

Compensation and Benefits

The annual salary and benefits for this position are negotiable depending on qualifications and experience. The City of Hermosa Beach offers a standard, attractive compensation and benefit package, which includes:

- ◆ Retirement: PERS 2% at 60, One Year Final Average Earnings for final compensation calculations. (Employees who have never been a member of CalPERS or a reciprocal agency or who have had a break in service of 6 months or more from a CalPERS/reciprocal agency will have 2% at 62 in accordance with new PEPPRA legislation).
- ◆ Vacation: 114 hours per year
- ◆ Sick Leave: 6 hours per month
- ◆ Management Leave: 100 hours per year
- ◆ Health Insurance: Provided through a Cafeteria Plan of \$700 per month (Blue Shield)
- ◆ Life Insurance: City paid up to \$200,000
- ◆ Deferred Compensation: \$8,000 per year



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

Final filing date: January 10, 2017

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 Hermosa Beach

*invites your interest
for the position of*

City Manager



The Community

A small beach City of 1.43 square miles, Hermosa Beach sits at the center of Los Angeles County's South Bay, just 6 miles south of Los Angeles International Airport and twenty-one miles from Downtown Los Angeles. A residential community with a flourishing downtown on the water, the City of Hermosa Beach serves a stable population of approximately 20,000 residents. As a lively beach city and tourist destination, Hermosa experiences a high visitor population. Due to this, the City operates in many ways like a larger city. Beach attendance can range to a monthly high of over 900,000.



The town is the essence of the Southern California lifestyle, with temperatures ranging on average from highs of 78 degrees in the summer to 65 degrees in winter, and nighttime temperatures that rarely fall below 55 degrees. There are architecturally diverse residences on the Strand (the paved strip paralleling the beach and connecting Hermosa with the neighboring beach cities of Manhattan Beach and Redondo Beach), bungalows scattered throughout the town, and multilevel homes on the hills with ocean views. There is a myriad of outdoor activities that draw residents and visitors, such as volleyball, surfboarding, skateboarding, and boogie boarding, to name a few. Other popular activities include jogging, skating or biking along the Strand.

The City has a robust park system, green belt, and exceptional schools. Hermosa Beach is also well known for its entertainment offerings, which include live music from rock to jazz, as well as up to 80 annual festivals and special events, including AVP Volleyball, various national youth volleyball tournaments, Hearts of Hermosa, summer concerts on the beach, movies at the beach, the annual St. Patrick's Day Parade and holiday events and activities, among others. The three-day weekends of Memorial Day and Labor Day bring thousands of visitors to the Fiesta Hermosa street fair, which features hundreds of crafters, artists and musicians. In addition, Hermosa Beach is well known for its diverse restaurants, shops, nightlife, and beachfront lodging.



Hermosa Beach has a highly educated (70% of residents have Bachelor's degrees or higher) and engaged community.

City Government

Governed by a five-member City Council, who are elected at large, Hermosa Beach operates under the council/city manager form of government as a general law city. Like the community, the Council is educated and engaged. The programs and services provided by the City are accomplished through seven City departments: City

Manager, Finance, Community Development, Recreation and Community Resources, Public Works, Police and Fire. City Attorney services are provided under contract and the City Clerk and City Treasurer are elected officials.

The City has a budget of approximately \$37.7M and authorization for 145 full time employees. The City is financially stable with adequate reserves in the 2016-17 fiscal year.

The Position and Ideal Candidate

The City Manager provides direction and oversight for the department heads in addition to ongoing responsibilities including budget management, Council meeting and agenda and report preparation, initiating and implementing opportunities to enhance municipal service delivery, and striving for continuous improvement in all core City functions. Specific projects that will require the City Manager's attention include: Potential implementation of Community Choice Aggregation, achievement of the City's Carbon Neutrality goals, update and integration of two key planning documents – the General Plan and Local Coastal Program (collectively referred to as PLAN Hermosa), major improvements to City infrastructure, and negotiation of contracts with the City's labor unions.

The new City Manager should be a seasoned consensus builder with a track record of working well with the community and getting things done. This will require strong communication and interpersonal skills, and a proactive orientation. A key to developing and sustaining a strong and effective relationship with the Council and the community will be regular, open and honest communication, and up-to-date information on current issues and developments. The Council, City commissions and committees, residents, business groups and community organizations expect the City Manager to understand the values of Hermosa Beach and to be committed to civic engagement and open dialogue. The City Manager will be expected to balance the dynamics of retaining the City's charm and leading the change necessary to continue the community's vitality in an era of disruptive technology. The City Manager will be expected to lead by example and guide a motivated and close-knit team of professionals



who possess the enthusiasm and work ethic to provide first class services. Given the tasks ahead for the City of Hermosa Beach, the next City Manager will have the opportunity to build a lasting legacy.

The new City Manager must be experienced in municipal finance and maintaining a sustainable financial structure. Prior experience as a City Manager, Assistant or Deputy City Manager or as an Executive Director of a complex public sector organization is preferred. A BS/BA in a related field is essential and an MS/MA/MPA/MBA is highly desired.