

## Compensation and Benefits

The City of Selma offers a competitive compensation and benefits program. The base salary for this position is open and negotiable, depending on qualifications. The benefits include:

- ◆ Retirement: The City is a member of the California Public Employees' Retirement System. Employees hired on or prior to December 31, 2012 currently contribute 5% of the "employee's share" for the 2.7% @ 55 Retirement Plan (integrated with Social Security). Employees hired on or after January 1, 2013 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 contribute 50% of the "total cost" for the 2% @ 62 Retirement Plan (integrated with Social Security) per the new PEPR legislation.
- ◆ Social Security: Employees pay into the Social Security system through payroll deduction.
- ◆ Deferred Compensation Plan: The City Manager may voluntarily participate in a tax-deferred retirement plan, which allows employees to defer a part of their wages and at the same time, lower their state and federal income taxes. City contributions are provided for the City Manager.
- ◆ Holidays: The City normally observes twelve (12) holidays a year and employees receive an additional floating holiday for their birthday each year.
- ◆ Vacation: Vacation is accumulated at the rate of one day for each month worked. Beginning with the sixth year of service, additional vacation is accumulated for longevity up to a maximum of 24 days a year.
- ◆ Administrative Leave: The City Manager receives 40 hours of administrative leave per fiscal year.
- ◆ Sick Leave: Sick leave is accumulated at the rate of one workday a month.
- ◆ Group Insurance: The City Manager may participate in group life, health, dental, vision and chiropractic insurance programs. The City pays approximately 90% of these premiums for the employee and eligible dependents.
- ◆ Stipends: A mobile phone stipend and car allowance are provided for the City Manager.

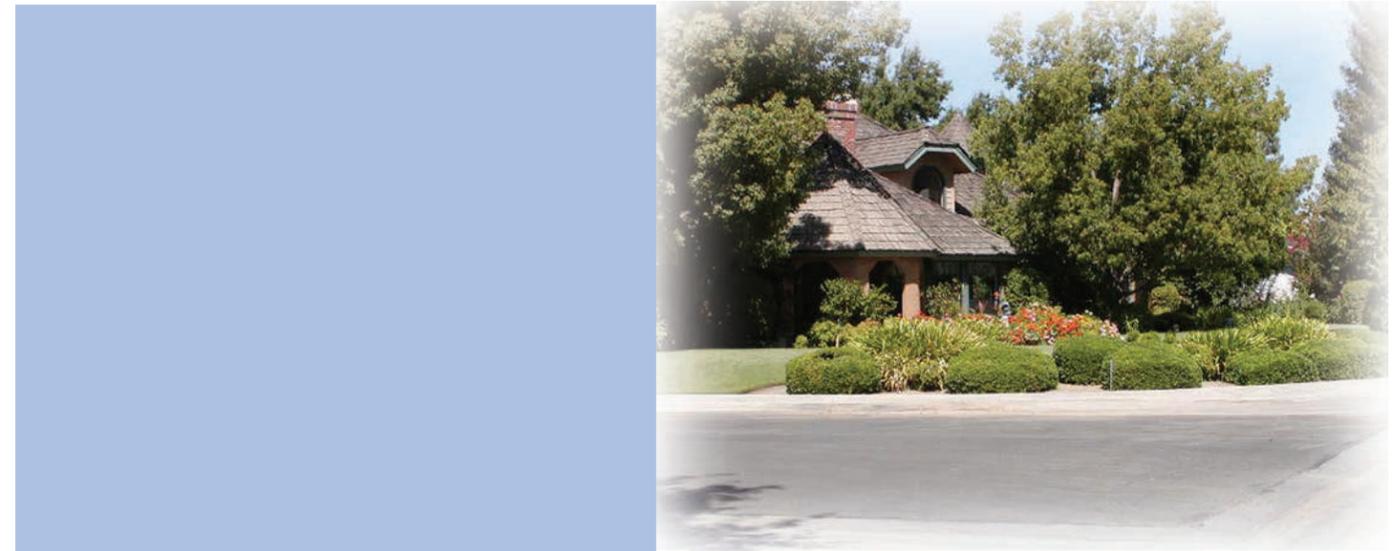
## The Process

To apply for this exceptional and unique career opportunity, please submit your cover letter, resume, current salary and contact information including email addresses for five work-related references (who will not be called until mutual interest is established and you have approved the contact) to:

Paul Kimura and/or Bill Lopez  
Avery Associates  
3½ N. Santa Cruz Ave, Suite A  
Los Gatos, CA  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)

The final filing date for this recruitment is January 13, 2017.

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424 or [paulk@averyassoc.net](mailto:paulk@averyassoc.net) or Bill Lopez at 408.888.4099 or [williaml@averyassoc.net](mailto:williaml@averyassoc.net).



*The City of Selma*  
*the "Raisin Capital of the World!"*



*invites your interest*  
*for the position of*

**City  
Manager**

## The Community

Selma is a rapidly growing community of almost 25,000 residents, located in the central San Joaquin Valley. Selma is widely known for its small town charm as well as its big city development. Team Selma, an economic development partnership comprised of public and private entities, spreads the welcome mat for potential business owners and developers with phenomenal results. Selma's location, at the crossroads of State Routes 99 and 43, makes it a regional hub for southeast Fresno County as well as neighboring Tulare and Kings Counties. Selma is within convenient traveling distance to California's two largest market areas, Los Angeles and San Francisco. It is neighbored by recreational areas of the Sierra Nevada Mountains and California's Coastal Region. Selma has industrial space available for most any type of business, and industrial land is readily available for development.



Both new and long-time residents are discovering and rediscovering the joys of living in this delightful community. Selma provides an ideal location for shopping in its beautiful downtown and other shopping centers. Countless events offered through the City, the Chamber of Commerce, schools, churches and other community groups make Selma a great place to live, work and play. The Raisin Festival and a car show are held annually. The Selma Arts Center designed by renowned architect, Arthur Dyson is a performing and visual arts center serving as the focal point and destination for downtown Selma. Selma is a progressive, growing community that strives to retain small town qualities and life style. Selma's quaint Central Business District has continued to thrive and the City's five other shopping areas provide a complete shopping experience for the wide range of ethnic and cultural backgrounds that make Selma an All-American city.

Top quality educational facilities abound in or near Selma. Selma has eleven schools, with a combined enrollment of about 6,000 (including High School, Middle School, Elementary, and Alternative Schools). Selma also has several



private school facilities, from pre-school to sixth grade levels. California State University at Fresno, Fresno Pacific College, Reedley Community College, Fresno City College, and several vocational schools are nearby.

Selma is home to several major health care facilities including Adventist Medical Center, Kaiser Permanente Medical Clinic, Adventist Health Center, Central Valley Family Health, Selma Convalescent Home, and Eye-Q Vision Center.

## City Government

Selma is a General Law city incorporated in 1893 and operating with a Council-Manager form of government. The City Council is comprised of five members elected to alternating four-year terms with elections held in even-numbered years. The Mayoral role is rotated on an annual basis.

City government operates under the direction of the City Manager with a FY 2015-16 General Fund of over \$11M and an approved FTE count of 117. Departments within city operations include: Police, Fire, Public Works, Community Development, Finance, Administrative Services, and Recreation.

## The Position and Ideal Candidate Profile

The City Manager is appointed by the City Council and serves as the operational head of city government. In overseeing city operations, the expectation is to focus on quality of life issues that are so vital the City Council and residents.

Establishing and maintaining an exceptional working relationship with the City Council, city staff and the community will be a key priority in this role. Proactive, candid and timely communications with all Councilmembers, keeping them informed of current issues/developments, and providing effective operational alternatives and recommendations will be vital in this role. In doing so, the new City Manager will create an environment of trust and credibility, which is essential in facilitating discussion and decision making within the City.

Selma is on the cusp of exciting growth opportunities. In 2016, residential and commercial values currently under permit, total over \$27 million, more than any other city in the area. The City Manager will serve as an economic



ambassador for the city, performing various functions to promote economic development, beautification, and revitalize downtown. In doing so, the Manager will develop and foster positive relationships, create an environment of trust and credibility, enhance community engagement, and focus on additional efforts to spur economic development. Recent and ongoing projects include the economic development of Selma Grove, expansion of retail businesses, and car dealerships. In 2007, the citizens of Selma passed Measure S, which provides for an ongoing 1/2 cent sales tax to help fund safety services.

The City Manager must be a strong administrator, who understands finances, pays close attention to

numbers, and provides strong financial leadership to the Council, City staff, contractors, and members of the public. Community and economic development is critical to Selma's continued success. Solid communications, keeping the council informed about important issues, and being able to give difficult information when necessary are essential to success in the position.

The City Manager must be a proactive manager, with strong interpersonal skills, and must become actively involved in community. An operational style that is collaborative, team oriented, empowering and unifying will also be critical providing strong leadership to city operations, as the City Manager serves as a role model in mentoring and improving morale throughout the organization. Creating a shared vision with staff, and working in an open and forthright manner to develop sense of respect and credibility with staff is essential.

The new City Manager will have a strong financial and budget background with expertise in Economic Development. 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 BA/BS in a related field is required and an MS/MA/MPA/MBA is desirable.