

## Compensation & Benefits

The City of Stockton offers an attractive compensation and benefits package with the annual salary range for this position is \$106,500 – \$136,702 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. Employee pays the employee share of 7%. The City does not participate in Social Security.
- Vacation: On July 1 of each year, division heads receive an annual vacation allowance of 160 hours.
- 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 120 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.
- 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.
- Work Schedule: 9/80 with alternating Fridays closed.



## 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](mailto:jobs@averyassoc.net)



The final filing date for this position is Friday, December 9, 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*



## Deputy Director of Community Development -Building and Life Safety-

## 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 Division of Building and Life Safety

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 (to include Housing and Redevelopment) and Human Resources.

Building and Life Safety is one of three operating divisions that comprise the City's Community Development department. The other two are Planning and Engineering Services and Administrative Services. The Building and Life Safety division has responsibility for building inspection, zoning, plan checking, flood plain management review and inspection, and the mandatory enforcement of various local, state and federal codes.

## The Position and the Ideal Candidate

The Community Development department will be evolving towards a "one-stop" processing center for development plan review. The incoming Deputy Director for Building and Life Safety will have the unique and exciting opportunity to spearhead a number of innovative operational changes focused on improving service, productivity and efficiency. Organizationally, the decision has been made to initially implement technology solutions within this division. Electronic submittal of plans, on-line permitting, real time tracking of applications, and electronic payment of fees/permits will be part of the new system implementation. This will require a strong orientation towards electronic systems and extensive user knowledge of building specific technology applications. The software and yet to be selected and the project implementation will be a key deliverable for this position.



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Along with technology, another key effort will be the strengthening of core competencies in the department. Permitting, plan check approvals and other facets of counter service will be improved through training and improved business flows. Ultimately, the expectation is to have a core group of building and inspection personnel that will be supplemented by contracted personnel on an as needed basis. This will necessitate the capacity to evaluate, select, manage and oversee contracts and contractors and will represent a dramatic shift in how the City delivers its development services.

Currently, the Community Development department is self-funded through the fees generated by service. Despite the economic downturn, the development activity level remains moderate and keeps the building inspection effort quite busy and the Plan Check activity a bit behind in processing and approvals. It's anticipated this level of demand will continue and moving forward will require the ability to identify and implement efficient work systems, and provide exceptional leadership in engaging staff in this effort to create an enhanced service model.

The ideal candidate for this assignment will be a creative and resourceful manager that provides fresh new ideas and solutions towards service delivery, productivity and accelerated work processes. Excellent management skills combined with strong project management and problem solving skills are essential. Strong written and verbal communication skills are required and a core value system that incorporates loyalty, commitment as a public servant, and a high level of ethics and integrity is expected. The position requires possession of a Bachelor's Degree from an accredited four-year college or university with major coursework in civil engineering, architecture, urban planning, or a related field, and three years of lead or supervisory experience in building and enforcement functions, including standards development, supervision, training and evaluation of professional and administrative support staff. Additional supervisory experience may be substituted for the college education on a year for year basis to a maximum of two years. An MA/MS degree is desirable.