

## Compensation and Benefits

The successful candidate will receive an individual employment contract. The salary range for the position is \$130,799 to \$158,967 DOQ with the salary currently under review. The City also offers a comprehensive benefit package, including:

- ◆ Vacation: Three weeks accrual per year (increases with longevity).
- ◆ Holidays: 12 holidays annually, and two personal leave days.
- ◆ Sick Leave: 8 hours per month; annual cash-out option available.
- ◆ Insurance: Dental and vision fully paid; Kaiser medical plan, rate partially paid by the City.
- ◆ PERS Retirement: "Classic" members of CalPERS participate in a formula of 2% at 60 and pay the employee share of 7%. New members to CalPERS are subject to PEPPRA, which includes a formula of 2% at 62, with employee paying one-half of the normal cost (currently 6.2%) contribution. For both plans, average salary of three years is used for final compensation calculation, as well as credit for unused sick leave.
- ◆ Life Insurance: \$100,000. Term life insurance with AD&D coverage paid by the City.
- ◆ Administrative Leave: 128 hours of leave annually. Cash conversion of up to half of unused leave paid each year.
- ◆ Longevity Pay after five years.

For more information on the City of Benicia, please visit the City's website at [www.ci.benicia.ca.us](http://www.ci.benicia.ca.us).

## The City of Benicia is an Equal Opportunity Employer

### The Process

To apply for this unique and exceptional career opportunity, please visit the Avery Associates Career Portal on our website at [www.averyassoc.net/current-searches/](http://www.averyassoc.net/current-searches/) to upload your letter of interest, resume, salary history and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place.)

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



The final filing date for this recruitment is August 30, 2017.

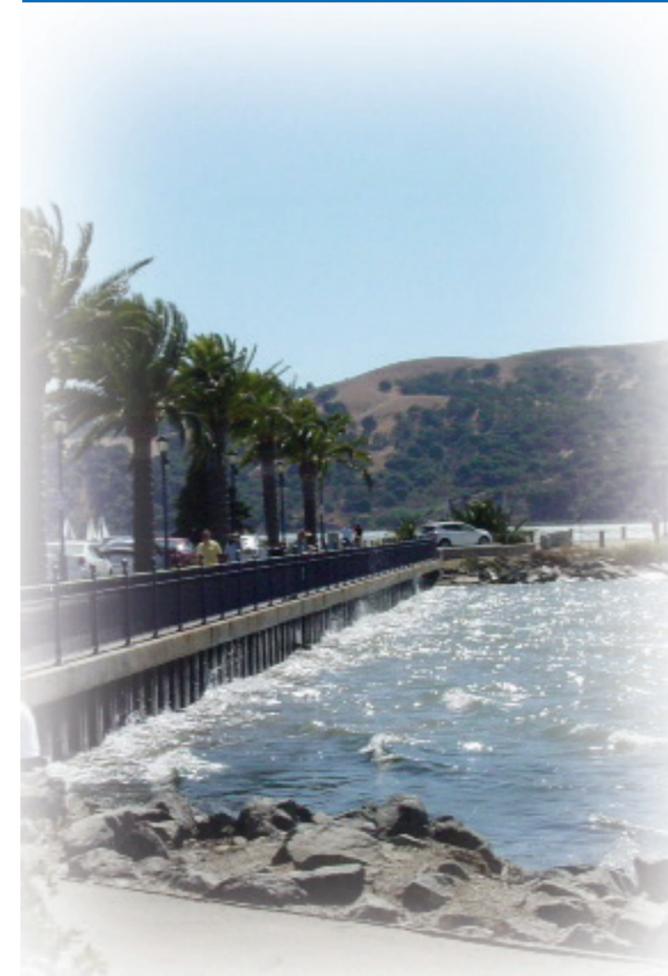
A completed City of Benicia application form and a comprehensive background check will be required prior to appointment. If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424 or [bill@averyassoc.net](mailto:bill@averyassoc.net) or Cris Piasecki at 408.234.2025 or [crisp@averyassoc.net](mailto:crisp@averyassoc.net).



## The City of Benicia

*invites your interest  
for the position of*

**Community  
Development  
Director**



## The Community of Benicia

The City of Benicia, a San Francisco Bay waterfront community of 28,000, is known for its small town charm and quality of life and is home to numerous award winning restaurants, schools and parks. Benicia is nestled on the East Bay shoreline in southwest Solano County. The City encompasses 13 square miles and is located 35 miles northeast of San Francisco, and 57 miles southwest of Sacramento.



Benicia has a rich history in California. Founded in 1847, it was the third California city to incorporate, and served as the third State Capitol in 1853 and 1854. The City has more than 40 historic sites, including the Benicia Capitol State Historic Park, Benicia Arsenal, the original site of Mills College, the first Protestant Church and Masonic Temple in California.

Recreation is a big part of the Benicia lifestyle. The area features uninterrupted miles of public shoreline, a marina, several boat launches for fishing and sailing, and the Benicia State Recreation Area. The City has a beautiful 50-acre multi-use community park and oversees an additional 156 acres of city parks. Benicia is the home to many internationally known artists and acclaimed glass and art studios, many of which occupy a former military arsenal with storefronts in the City's downtown. Many events and activities are held in Benicia throughout the year that are enjoyed by residents and visitors alike. Benicia also has a highly successful industrial park and a port that serves as a primary Bay Area center for auto imports.

The City of Benicia has a high level of community pride and interest in preserving the quality of life. Residents enjoy low crime, good schools, affordable housing, as well as a wide range of cultural and recreational opportunities.

## City Government

Benicia is a General Law City and operates under the Council-Manager form of municipal government. The Mayor is directly elected, as are the four Council Members, City Clerk, and City Treasurer, to four-year terms. The City Council appoints the City Manager and City Attorney. The City operates on a two-year budget cycle with an annual General Fund of approximately \$40 million and an all-funds budget of approximately \$75 million. Approximately 215 full-time employees serve in the City departments of Administration, Police, Fire, Finance, Public Works, Community Development, Library & Cultural Services, and Parks & Community Services.



The City's Mission is to provide excellent service. The City seeks a Community Development Director who embraces the organization's values of integrity, inclusiveness and collaboration, respect, responsiveness, and teamwork, and who will actively contribute to the Executive Management Team.

## The Position and Ideal Candidate

The Community Development Director will be appointed by and report to City Manager Lorie Tinfow who joined Benicia in April 2017. Ms. Tinfow most recently served as the City Manager in Pacifica and brings a breadth of experience from previous positions with the cities of Walnut Creek, Pleasanton and Saratoga. Her management style encourages creativity, innovation, accountability and excellence as well as collaboration, teamwork, communication and transparency.



The Community Development Director (CDD) oversees Planning (both current and advanced), Building Services and a Development Services counter shared with the Public Works Department. The new Director will bring progressive leadership and an active management style to an environment that seeks a more organizationally cohesive and coordinated development review process. The CDD will provide leadership through collaboration, teamwork and active involvement, all directed towards the ultimate goal of building a stronger and healthier community.

Benicia takes great pride in its rich history and storied past, making historical preservation a key objective for the City. As a progressive community, Benicia also places a high premium on issues of sustainability leading to development and land use approaches that incorporate major environmental considerations. Combined with the issues related to industrial and waterfront areas, Benicia offers tremendous diversity in the range of community development activities. The level of community engagement in Benicia requires a proactive and visible leader who is actively engaged and attuned to community interests and concerns related to the wide range of constituent priorities. Key attributes for the new Director include adaptability, patience and persistence, as well as the ability to provide creative yet pragmatic and positive solutions that engender support among residents.

The City has a very positive relationship with the community as evidenced by two indicators: the community survey results that showed 95% of residents are satisfied with city services, and the passage of a sales tax measure, both in 2014. Maintaining and building on this positive relationship is one of the City Manager's highest priorities.

The ideal candidate will have managed an active community environment focused on quality projects, historical preservation and environmental sustainability. Land use and CEQA knowledge are essential requirements for this position. Strong administration and leadership skills are expected, as is the ability to build bridges among staff and between departments. 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 desirable.

