

Compensation and Benefits

The salary for this position is open and negotiable, dependent upon qualifications. The City provides an excellent benefits package that includes:

- ◆ Retirement: CalPERS - New employees 2% @ 62, employee pays employee share based on actuarial evaluation as defined under PEPPRA; classic employees 2% @ 55, employee pays 7%. The City does not participate in Social Security.
- ◆ Deferred Compensation Plan: The City matches up to 3% of the employee's base salary, subject to Federal Tax laws.
- ◆ Vacation: Accrual equal to two weeks paid vacation annually increasing with length of service.
- ◆ Holidays: Nine and a half fixed holidays and 36 hours floating holidays annually.
- ◆ Medical/Dental/Vision Plan: City contribution for medical is capped at \$657.33 for employee only, \$1,314.66 for employee plus one, and \$1,709.06 for family coverage. City pays 100% of premium for dental, vision, and chiropractic plans. Medical plans are offered through CalPERS.
- ◆ Administrative Leave: 80 hours annually, ability to cash out up to 80 hours.
- ◆ Life Insurance: City pays full premium for employee and dependent life insurance, two times the annual salary. Maximum benefit is \$250,000.
- ◆ Long Term Disability: City provides coverage up to approximately two-thirds of annual salary (maximum length of coverage is 3 years).
- ◆ Tuition Reimbursement: Up to \$3,000 per fiscal year (including books and software).
- ◆ Flexible Spending Plan: City promotes participation in a Section 125 Cafeteria Plan.
- ◆ Employee Assistance Program and Catastrophic Leave.



For additional information regarding the City of Lodi, please visit the City's website at www.lodi.gov.

The City of Lodi is an Equal Opportunity Employer

The Process

To be considered for this exceptional career opportunity, please submit (email preferred) your cover letter, 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:

Paul Kimura or Cris Piasecki
Avery Associates
3 ½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

The final filing date is November 28, 2016.

If you have any questions or wish to explore this opportunity further, please contact Paul Kimura by email at paulk@averyassoc.net or by phone at 408.399.4424; or Cris Piasecki by email at crisp@averyassoc.net or by phone at 408.234.2025.



The City of Lodi



*invites your interest
for the position of*

**Deputy City
Manager/
Internal
Services
Director**

The City of Lodi

The historic, charming and unique City of Lodi is home to 65,000 residents. Lodi is ideally located adjacent to Highway 99 and I-5, 34 miles south of Sacramento, 10 miles north of Stockton, and 90 miles east of San Francisco. The residents of Lodi take immense pride in their community that is surrounded by lush parks, wineries, museums, a lake and open space. The city is committed to quality growth while striving to protect its historical, small-town ambiance through an annual growth management program. Lodi is home to several large manufacturing, general services and agriculturally based companies, and it has an excellent balance of jobs to residential housing units.



A revitalized downtown boasts unique shops, fine restaurants, and a movie theater. Lodi is known for its authentic wine region heritage with over 80 wineries within 10 miles of downtown. Housing is relatively affordable, as the current median price for a home is \$279,500. Educational opportunities abound as University of the Pacific, California State University-Stanislaus/Turlock/Stockton Center, San Joaquin Delta Community College, and the University of San Francisco satellite center are all within a 20-minute drive of the City. Lodi is also a safe city as crime rates are low and community pride reigns high, reflecting active community involvement and a strong public safety structure. By all measures, the quality of life in the City of Lodi is exceptional and provides an ideal location in which to live, work and play.

City Government and the Internal Services Department

Lodi incorporated as a General Law City in 1906 and operates with a Council/Manager form of government.

The City Council governs the city and is comprised of five at-large members who are elected to alternating four-year terms.

Lodi is a full service city with a committed workforce of 397 employees who provide a wide range of municipal services including police, fire, public utilities (water, wastewater and electricity), transportation, community development and leisure/social services. City staff led by City Manager Steve Schwabauer enjoys a positive and healthy working relationship with the City Council. The City's 2016/17 all funds budget is almost \$204 million. The Internal Services Department consists of a staff of 31 within its four divisions, which include



Budget and Treasury; Financial Services; Human Resources; and Information Systems.

The Position and Ideal Candidate

The Deputy City Manager/Internal Services Director (DCM/ISD) is a highly visible position that works closely with the City Manager (CM), City Council, staff and the general community in a wide range of projects and operational activities. The DCM/ISD will actively work to ensure the City's long-term financial stability through oversight of various replacement programs, cash reserves, and other progressive financial practices.

A priority for this role is the development of a long-term CIP funding and replacement model to assist city departments in projecting ongoing replacement and maintenance costs. Additional focus areas include the development and oversight of the annual city budget process; assistance in implementation of economic development tools; and technology strategies focused on enhancing service, information and efficiency. This role will also serve as a "clearinghouse" for city information and presentations, participates in labor relations issues, and will enjoy a high level of interaction with City Council.

The new DCM/ISD will be an innovative, collaborative, and forward thinking leader who develops and maintains positive working relationships throughout the city and the organization. A successful track record of incorporating best management practices through the use of technology, efficient work processes, mentorship and information sharing is essential to this role. The ideal candidate will be an influential role model who maintains a high level of credibility through the strength of a positive value system, strong work ethic, and the ability to incorporate a broad, big picture perspective to city operations.

This position will require a high level of expertise in finance, accounting and budgets. Although the position is not expected to prepare the budget detail, it is essential that the position audit the budget and present the budget credibly



to Council. A strong knowledge of debt issuance and technology-based solutions would comprise the ideal background. Current or previous assignments as a Finance Director, Administrative Services Director, or Assistant/Deputy City Manager would be the preferred career path. Solid administration skills in the areas of performance and personnel management will be critical to success in this assignment. The position will also require a minimum of five years management experience along with a BA/BS in a related field. An MS/MA is highly desirable.

