

## Compensation and Benefits

The City of Stockton offers an attractive compensation and benefits package with the annual salary of this position being up to \$165,000, DOQ. The City continues to evaluate its total compensation structure and it is possible that some of the current benefit practices may change by the next fiscal year as the City addresses budgetary shortfalls. The current benefits include:

- ◆ Retirement: Public Employees' Retirement System (PERS) with a 2% @ 55 formula. The City does not participate in Social Security. Employees contribute 7% towards retirement.
- ◆ Vacation: Department Heads earn 184 hours of vacation annually, accruing on a twice monthly payroll basis.
- ◆ Health Benefits: The City pays a significant portion of the premium for medical/hospitalization, dental/orthodontia, vision, and prescription coverage for the employee and dependents
- ◆ Holidays: The City observes 12 fixed and 2 floating (birthday and Cesar Chavez) annually for a total of 14 days per year.
- ◆ Sick Leave: Accrual of 96 hours per year.
- ◆ Deferred Compensation: A deferred compensation plan is available at the employee's option.
- ◆ Section 125 (Flexible Spending Account): Employees may participate on a pre-tax basis for day care and medical expense reimbursements. Plus employees have the option of choosing voluntary products such as; cancer, life and accident policies.
- ◆ Life Insurance: Coverage is 3.5 times annual salary, with the premium fully paid by the City.
- ◆ Long Term Disability: Coverage is 66 2/3 of salary, with the premium fully paid by the City.
- ◆ Furlough: As part of a citywide reduction plan, there is a 96 hour furlough requirement, equivalent to a 4.6% salary reduction for FY 2011-2012.



## 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:

Paul Kimura  
Avery Associates  
3½ N. Santa Cruz Ave., 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 February 10, 2012.

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

# The City of Stockton

*invites your interest for the  
position of*



## Director of Community Development

## The Community of Stockton

Located in California's great Central Valley, Stockton has grown from a community of rich agricultural roots to an urban destination with an emerging arts and cultural scene, fine dining, shopping, sports, recreation, and family activities. The City of Stockton also serves as the San Joaquin County seat.

Stockton is currently the 13th largest city in California with a dynamic, multi-ethnic and multi-cultural population of over 292,000 residents. Situated along the San Joaquin Delta waterway connecting to the San Francisco Bay and the Sacramento and San Joaquin Rivers, Stockton is located 60 miles east of the San Francisco Bay Area and 45 miles south of Sacramento. Today, as the state's largest inland seaport, Stockton continues to serve as a major shipping point for the many agricultural and manufactured products of Northern California.



The City has undergone a tremendous economic expansion and is aggressively revitalizing its downtown. Completed projects in the downtown waterfront area include an indoor arena, baseball stadium, hotel, retail, housing, and the 16-screen downtown City Centre Cinemas. The historic, Bob Hope (Fox) California Theatre, recently completed a total renovation and hosts live performances. The Stockton Arena has two major sports teams: The Stockton Cougars soccer team and the Stockton Thunder hockey team. Adjacent to the arena is the Stockton Ballpark, home of the Stockton Ports minor league baseball team (Oakland A's Affiliate).

Stockton offers an excellent quality of life for its residents. The community is warm, friendly and welcoming. The City has a number of beautiful residential communities along waterways, with single-family homes being very affordable, costing about one-third the price of homes in the Bay Area. Stockton is within close proximity to world famous scenic attractions including the California Coast, San Francisco, Lake Tahoe and Yosemite National Park. The community offers many local recreational opportunities including the Delta, which provides thousands of miles of waterways for water skiing, wake boarding, sailing and other water activities. The City is home to several well known higher educational institutions including the University of the Pacific, California State University Stanislaus-Stockton, and San Joaquin Delta Community College, as well as a variety of private and vocational schools.

## City Government and the Department

Stockton is a full service charter city with a Council-Manager form of government. The Mayor is directly elected and the six Council members are nominated from districts but elected at large. The FY 11-12 budget is almost \$603 million, including the General Fund operating budget of \$162 million. Stockton employs approximately 1400 employees within its departmental structure of Police, Fire, Administrative Services, Community Services (formerly Library and Parks & Recreation), Community Development, Public Works, Municipal Utilities, Economic Development (includes Housing and Redevelopment) and Human Resources.



The Community Development department is responsible for establishing policies and goals for long-range plans to provide for the orderly growth of the community, management of the Permit Center, promotion and preservation of architecturally and historically significant resource and staff support services to several boards and committees. The department consists of three operating divisions: Planning and Engineering Services (administration of the General Plan, development code and CEQA, staff to commissions and boards); Building and Life Safety (building, safety and fire plan check, flood plain management and enforcement of various local, state and federal codes) and Administrative Services (business operations, process improvement and technology initiatives). The department has a current staff of 34 and will operate on an FY11-12 budget of \$6.6 million.

## The Position and the Ideal Candidate

The Community Development department has felt the effects of the economic downturn and has experienced significant organizational transition during the past several years. A key aspect of this position is partnering with the city's economic development efforts in creating innovative strategies that encourage economic development and in helping revitalize the city's downtown core.

As part of this initiative, the department is currently going through an independent management review. This will result in a multi-year plan for improvement that will have the full support of the City Council, City Manager and the business community. The new director will take an active role in implementing the final recommendations. In doing so, it's expected that technology improvements, improved workflows and processes and a review of the regulatory environment will affect key factors such as development fee costs, accelerated processing of plans and permits, and a greater level of predictability and consistency in departmental operations. Technology will be a key leverage point and is expected to include electronic permitting and tracking solutions, automated fee assessment and remittance, and full integration with the City's finance operation. This comprehensive effort will require high levels of forward thinking and innovation, an ability to identify and successfully implement efficient work systems, and exceptional leadership in engaging the organization in the effort to create an enhanced service model. The successful candidate will have the advantage of a seasoned deputy city manager and city manager to support any change efforts required.



Concurrent with the organizational analysis, the new director will focus on building a new management team within community development. Additional priorities relate to the reevaluation and possible updates to General Plan 2035 based on population projections, which may not be realized. Related to this issue is the Climate Action Plan, which is tied to many of the assumptions within the General Plan and will also need a comprehensive review. In both cases, it's anticipated that significant changes will be necessary and will result in a need to mitigate and adjust development projections and fee structures for the future.

The ideal candidate for this assignment will be a strategic, big picture thinker who can provide fresh new ideas and solutions towards service delivery, productivity and accelerated work processes. As a key member of the City's management team, she/he will be expected to possess high quality written and verbal skills and have a core value system that incorporates loyalty, commitment as a public servant, a high level of ethics and integrity. Excellent management skills with a strong foundation in finance and budget administration and strong analytical and problem solving skills are critical for success in this role. A professional background that includes at least four years of both staff and operational management as a Community Development/Planning and/or Building executive is required. This position also requires a Bachelor's degree in a related field and an MA/MS degree is desirable.