

Compensation and Benefits

The City of Visalia offers a competitive total compensation program of salary and benefits. The salary range for the City Manager is open and negotiable DOQ. In addition, Visalia offers an attractive and generous benefits program, which includes the following:

- ◆ Retirement – CalPERS with a 2% @ 60 formula for Classic PERS members. Employee pays a contribution of 12% (8% employee portion + 4% of the employer portion) paid as a pre-tax deduction. For new PERS members, 2% @ 62 formula with a current employee contribution of 10.75% (6.75% employee portion + 4% of the employer portion).
- ◆ Insurance – Medical, dental, and vision care provided with an employee contribution of \$0 - \$183 per month based upon selected plan. Dependent coverage is available for \$126 - \$183 per month based upon plan selected.
- ◆ City Health and Wellness Clinic – On-site City sponsored clinic staffed by clinicians 6 days per week available to all full-time employees and their covered dependents. Services include general medical care and health and wellness coaching. No deductibles, co-pays or out-of-pocket expenses.
- ◆ Vehicle Allowance – City provided vehicle or option of vehicle allowance.
- ◆ Vacation – Accrual typically begins at 10 days annually; accrual rate increases based on years of service.
- ◆ Sick Leave – 12 days per calendar year. Sick leave buy-back provision after 480 hours.
- ◆ Administrative Leave – 80 hours per calendar year. A portion of unused hours paid out each December.
- ◆ Holidays – 10 holidays and 1 floating holiday.
- ◆ Life Insurance – City paid premium for a life insurance policy equal to two times annual salary.
- ◆ Deferred Compensation Plan – Employee paid 457 plan with the choice of four providers.
- ◆ Long Term Disability – Plan pays up to 2/3 of salary if disabled for more than 90 days.
- ◆ Educational Allowance – Up to \$1,200 per calendar year reimbursed for educational expenses related to position and career development.



The Process

To apply for this unique and exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ 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.)

Paul Kimura and/or Bill Lopez
Avery Associates
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The final filing date for this recruitment is October 16, 2017.

If you have any questions regarding this position, please feel free to contact Paul Kimura by email at paulk@averyassoc.net or by phone at 408.399.4424; or Bill Lopez by email at williaml@averyassoc.net or by phone at 408.888.4099.



The City of Visalia



*invites your interest
for the position of*

City Manager

The City of Visalia

The City of Visalia, a steadily growing community of over 133,000 residents is located in the heart of California's San Joaquin Valley, with the Sierra Nevada Mountains on the east and the Coastal Mountains on the west. Visalia serves as the County seat and is the principal trading center for Tulare County, which consistently ranks as one of the most productive counties in the United States in terms of agricultural output. Visalia has enjoyed steady and consistent growth in population. In 1960, the City's population was 15,791. The City's general plan projects the City population within the urban boundary will be 165,000 by the year 2020.



Visalia's immediate benefits are its high quality of life, small-town charm, safe neighborhoods, excellent schools, a vibrant downtown, institutions for higher learning and a low cost of living compared to many parts of the State with a median home price of \$245,000. The City has many community parks, organized team sports, swimming, bicycling, minor league baseball, golf and more. The City also offers the advantages of a more urban area; its own symphony, a thriving arts community, the elegant Convention Center, and many fine restaurants. In addition, many churches and service organizations, as well as a highly rated district hospital serve the City. For the outdoor enthusiast, the nearby mountains, national parks, lakes and rivers provide year-round opportunities for sports and recreation. California's beautiful Central Coast is just a two-hour drive away and Visalia is less than an hour from the majestic Sequoia National Park and in close proximity to Kings Canyon and Yosemite National Parks. The excitement of Los Angeles and San Francisco are just a few hours away.

Visalia's educational system is actively supported by the community and features strong K-12 schools. The District includes 27 elementary schools, five middle schools and four comprehensive high schools. Each of the high schools offers advanced placement and honors courses. Institutions of higher learning located within the City include the College of the Sequoias and a satellite campus for California State University, Fresno, and Fresno Pacific University. Other graduate and undergraduate programs available in Visalia include programs offered by University of Phoenix and Brandman University.

Visalia is proud of its cultural diversity, rich history, abundant natural resources and strong family values. Old fashioned work ethics, commitment to excellence and community pride are key factors to its success and vitality.

City Government

The City of Visalia was founded in 1852, incorporated in 1874 and became a charter city in 1923. The City operates under the Council-Manager form of government with a five-member City Council. The City is in the midst of transitioning to district elections for the City Council. Two current incumbents were elected by District and the upcoming election in 2018 will complete the process. The Council selects one of its members to serve as Mayor for a two-year term. The Council appoints a City Manager who serves at the pleasure of the Council.

Visalia is a full service city with a total 2017/2018 operating budget of approximately \$197 million that includes a General Fund budget of \$68 million. In 2017 Measure N was passed by 65% of the voters and implemented a half-cent sales tax increase to fund essential City services such as police and fire, as well as maintenance of parks and roads. The proceeds of this tax are controlled directly by the City, and are not subject to State control. Citizens have continually been supportive and previously voted to fund public safety services through Measure T (1/4 cent) and Capital Improvement Program transportation projects with Measure R (1/2 cent), both of which are still in effect. The City operates on a Biennial budget cycle and the overall financial health is positive, as Visalia has enjoyed a strong financial history. Visalia's City Council continues to focus on enhancing its emergency reserves with \$12 million currently set aside and a target of maintaining a

General Fund reserve of 25%. Visalia has also been effective with community planning, which has led to an active, vibrant and heavily visited downtown, a strong retail/commercial corridor and a thriving industrial area.

City operations consists of 600 FTEs within the departments of City Administration, Finance, Police, Fire, Public Works, Community Development, Parks & Recreation, and Transportation & General Services. The City Attorney function is contracted. Visalia owns and operates a convention center, has a solid waste enterprise, a 27-hole golf course, and owns the baseball stadium occupied by the Visalia Rawhide, a Minor League Single A franchise. The City has recently completed a new EOC/dispatch center, animal care facility, and fire station. The City is in the final commissioning phase of a \$140 million upgrade to its Wastewater Treatment Plant. This upgrade, the largest capital improvement project in the City's history, will increase the plant's treatment capability from secondary to tertiary treatment, the highest level of wastewater treatment. Tertiary treatment will enable the City's recycled wastewater to be traded to nearby Tulare Irrigation District for irrigation of agricultural crops, in exchange for district surface water that will be used to replenish the City's groundwater table. The upgraded WWTP has a capacity of 22 million gallons per day, with an average daily flow of 11 MGD.

The Position and Ideal Candidate

The City Manager will work closely with the City Council in providing progressive leadership and executive oversight for all programs and services by the city organization.

City Council and management staff are effective partners and maintain a high level of mutual respect. The City is and has historically been a well-run operation with great stability at the executive levels. This new City Manager will be only the third in the past 20 years. City Council has been a positive force in providing continuity, strategic policy direction and by honoring the council manager form of government. The City annually facilitates a planning and operations retreat to identify priorities for the year. On a weekly basis, the City Manager and Council members have one-on-one meetings that serve to keep lines of communication open and active.

The key priorities for the incoming City Manager include issues related to quality of life. The desire is to maintain economic vibrancy through continued focus on effective land use decisions, maintaining a strong city infrastructure and providing economic development opportunities in a business and development friendly manner. Additionally, the challenges of homelessness must be progressively managed. On the finance front, the need is to effectively manage budgets and address ongoing pension exposures. Organizationally, succession planning and staff retention issues require attention and labor contracts will be expiring next year.

The ideal candidate will provide attentive, active and responsive oversight to daily operational issues and ensure the wide range of operational and infrastructure challenges are addressed. Innovative and fresh approaches to further enhance and improve city operations are essential to financial stability. At a strategic level, the expectation is to provide vision and direction that ensures alignment with the mission and goals of the City. As the organizational leader, the Manager will be an active communicator that reinforces a culture of collaboration and participation. In working with City Council, the expectation is to

provide solid recommendations and counsel, be responsive, and operate with independence and diplomacy in providing candid feedback.



The new City Manager will be highly proficient in the areas of finance & budget, administration, land use, economic development, and personnel/labor relations. This position requires a minimum of seven years of extensive management experience in government administration and a Bachelor's degree from an accredited college or university with a major in public or business administration, economics, finance or a related field. A Master's degree, experience within a community with a strong downtown focus and the ability to relate to an agriculturally based environment are highly desirable in this role.