

Compensation and Benefits

The City of Paso Robles offers an attractive compensation and benefits package. The salary range for this position is negotiable, DOQ. The excellent benefits package includes the following:

- ◆ Retirement:
 - Current 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 ½ 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. Medical: City pays \$600/month of employee premium, \$1150/month of premium for employee with one dependent, and \$1500/month of premium for employee with two or more dependents. Vision: City pays full premium for employee & family. Dental: City pays full premium for employee and partial premium for family.
- ◆ 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 \$4200.00 per year and will match up to an additional \$2500.00 - dollar for dollar.
- ◆ Life Insurance: \$200,000.00 city paid.
- ◆ LTD and Employee Assistance Program (EAP): City paid.



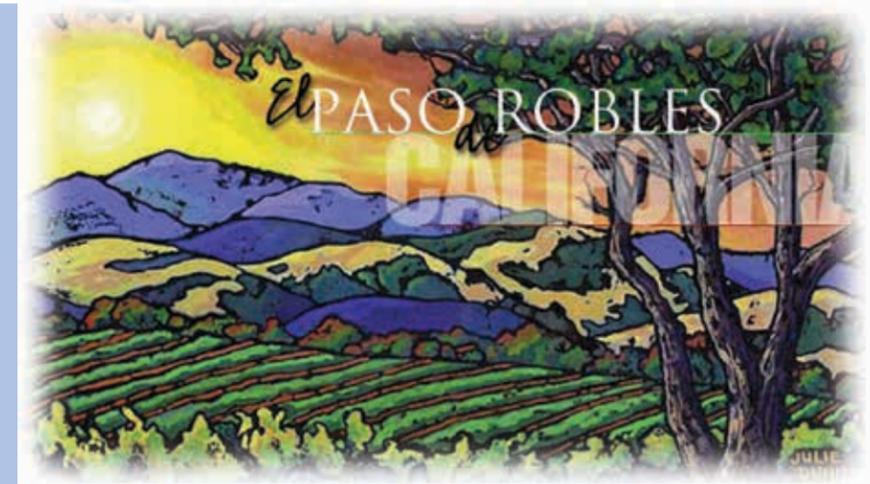
The Process

If you are interested in pursuing this unique and exceptional career opportunity, please submit (email preferred) a 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 July 24, 2015.

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



The City of Paso Robles



*invites your interest
for the position of*

**City
Manager**

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 is 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 four-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).

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 Managers Office, Administrative Services, Community Development, Emergency Services, Police, Public Works, and Library & Recreation Services. The City has a total of 168 full-time employees and a General Fund budget



of approximately \$28M with an all funds budget of approximately \$50M.

The Position and Ideal Candidate

The current City Manager, Jim App, is retiring after having been with the City since 1990 attesting to the continuity and stability of the City's executive staff.

The strengthening economy and desirability of the Central Coast region provides a positive challenge for this position and the community of Paso Robles. Growth and development opportunities abound yet the key is to achieve the balance of economic vibrancy with quality of life considerations for all residents consistent with the City vision and the small town charm of the City. This will require a consensus builder that is actively engaged and attuned to both community concerns and economic opportunities. An experience base that includes extensive and proactive community interaction combined with a strong foundation of generalist public management skills is essential to this role.

The new Manager will provide exceptional leadership and a collaborative and engaging management style throughout the city organization and with interactions with the City Council and the highly engaged community. A relationship builder with a passion for public service, a value system based on transparency and integrity and a personal approach that engenders high levels of trust and confidence will be successful in this position. A significant aspect to success is the ability to relate to, understand and connect with the local ethics and culture of this community. Developing and sustaining a strong and effective relationship with the Council by communicating openly, honestly and frequently will be critical. He or she will need to balance the dynamics of both retaining the City's charm and leading change necessary for the community's vitality. The City Manager must be able to lead by example, and guide a motivated and close-knit team of professionals who possess the enthusiasm and work ethic essential to responsive and collaborative customer service.



The new City Manager will be experienced in municipal finance and in maintaining a sustainable financial structure so that Paso Robles can continue to meet its service needs. In order to maintain its high-quality service delivery and to meet the needs of residents with high expectations, a manager with skills in consensus building, collaboration and community engagement will be key to motivating and inspiring staff and the community in cooperative problem solving. Prior experience as a City Manager, Assistant or Deputy City Manager or as an Executive Director or department head of a complex public sector organization is required. A BS/BA in a related field is essential and an MS/MA/MPA/MBA is highly desired.