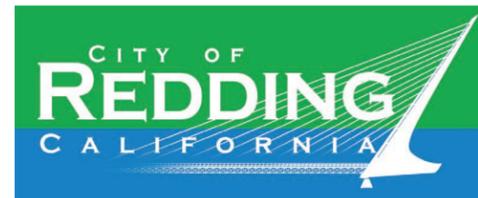


Compensation and Benefits

The salary for City Manager is dependent upon qualifications. The City also offers a competitive (and negotiable) benefits package including:

- ◆ CalPERS retirement plan - 2% @ 55 for Classic employees. 2% @ 62 for PEPRRA employees. The City does not participate in Social Security.
- ◆ Health, dental and vision: Plans for employee and dependents (90 percent of premium paid by City).
- ◆ Vacation: accrual at the rate of two weeks per year up to the fourth year of service. Accrual rate increases thereafter based on tenure.
- ◆ Holidays: 13½ holidays annually - 9½ fixed holidays and 4 floating holidays.
- ◆ Administrative leave: Up to 80 hours annually.
- ◆ Sick leave: Accrual at the rate of 12 days annually
- ◆ Life Insurance: Equal to two times annual salary (up to \$250,000) for employee and \$3,000 for each dependent.
- ◆ Long-term disability insurance.
- ◆ Deferred Compensation: 457 plan(s) available for employee contribution.
- ◆ Supplemental insurance: AFLAC plans available at employee expense on a pre-tax basis.
- ◆ Credit Unions available.



For complete listing of employment and benefit policies please refer to the City of Redding website at www.cityofredding.org.

An Equal Opportunity/Federal Affirmative Action Employer

The Process

If you are interested in pursuing this highly desired career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net to upload your letter of interest, resume, salary history and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place.)

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 for this recruitment is April 11, 2017.

If you have any questions regarding this position, please feel free to contact Bill Avery or Paul Kimura at 408.399.4424 or by email: bill@averyassoc.net or paulk@averyassoc.net.



The City of Redding



*invites your interest
for the position of*

City Manager

The Community

The City of Redding is a thriving, dynamic community of over 90,000 residents located at the north end of the Sacramento Valley, 150 miles north of Sacramento. Redding is the county seat for Shasta County and is strategically located on Interstate 5, equidistant between Seattle and Los Angeles. Redding serves as the center of trade and commerce for the upstate region of Northern California.



With Mount Shasta to the north, Lassen Volcanic National Park to the east, and the rugged Trinity Alps to the West, the great outdoors await (all within an hour's drive). Redding delivers unequivocal natural beauty, an abundance of recreational opportunities, and an exceptional quality of life for its residents.

Residents and visitors alike, enjoy the superb temperate climate that the four seasons bring. Redding, the second sunniest City in the United States, is an ideal locale with moderate springs and falls, low humidity sunny summers, and mild winters. (Residents enjoy over 300 sunny days per year.)

Redding encompasses approximately 60 square miles surrounded by scenic landscape, and boasts over 1,700 acres of City-owned recreational open space and 500 acres of magnificent parkland within city limits. The prominent Sundial Bridge at Turtle Bay Exploration Park crosses the Sacramento River in central Redding and serves as the downtown entrance for Redding's extensive thirty-three mile Sacramento River Trail system. In addition, a wide variety of cultural and community activities support a great quality of life in Redding.

Redding successfully combines the ambiance of a small town with the amenities of a large city. A broad spectrum of businesses are represented within the city limits. The largest employment sectors include: medical services, large retailers, manufacturing, small businesses, outdoor/recreational outfitters, distribution, auto sales and maintenance, and a diverse blend of restaurants. Both Money Magazine and Expansion Management Magazine have recognized the Shasta County metro area for its quality business environment. Redding serves as the regional health care center for Northern California. The City has two major medical centers providing state-of-the-art treatment facilities, and a number of specialized hospitals, and veteran's medical services.

According to Sperlinger's Best Places, the cost of living in Shasta County is among the most affordable in the western United States. Housing in the City is much less costly than in many other urban areas in California. The median home price in Shasta County is currently \$243,670. The community offers an impressive complement of housing in all areas and housing types: riverfront, mountain view, country acreage, and traditional subdivision. Redding has excellent high-performing public, private and charter schools, ranging from small sites of less than 100 students in grade school to large high schools serving over 1,000 students. Shasta Community College, Simpson University and National University provide advanced educational opportunities. California State University-Chico is located only 70 miles south of Redding, and offers degree programs through extension courses at the Shasta College University Center in downtown Redding.

The Organization

Established in 1887, Redding is a full-service General Law city with a Council-Management form of government. Five at-large Council Members serve staggered four-year terms. The positions of Mayor, Vice Mayor and Mayor Pro Tem are elected by the Council each year from their membership and serve one-year terms. Both the City Clerk and City Treasurer are elected positions that serve four-year terms. The City Council is responsible for adopting City ordinances, resolutions, the annual budget, appointing commissions and committees, and appointing the City Manager and City Attorney, among other key duties. The City Council, City Manager and staff work

in partnership with the community. This collaboration has served the City well in continually improving the community and enhancing the programs and services that elevate the quality of life and vibrant local economy here in Redding.

The City of Redding has a stellar workforce of approximately 785 full-time and more than 350 part-time City employees that help make the City Council and community visions a reality. City departments include the City Manager's Office, City Attorney's Office, City Clerk's Office, City Treasurer's Office, Community Services, Development Services, Electric, Finance, Fire, Information Technology, Personnel, Police and Public Works. The Manager also oversees the Redding Area Bus and Housing Authorities. The retiring City Manager, Kurt Starman, and his senior staff guide this workforce based on three basic principles of good management: efficiency, accountability, and employee morale.

Redding's financial footing is secure with a Fiscal Year 2016-17 budget of approximately \$294 million, with a \$74 million General Fund operating budget. The General Fund provides most of the City's core services including public safety, street maintenance, parks and recreation programming. Every major fund has a long-range financial plan.

The Position and Ideal Candidate

The new City Manager will join a city with great potential and will operate in an environment that's both exciting and challenging. The new Manager will assist the City Council as they work collaboratively on a variety of issues affecting the City and its residents. These include: addressing public safety concerns, managing capital projects related to the City's aging infrastructure for streets, water and waste water, fostering economic development opportunities within the community, managing and planning quality growth, hiring and retaining excellent employees, labor negotiations, tackling rising costs of active employee benefits such as health care insurance and the CalPERS retirement plan, and the unfunded liabilities attributed to post retirement employment benefits, and successfully managing the overall operations of a complex city.



The City Council is looking for a professional who is a committed public servant with a focus on providing quality services and facilitates an environment that values customers and constituents.

Our next City Manager will be someone who leads by including others. He or she will make our staff and citizens feel they are included and invested in the important decisions of the City. A proactive and effective communicator, both orally and in writing, will be essential to ensure the Council and staff is kept abreast of key issues and activities. As a strong leader, our City Manager must be skilled in working with a wide range of people, whether supporters or critics, and do so with utmost diplomacy, ethics and integrity.

This position will require a progressive and innovative leader who is willing to challenge tradition and re-examine government operations by exploring new approaches and solutions to reduce bureaucracy and "red tape". Importantly, the new City Manager should have a philosophy that success in the job is defined as continuously improving the City. Along with a "can do" attitude, an operational style of flexibility, adaptability, engagement, and active communications are vital to success. The successful candidate will have an unquestioned reputation for transparency and integrity.

A background with at least 10 years of progressively responsible experience and a proven track record as a city manager, assistant city manager, or senior executive for a comparable public sector organization is expected. A strong finance, budget and administrative background is imperative. A combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a Bachelor's degree from an accredited college, university, in public or business administration, or a closely related field. A Master's degree is preferred.

