

Compensation and Benefits

The City of Paso Robles offers an attractive compensation and benefits package. The salary range for this position is \$127,188 - \$161,628 annually, DOQ. The excellent benefits package includes the following:

- ◆ Retirement:
 - Classic Members: PERS 2% @ 60, highest three years, employee pays 7% member contribution. City participates in Social Security.
 - New Members: PERS 2% at 62 with employee paying 1/2 of the normal cost (currently 6.25%) as required by State law, highest three years. City participates in Social Security.
- ◆ Health insurance including dental and vision. The City pays 100% of the employee premium and a portion of the premium for dependent coverage.
- ◆ Vacation Accrual: 10 to 25 days annually based on years of service.
- ◆ Holidays: 12 paid per year.
- ◆ Sick Leave Accrual: 12 days per year.
- ◆ Administrative Leave: 56 hours a year to either use, transfer to vacation or cash out annually.
- ◆ Deferred Compensation: The City contributes \$4200 per year and will match up to an additional \$2500 - dollar for dollar.
- ◆ Life Insurance: \$200,000 city paid.
- ◆ LTD and Employee Assistance Program (EAP): City paid.



The Process

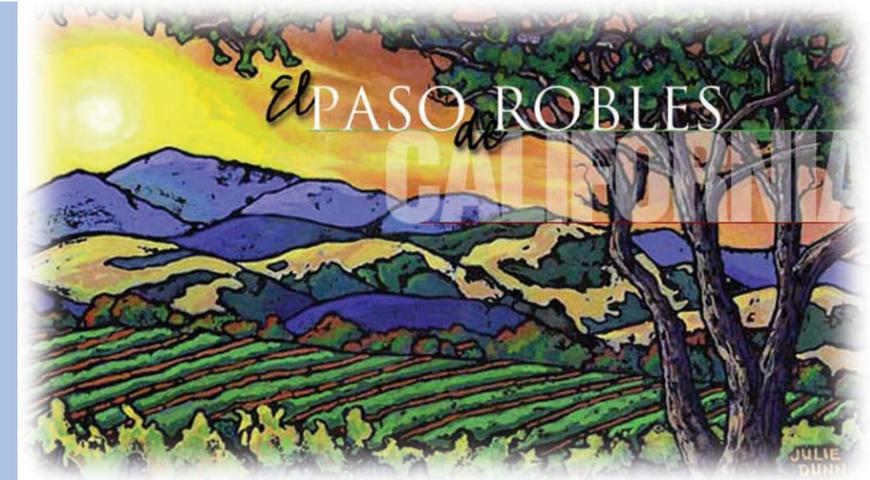
If you are interested in pursuing this unique and exceptional career opportunity, please submit (email preferred) a letter of interest, resume, current salary and contact information including email addresses for five work-related references (references will not be contacted until mutual interest is established) to:

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



The final filing date for this position is December 3, 2014.

If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424 or Cris Piasecki at 408.234.2025.



The City of Paso Robles

*invites your interest
for the position of*

**Public
Works
Director**



The City of Paso Robles

The City of Paso Robles is a community of over 30,000 residents nestled in the scenic coastal mountain range of central California, located in one of California's premier viticulture regions. Situated halfway between San Francisco and Los Angeles, in San Luis Obispo County, 17 miles due east from the coast, Paso Robles one of California's best kept secrets. With over 200 wineries nearby and a bustling downtown with a variety of excellent restaurants and quality retail, Paso Robles is fast becoming one of the most desirable and yet relatively affordable places to visit and live.



Paso Robles offers all the amenities of family life including attractive and available housing, ample city services, state-of-the-art recreation facilities, easy access retail shopping, excellent public schools, and safe neighborhoods. Within its city limits, you'll find new home subdivisions, homes with acreage, and a charming restored Victorian neighborhood. Paso Robles has excellent schools, public and private. Cuesta College has a campus in Paso Robles and Cal Poly in San Luis Obispo is a half hour away. The community has a burgeoning cultural scene and excellent outdoor recreational opportunities.

Paso Robles holds the charm of a rural community, but is developing into a center of industry, viticulture, recreation, commerce and housing. It is truly a place with something for everyone.

City Government

Paso Robles is a general law city incorporated in 1889 operating with a Council/Manager form of government. Residents directly elect the Mayor to a two-year term and four Councilmembers at-large to alternating four-year terms. The City Treasurer and City Clerk are also directly elected to four-year terms. The City Manager, appointed by the City Council, is the Chief Executive/Administrative Head of government and is empowered to appoint all non-elected city department heads (with the exception of the City Attorney). The current City Manager, Jim App has been with the City since 1990 attesting to the continuity and stability of the City's executive staff.

Paso Robles is a full service city with a municipal airport, library and water/wastewater utilities. The library is recognized as having one of the finest volunteer programs in the State, a testimony to the sense of pride and community



its residents have. City departments include: the City Manager's Office, Administrative Services, Community Development, Emergency Services, Police, Public Works, and Library & Recreation Services. The City has a total of 167 full-time employees and a General Fund budget of approximately \$26M with an all funds budget of approximately \$50M.

The Position and Ideal Candidate Profile

The Public Works Director for the City of Paso Robles reports to the City Manager and serves as a key partner on, and a valued resource to, the City's executive management team. Due to the highly visible nature of departmental services, the Director must be a role model in delivering excellent and professional results to both City staff and an engaged and participative community with high service expectations. An essential aspect of leadership will be establishing a style of collaboration, teamwork and proactive communication within the City operation and throughout the community. This is especially important within the current economic environment where service demands and expectations often exceed available resources.

The wide range of responsibilities include water, wastewater and solid waste landfill utilities; ongoing upkeep and maintenance of a municipal airport, streets, parks, public buildings and the City fleet; and oversight for the City's CIP offer a full range of challenges for a results oriented, adaptable and versatile leader. The expectation is to explore and implement industry wide best practices that incorporate metrics and systems to monitor and evaluate performance and the resulting accomplishments of the department. In doing so, the Director will create a positive and progressive environment focused on staff development and mentorship, especially in its emphasis on service to both the public and citywide operation.



The ideal candidate will be a strategic, big picture thinker and creative problem solver with the proven ability to deliver excellent and innovative results to an organization. A background that includes strong knowledge of the regulatory world of public utilities combined with strong land use and CEQA regulations would provide a perfect fit for this role. Strong administration skills are expected, as is a participative and communicative management style. In short, the Director of Public Works must be a credible leader who will work to ensure the Department's operations and priorities are focused on achieving results effectively and efficiently, and will foster a work environment that places high value on serving the public and other customers.

This position requires at least five years of management experience overseeing a comprehensive and broad based public works organization. This experience must have included management of staff through subordinate levels of management or supervision. A BS/BA degree or equivalent in engineering, the sciences, business or public administration or a related field is required. An advanced degree in, and registration as a Professional Engineer in the State of California are desired, but not required.