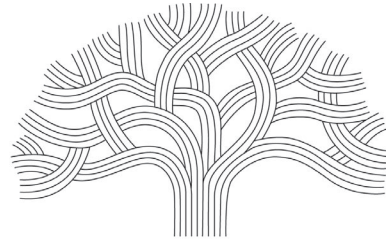


## Compensation and Benefits

The City of Oakland offers a highly competitive compensation and benefits program. The salary range for this position is \$187,496 - \$281,244 annually, DOQ. The excellent benefits program includes:

- ◆ Retirement – The City participates in CalPERS (California Public Employees Retirement Systems) with a pension formula of 2.5% at 55 (for Classic PERS members) and 2% @ 62 for new PERS members. Employees contribute 8% of pre-tax wages.
- ◆ Health – The City participates in CalPERS Health Benefit Services.
- ◆ Dental – The City pays for dental coverage for employees and dependents.
- ◆ Vision - The City pays for vision coverage for employees and dependents.
- ◆ Vacation – The City offers vacation accrual at the rate of 10 days per year for first 4 years.
- ◆ Paid holidays – 12 holidays and 1 floating holiday per year.
- ◆ Management leave – up to 10 days per year at the discretion of the supervisor.
- ◆ Sick leave – Employees accrue 12 days per year.
- ◆ Term life insurance Paid by the City – benefit amount is up to \$200,000.
- ◆ Deferred Compensation – The City offers a 457(b) voluntary retirement plan, Flexible Spending Accounts and credit union services.
- ◆ Auto Allowance – \$750 per month.



CITY OF OAKLAND

**The City of Oakland is an EEO/ADA Employer.**

## The Process

This position is appointed by the Mayor, subject to confirmation by the City Council. To pursue this unique and exceptional career opportunity, please submit (email preferred) a cover letter of interest, resume, salary history and contact information including email addresses for five work-related references (references will not be contacted until mutual interest is established) to:

Bill Avery and/or Paul Kimura  
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 position is January 9, 2015.

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



# The City of Oakland



*invites your interest  
for the position of*

## City Administrator

## The City and Community of Oakland

The City of Oakland has become a resurgent, exciting and dynamic community on the move. A strong economic base, world-class arts and entertainment venues, an abundance of recreational options and a rich multicultural heritage combine to make Oakland a vibrant community. The City has emerged as a major economic force in the region. As a center for international trade, the Port of Oakland is the nation's fifth busiest container port in the Bay Area. The Oakland International Airport is served by 12 major domestic and international airlines. Further, the City is home to a number of high tech startups and was ranked 13th in the U.S. in venture capital investment last year. Forbes magazine previously selected Oakland as one of the Country's 10 best cities for business and careers, based on the City's diversified economy with a vast technology base and San Francisco Magazine dedicated an entire issue to the City.

The City's landscape is a picturesque mix of lovely hillside neighborhoods; urban chic, exciting and diverse architecture; a bustling waterfront; two shimmering lakes; 19 miles of shoreline along the San Francisco Bay; unparalleled Bay views; and more parks and open space per capita than any other city in the Bay Area. Jack London Square, the Waterfront area, and Lake Merritt provide tourists and residents several scenic touring options. High quality educational opportunities abound as six major universities, including U.C. Berkeley, are within a 40-mile radius. The extensive parks and recreation system provides numerous activities to support the active lifestyle of local residents. Sports enthusiasts enjoy year round professional events including the Raiders, the Warriors, the A's. Oakland's geographic location provides close proximity to San Francisco, Napa and Sonoma Wine Country, Silicon Valley, and miles of beautiful coastal and mountain regions. Oakland enjoys temperate and balmy weather year round with temperatures in the mild 50's and 60's in the winter and spring, and 70's throughout summer and fall.

Oakland is proud to be one of the nation's most diverse and ethnically integrated cities. With approximately 400,000 residents, where more than 100 languages and dialects are spoken, the City represents the best aspects of a multicultural urban setting. Oakland enjoys historic neighborhoods, and a tradition of working closely with the entire community. Exuding energy, Oakland truly represents an ideal community in which to live, work and play.

### City Government

A "Strong-Mayor" form of government governs the City of Oakland. The Mayor and the City Council, which is comprised of eight Council members (seven elected by district and the eighth elected at-large), oversee city government. Elections are held every four years for the Mayor with Council elected on a rotating basis. The new Mayor Elect, Libby Schaaf takes office January 5, 2015. Her priorities include:



**Libby Schaaf, Mayor Elect**

- ◆ Transforming service delivery by implementing a 311 and CitiStat system for a more responsive, transparent and innovative government.
- ◆ Creating a long-term capital plan and roads improvement bond program.
- ◆ Creating and implementing a comprehensive public safety plan, including growing the Police Department and completing and sustaining court-mandated reforms.
- ◆ Leading a dynamic period of growth and development for Oakland, while protecting affordability, diversity and traditional neighborhood character.

For more information about the Mayor Elect and her platform, visit <http://LibbyforMayor.com>

### The Position and Ideal Candidate

Working closely with the Mayor, the City Administrator will have the unique opportunity to help the City realize its extraordinary potential as it moves to the next level. The City Administrator has direct administrative oversight of a full-service municipal organization with a staff of approximately 4,000 and a budget of \$1B. In addition to administrative oversight of the City's 13 agencies and departments, the City Administrator's Office also provides direct services through eight divisions and work units. The City Administrator hires and directly supervises all of the operating agency and department heads and is the official responsible for implementing the Mayor and City Council's policy direction. The City Administrator is the chief management and fiscal advisor, responsible for identifying challenges and opportunities in the delivering of municipal services and providing trusted advice on all aspects of the organization structure, operating efficiencies, fiscal health and well-being of the City.



The ideal candidate for this post will be an effective public sector leader and manager, and will be able to inspire loyalty and commitment defined by a genuine passion for public service and organizational excellence. Both diplomatic and decisive, the successful candidate will be an energetic and inspirational leader with a management style fostering innovation, encouraging collaboration, staff empowerment and who works with a sense of urgency and timeliness. This candidate should be energized about seizing a unique opportunity to bring this incredible city to its next level and making significant gains in addressing challenges.

Operating within a complex organization, the City Administrator will be able to provide effective, creative leadership and inspiration for organizational improvement inside the City. The successful candidate will bring a clear fiscally sound orientation to every aspect of the position and possess the ethical standards, interpersonal skills and negotiation abilities to establish an organizational culture that recognizes and encourages excellence and continuous improvement. At least 10 years of increasingly responsible experience in a complex urban setting and a Bachelor's degree are required. A Master's degree or other advanced degree is strongly desired.

