatives.



Internal to city operations is the desire to further enhance the professionalism, skills and service levels provided by city staff. This begins with a focus on providing comprehensive, informative and objective staff recommendations that will assist City Council in establishing more effective policy recommendations. The manager must also serve as a resource in providing guidance and expertise to council and staff and in facilitating positive end results that come with a greater sense of accountability and commitment from all. This will require an active, engaged and mentoring management style that incorporates a high level of ethics and fairness to all. With the departures of two key department heads and the potential for additional retirements, the manager will have an opportunity to hire senior staff that embody the qualities and attributes consistent with the ongoing needs of the City.

Additional priorities include; a need for strong project management of a potentially aggressive CIP related to sewer infrastructure and on a community level, identifying ways to engage a geographically divided community leading to a greater level of community engagement and participation. Outreach efforts here would be greatly enhanced through technology, social networking/media and consistent and regular communications efforts. Communications will also be paramount in assisting with regional solutions and in working with the various arrays of city partners, businesses and other constituents.



The ideal city manager will be well versed in economic development, finance and budget management with a strong generalist background. It would highly beneficial to have experience within and appreciation of an agricultural based economy and environment. Integrity, ethics, and commitment to public service are expected as part of the candidates core value system. Previous executive experience in a public sector environment and a BA/BS degree are required. An MBA/MPA or other master's degree and related private or non-profit sector experience are highly desired.