

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 (electronic submission is 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
3 1/2 N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
Fax: 408.399.4423
E-mail: jobs@averyassoc.net



The final filing date for this position is December 30, 2011.

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 Services

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 has significantly revitalized its downtown. Completed projects in the downtown waterfront area include an indoor arena, baseball stadium, hotel, marina 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 is home to the Stockton Thunder hockey team. Adjacent to the arena is the Stockton Ballpark, home of the Stockton Ports Single-A 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 approximately \$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.

In order to prioritize citywide organizational efforts, Stockton's City Council has approved four major goals: Fiscal Sustainability, Increasing Public Safety, Promoting Economic Development and Increasing Organizational Capacity. The initiatives and activities within each of the city's departments focus on these major goals.

The Community Services Department (CSD) includes Library Services and Recreation. The department has a current staff of 85 employees and will operate on a FY11-12 budget of almost \$26 million. In support of the major goals, CSD has a unique role in providing library services to both Stockton and to San Joaquin County and also provides a strong, essential link between recreational and educational opportunities and public safety.

The Position and the Ideal Candidate

The new Director of Community Services will enjoy an atypical municipal experience with responsibility for strengthening existing partnerships and forging new ones relative to library services in San Joaquin County. The City has contracted with the County of San Joaquin for the provision of library services throughout the county for more than 100 years. Through this agreement to provide service to all county residents, the Director of Community Services must balance the role as a city department head with the responsibility to act as a service provider to the County and the cities within the County. This will require an active outreach effort to establish positive and transparent relationships with all of the library's partners.

Creative and resourceful approaches in providing services are a critical priority. The Library division has partnered with the City's Operation Peacekeeper program to reach out to at-risk youth who need exposure to positive influences. When budget constraints necessitated closure of one of the City's branch libraries, an alternative "reading room" was established in the nearby Community Center and has become a very popular resource. The ongoing fiscal challenges will require a strategic, "big picture" thinker that will provide fresh new ideas and solutions towards service delivery, productivity and program efficiency.



The department has partnered with several non-profits, community-based organizations and private companies to provide recreational opportunities to citizens. Working with the US Tennis Association, a 10 and Under Junior Tennis Program has been developed with over 100 participants in the first year. The City recently entered into an agreement with a national firm to manage two municipal golf courses. The operation of the Children's Museum has been successfully taken over by its board. The Teen Center reopened recently with the help of a non-profit organization. Swimming pools throughout the

City are being successfully managed by community-based organizations. These innovative and mutually beneficial partnerships must continue to grow and evolve to ensure the community is adequately served in the most cost efficient manner.

Stockton is exceptionally proud of being the first agency in California to be accredited by the Commission for Accredited Parks and Recreation Agencies (CAPRA) and was recognized by National Recreation and Parks Association (NRPA) for that honor. The recreation division includes: state of the art recreation centers (3), a teen center, a senior center, three softball complexes (each with four fields), a soccer complex, swimming pools, a tennis complex, a children's theme park Pixie Woods, the Civic Memorial Auditorium, Weber Point Event Center and two municipal golf courses. Hundreds of programs ranging from toddler to adults are offered year round and the city enjoys a close relationship with the four local school districts. The diverse range of facilities and programs dictate the need for excellent management, administration and financial/budget skills.

The ideal candidate for this assignment will be an entrepreneurial, creative and resourceful "open thinker", who possesses high quality written and verbal skills. The City's desire is to form a senior management team that is reflective of the ethnic and cultural diversity of Stockton and it's expected the new Director will possess a value system that incorporates integrity, loyalty and commitment as a public servant. A professional background that includes at least six years of both staff and operational management in a library or recreation department and a Bachelor's degree in a related field is required. A MA/MS degree is desirable.