

Compensation and Benefits

The City of Oxnard offers a comprehensive and competitive compensation and benefits package. The base salary range for this position is \$140,213 to \$192,793 annually DOQ. The attractive benefits package includes:

- ◆ CalPERS Retirement Plan – New members 2% @ 62 as defined under PEPPRA; classic members 2% @ 55. The City participates in Medicare but not in Social Security.
- ◆ Deferred Compensation: City will contribute 3% of base salary.
- ◆ Annual Leave – 186 hours each year; increasing to 314 hours after 5 years of service. The City also provides 80 hours of annual Administrative Leave.
- ◆ Holidays – City observes 10 holidays each year.
- ◆ Medical and Dental Insurance – City provides \$647 per month to use towards medical premiums and \$66.79 for dental premiums or to use as taxable income if employee provides proof of other coverage. Retiree medical insurance coverage is provided through PEMCHA with the City making the minimum contribution.
- ◆ Life Insurance – The City provides life insurance in an amount equal to one times annual earnings plus \$5,000. Additional coverage for the employee and dependents is available at group rates.
- ◆ Long Term Disability – The City provides coverage at no cost to the employee.
- ◆ Wellness Program – The City provides \$500 per fiscal year for reimbursement of medical exams, health club membership, or fitness equipment.



The benefits listed are under review and may be revised consistent with market standards.

The Process

If you are interested in pursuing 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 or Ann Slate
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

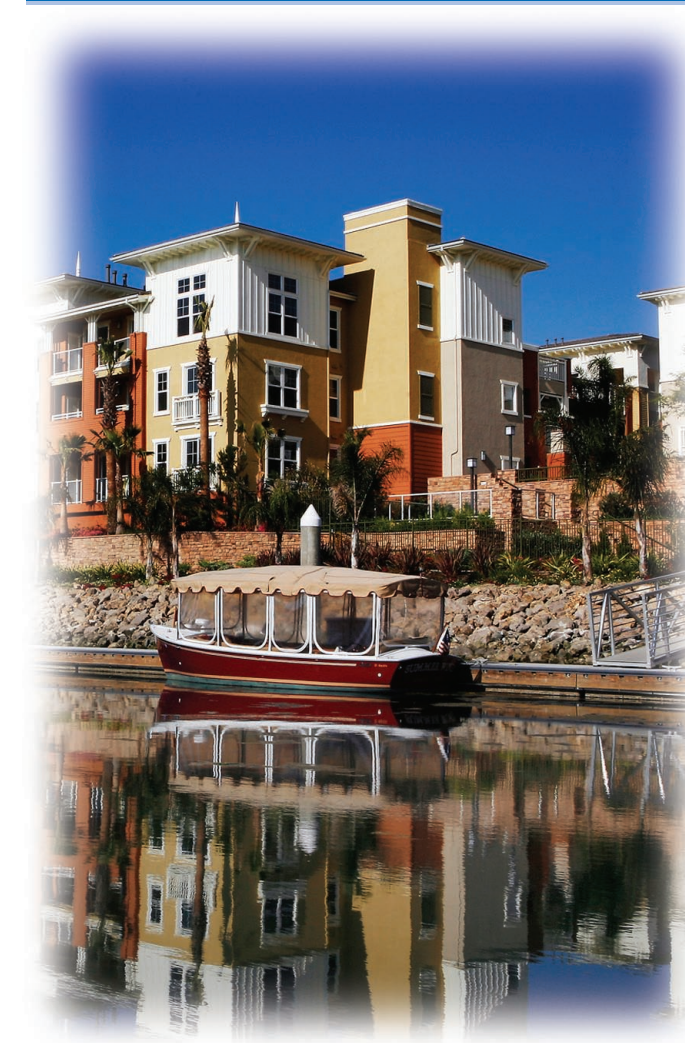
The final filing date for this position is February 13, 2015.

If you have any questions regarding this position, please feel free to contact Ann Slate at 805.459.5132 or Bill Avery at 408.399.4424.

The City of Oxnard is an Equal Opportunity Employer and welcomes applications from all qualified applicants. Additional information about the City of Oxnard can be obtained on the City's website at: www.ci.oxnard.ca.us.



The City of Oxnard



*invites your interest
for the position of*

Utilities Director

The City of Oxnard

Located on the beautiful Southern California coast, the City of Oxnard is the largest and most populous city in the County of Ventura with over 200,000 residents. Nestled about 60 miles northwest of Los Angeles and 35 miles south of Santa Barbara, Oxnard prides itself on its rich diversity and culture. Although agriculture remains a major industry, Oxnard enjoys an expanding economy based on a healthy combination of agriculture, commercial and manufacturing development, tourism, and the U.S. Navy.



Oxnard's 2030 General Plan strikes a balance between the beauty of the City's agricultural heritage, while continuing to accommodate dynamic changes. Residents enjoy an unsurpassed quality of life enhanced by the clean air of this coastal community, the charm and solitude of the nearby Los Padres National Forest, and the cultural and educational amenities of a vibrant urban setting. This very diverse community includes acres of new housing. Local assets include two thriving military bases, a full service deepwater port, master planned industrial parks, prime commercial and retail sites, a regional medical center and hospital and flourishing community college. In addition, there are golf courses, marinas and wonderfully landscaped streets. There is a small town atmosphere in this seaside city where fields of strawberries flourish along many roads, and the Mediterranean climate is unexcelled. It is an ideal coastal community.

The population has grown significantly in the last fifty years providing many challenges to local government and residents. Oxnard continually offers many opportunities for its enterprising and forward-thinking business community. As Oxnard has evolved through all these changes, it has worked hard to maintain a "business friendly" atmosphere.

This city by the Pacific Ocean is an ideal place to raise a family, where Oxnard residents enjoy a spirit of community pride. With its attractive residential areas located among tree-lined streets, parks and beaches Oxnard provides a wide variety of housing choices. An ideal location with white sandy beaches, oceanfront recreation and outdoor

adventures, award winning festivals and friendly neighborhoods, Oxnard offers an exceptional quality of life.

City Government and the Utilities Department

Oxnard is a full-service city operating under the council-manager form of government. The City Council consists of an elected Mayor holding a two-year term and four council members elected at large for four-year overlapping terms. Also directly elected are the City Clerk and City Treasurer.



The City Council appoints the City Manager and City Attorney. Oxnard has a current all-funds budget of over \$358 million, which includes the General Fund of almost \$113 million. The City employs just over 1,200 authorized full-time equivalent employees.

The recently reorganized Utilities Department is responsible for the City's water; wastewater; storm water (including reclaimed water and storm drains), environmental resources (recycling and refuse collection), capital improvement projects, engineering, infrastructure and public works system, surveying, and construction. There are over 300 employees assigned to these units. The Department's mission is to protect public health and safety by providing responsible stewardship of limited natural resources and by supporting a high quality of life for Oxnard's residents, business, and visitors. In addition, the Department's activities sustain the community's economic viability through proactive infrastructure planning and creative reuse conservation practices.

The Position and the Ideal Profile

The new Director will be joining a new City Manager who is leading an organizational transformation initiative. The City Manager intends to create an organization committed to excellence and service with a passion for implementing best practices. The Utilities Director will be a part of the new team that the CM is creating and will play a key role in moving the Utilities Department forward. Filling a number of critical midmanagement and supervisory positions and identifying opportunities to generate additional revenue are among the top priorities for the new director. The Director will report directly to the CM. This position will require a strong and committed change agent, and a proven leader and skilled administrator who will introduce creative strategies and innovative approaches to the Department and the City. A decisive, yet collaborative and inclusive management style coupled with strong technical skills will be critical to integrating the various functional areas of the department to achieve organizational goals. A down to earth approach to problem solving and building relationships with staff, contractors and elected officials will be important. The ideal candidate will be approachable, an open communicator and equally comfortable with field staff, fellow department heads and community leaders.



The selected candidate will possess a combination of education and experiences that has provided the knowledge, skills and abilities necessary for this role. A typical way of obtaining these qualifications is to possess the equivalent of eight years experience in utilities or public works management and a Bachelor's degree from an accredited college or university in civil engineering or a related field. Registration as a Civil Engineer is a plus, but is not required. A Master's degree and experience in the supervision of professional utilities and/or public works staff is highly desirable.

