Compensation and Benefits

The City of Beaumont offers a comprehensive salary and benefits program. The salary range is open and negotiable DOQ. The competitive benefits program includes:

- **Retirement:** For Classic members of CalPERS, 3% at 60 based on single highest year compensation. Employee pays 3% employee cost. Effective January 1, 2017 Employee pays 6%. Effective January 1, 2018 Employee pays 8%. For new members to CalPERS, 2% @ 62 on the three highest years compensation.
- **Group Health Insurance:** The City offer a choice of two different health plans and contributes up to \$1,390.00 per month toward the cost a plan. If an employee has alternative health coverage, they may choose to have a portion of the premium placed into the Deferred Compensation program or taken as cash.
- **Holidays:** 14 holidays per year.
- Vacation: Accrual is based on service.
- **Sick Leave:** Accrual of 12 days annually.
- Administrative Leave: 40 hours.
- Auto Allowance: \$350.
- Life Insurance and Long Term Disability: Are provided.



The Process

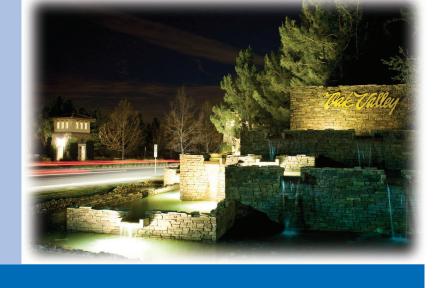
To be considered for this exceptional career opportunity, please submit (email preferred) a cover letter of interest, resume, salary history and contact information including email addresses for five work-related references (references will not be contacted until mutual interest is established) to:

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



The final filing date: April 29, 2016.

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



The City of Beaumont



invites your interest for the position of

City Manager

The Community of Beaumont

The City of Beaumont provides the very best of rustic, rural beauty and charm, combined with the planned growth, abundant recreational opportunities, and rich community life offered by the finest Southern California cities. Located in Riverside County at an elevation of 2,500-3,000 feet, the City's 42,000 residents enjoy cleaner air and cooler temperatures as a result of the higher elevations. The scenic geography and expansive transportation infrastructure provides an ideal setting for local residents as the City is situated at the peak San Gorgonio Pass, between San Bernardino and Palm Springs. While Beaumont serves as a gateway travel route for major destinations in every direction, there is plenty to do in the City as agritourism, antique and retail shopping and golf options abound.



The City contains 16 city parks, including a 20-acre sports park and a municipal pool, as well as an extensive trails system. The Beaumont School District, with 10 schools, has an outstanding reputation, and it ranks fourth in Riverside County. Housing is available to accommodate all lifestyles and is readily available in new planned communities as well as established neighborhoods. The City boasts three gated communities as well as two 55 plus communities. The City is rounded out with various local service clubs, a new state of the art community recreation center, a Carnegie library, two four-star golf courses, and multiple churches.

Founded at the turn of the 20th century, Beaumont enjoys a rich history and rural charm.

City Government

The City of Beaumont is a General Law city that operates with a Council – Manager form of government. The City Council is comprised of five members elected at-large for four-year terms, with elections held in November of even-numbered years. The City Council meets annually to select one of its members to serve as Mayor and another to serve as Mayor Pro Tem for one-year terms, but no more than two consecutive years. The City Treasurer and City Clerk are also elected positions.



City government operates under the direction of the City Manager with a FY 2015-16 General Fund of over \$27M and approved FTE count of 117. Departments within city operations include: Police, Public Works, Wastewater, Recycled Water, Economic Development, Finance, Administrative Services, Planning, Community Services, Building & Safety, Transit Operations and Animal Services.

The Position and Ideal Candidate

The City Manager is appointed by the City Council and serves as the operational head

of city government. This position will offer a unique set of challenges and adventure and will require a major commitment by the selected individual towards public service ideals. The return will be realized through community support, the sense of professional and personal satisfaction in undertaking and succeeding in this mission to transform the City of Beaumont and ensuring a positive future for the City.

A key priority for the new Manager is providing leadership through collaboration, teamwork and active involvement, all towards the ultimate goal of reestablishing a foundation of trust, transparency and public service for



the community. This evolution will require significant focus towards developing a shared vision for Council, staff and various constituents of the City. The new Manager will need to coalesce the various interests and priorities of all, in moving the City forward. A strong effective level of communication to and from Council and staff will be instrumental towards this effort.

A second priority relates to financial management within city operations. Years of fiscal difficulties have led to a significant deficit in the General Fund. The City is in the midst of a financial "workout plan" and the City Manager will be a key steward in working with the Council and staff in correcting the financial imbalances from past years. Strengthening and expanding revenue will be a key part of the equation and places a premium on continuing aggressive economic development efforts by the City.

The ideal candidate for this assignment will be a public sector executive who has the sense of mission and purpose towards assisting Beaumont in transforming itself into a model city for public service. A charismatic relationship builder with a passion for public service with a value system based on transparency, ethics and integrity and a personal approach that engenders high levels of trust and confidence will be successful in this position. The ability to develop consensus and credibility though strong relationships and open, honest communication will be essential in guiding the city through the near term financial and operational challenges. The position will require a creative problem solver with a positive, energetic and "get-it-done" spirit and a management style based on empowerment, accountability and results. An energetic, "fresh-thinker" who can bring forth creative approaches and new ideas would provide a positive spark and a sense of spirit and vitality to the city.

The new Manager will be a dedicated and proven public servant with strong financial, management and administration skills, along with a solid background in economic development & community development. Excellent written and verbal communication and effective presentation skills are expected in this role. Previous management experience as a City Manager, Assistant/Deputy City Manager or public sector executive in a complex organization is required for this position. A BS/BA in a related field is required and a MS/MA is highly desirable.

