

Compensation and Benefits

The City of South El Monte offers a competitive compensation and benefits package. The salary for this position is open and negotiable, DOQ. The benefits program offers the following:

- ◆ Retirement – Subject to the Public Employees' Pension Reform Act of 2013 (PEPRA). "CLASSIC" CalPERS employees are eligible for the 2% @ 60 formula. New members to CalPERS will be eligible to participate in a 2%@62 formula. Employee will be required to pay the 7% Employee Member Contribution (6.25% for the 2%@62 formula).
- ◆ Medical – The City provides a generous contribution towards a CalPERS medical plan selected by the employee and his/her eligible dependents.
- ◆ Dental/Vision – The City provides dental and vision insurance.
- ◆ Vacation – 96 hours per year initially, with increases based on years of service.
- ◆ Holidays – 12 holidays annually.
- ◆ Sick Leave – Accrual at the rate of 96 hours annually.
- ◆ Life Insurance – Life and AD&D are covered at 100%.
- ◆ Deferred Compensation – The City offers a choice of two deferred compensation providers.
- ◆ Work Schedule - The City operates on a 4-10 work schedule and is closed every Friday.



The Process

To be considered for this excellent career opportunity, please submit (email preferred) a 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 Bill Lopez
Avery Associates
3½ N. Santa Cruz Ave, Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

The final filing date: March 31, 2017.

If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424 or bill@averyassoc.net or Bill Lopez at 408.888.4099 or williaml@averyassoc.net.



The City of South El Monte



*invites your interest
for the position of*

**City
Manager**

The Community

South El Monte, “The City of Achievement” is a vibrant and thriving community, located in the heart of the San Gabriel Valley, just seven miles east of downtown of Los Angeles. Incorporated in 1958 with a population of 3, 900, it is now home to more than 20,000 residents with daytime population of over 44,000, as workers from various business industries stream into the city limits, every morning. Encompassing 3.25 square miles, the City of South El Monte is a well-balanced community of homes, schools, businesses and churches, as well as excellent parks and recreational facilities.



In just over five decades, the South El Monte has matured into a viable commercial and industrial base, with over 2,400 businesses due to the City’s diverse land use pattern and excellent freeway accessibility to the 10, 60, and 605 freeways which provide ready access to points throughout Southern California. These factors contribute to the desirability of South El Monte as a good location for development. South El Monte has lived up to its motto “Growing Our Future,” in the last several years; the mid-size City has significantly flourished with a spur of community developments, which include additional quality housing, economic development, infrastructure improvements, and municipal rehabilitation programs.

The community members are the heart of South El Monte and for that reason the city is focused on improving the quality of life and providing exceptional services. South El Monte offers various community programs for residents of various ages, such as recreation facilities and parks, youth and senior services, and community special events.

The City of South El Monte, a tight-knit, richly diverse community, boasts all comforts of urban life with a small-town feel. The City’s residents represent a good blend of older and younger residents working with the same dedication and community spirit that this City was founded upon. Both the residents and the business community are working together to make the community a better place to live and work.

*South El Monte—a GREAT City to Live, Work, Play
and Raise A Family*

City Government

South El Monte is a General Law City with a City Council comprised of four Councilmembers and a Mayor, all elected



at large for four year terms. The City Council appoints the City Manager and operates under the Council-Manager form of government. The City has a General Fund Budget of approximately \$13.7M with over 120 employees organized into five departments: City Manager’s Office, Community Development, Community Services, Finance and Public Works. Police and Fire Services are provided under contract with the County of Los Angeles.

The City Council appoints members to three commissions: Community Services Commission, Planning Commission and the Patriotic Commission.

The Position

The new City Manager will join South El Monte during a time of organizational renewal and continued efforts towards community building in seeking the ideal balance between quality of life and economic vitality considerations. This will require an ability to understand and relate to South El Monte as a highly urbanized, densely populated, bi-cultural and socio-economically challenged community. The expectation is for the City Manager to be active and engaged within the community and be aware of resident interests and concerns. This will enable the successful candidate to build credibility within the diverse community that the City serves.

The City Council will enjoy working with an experienced public sector executive that maintains a proactive communication and positive work relationship with both elected officials and City staff. This would include a proven ability to provide objective guidance and counsel along with creative and pragmatic alternatives to the Council. There is also a high expectation level to keep elected officials informed and aware of city operations and key projects.

Internally, the new City Manager will provide operational leadership by employing strong management and administrative experience coupled with excellent interpersonal skills. Particular strengths in public finance and budget development will be important. Open and approachable, energetic and enthusiastic, collaborative yet decisive when needed, the City Manager will be relied upon by the City Council to lead South El Monte forward.

Additionally, a strong background in the oversight of capital improvement projects, economic development initiatives and in working with various regional partners is required. Experience as a public sector executive along with a BS/BA degree in Public or Business Administration or a related field is also required. An MS/MA degree with experience working within a multi-cultural community environment and/or bi-lingual skills are highly desirable.

