

## 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 PEPR 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 (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 visit the Avery Associates Career Portal on our website at [www.averyassoc.net/current-searches/](http://www.averyassoc.net/current-searches/) to upload your letter of interest, resume, 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  
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Los Gatos, CA 95030  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)

The final filing date for this recruitment is April 23, 2018.

If you have any questions regarding this position, please feel free to contact Bill Avery or Paul Kimura at 408.399.4424.



City of  
Hermosa Beach  
California

**CITY MANAGER  
OPPORTUNITY**

*Come help us build a great legacy for the future.*

Deadline to Apply - April 23, 2018

This is an exciting time for a motivated professional to take the helm of this dynamic and desirable coastal community and really make a difference. The City is searching for a strong and visionary leader with an affinity for the beach lifestyle who is ready to take on both challenges and opportunities to bring forth significant accomplishments. Given the new master plan and the dynamic projects in the queue for Hermosa Beach, the next City Manager will have the opportunity to build a lasting legacy.



### **The Community**

A unique and vibrant small beach community of 1.44 square miles, Hermosa Beach sits at the center of Los Angeles County's desirable South Bay coastline along the Santa Monica Bay. Hermosa Beach is the very essence of the Southern California lifestyle, with an average of 283 sunny days per year and nighttime temperatures that rarely dip below 50 degrees. With two miles of sandy beach shoreline, Hermosa attracts more than 1 million visitors each year.

The small-town charm of Hermosa Beach is highlighted in commercial areas, like Pier Avenue, which is well-known for its many diverse restaurants and local retailers. There are architecturally diverse beachfront residences on the Strand, bungalows scattered throughout the town, and multi-level homes with ocean views.

Outdoor activities such as beach volleyball, surfing, skateboarding, and biking are quintessential to the Hermosa Beach culture. Other favorite activities include jogging or walking along the Greenbelt, an inland park beltway that extends the length of town, or the Strand, the paved path paralleling the beach and connecting Hermosa Beach to other beachfront cities along the Santa Monica Bay.

This lively beach city is also well-known for its entertainment offerings, including live music ranging from rock to jazz. Festivals, special events, and summer concerts occur throughout the year. The three-day weekends of Memorial Day and Labor Day bring thousands of visitors to our famous Fiesta Hermosa street fair, a 30-year tradition that features hundreds of artists, craftspeople and live entertainment.

Home to nearly 20,000 residents, Hermosa Beach is just six miles south of Los Angeles International Airport and within a short commute of many of the largest and best-known names in corporate America in the aerospace, tech, industrial, service, and financial industries. Our top-rated Hermosa Beach City School District offers high-quality education to students from kindergarten through eighth grade, while high schoolers attend Mira Costa or Redondo Union high schools in the neighboring cities of Manhattan Beach and Redondo Beach. Hermosa Beach has a highly educated and engaged community; 70% of residents have Bachelors degrees or higher.



### **City Government**

The City, a general law city, operates under the Council-Manager form of government with five council members elected at-large. Each serves a rotation as Mayor. Like the community, the Council is motivated, accomplished and engaged.

The programs and services provided by the City are accomplished through six City departments: City Manager, Finance, Community Development, Recreation and Community Resources, Public Works and Police. City Attorney services are provided under contract, fire services were recently contracted to Los Angeles County, and the City Clerk and City Treasurer are elected officials.

The City has a general fund budget of approximately \$39.6 million and authorization for 145 full-time employees. The City is financially stable with adequate reserves in the 2017-18 fiscal year.

### **The Position and Ideal Candidate**

The City Manager provides direction and oversight for the department heads in addition to ongoing responsibilities that include managing the budget, preparing Council meeting agendas and reports, 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:

- ◆ Integration of two key planning documents – the new General Plan and Local Coastal Program (PLAN Hermosa);
- ◆ Overseeing and managing planned improvements to the City's infrastructure;
- ◆ Facilitating and managing scheduled improvements and future developments for the Downtown corridor;
- ◆ Optimizing collaboration between the City's unique small business community, Chamber of Commerce, and City Staff to improve partnership and business outcomes;
- ◆ Achievement of the City's carbon reduction goals and capitalizing on other opportunities to be more sustainable as a City government and community; and
- ◆ Guiding the revitalization of the City's Community Theatre.



The new City Manager should be a seasoned consensus builder with a track record of strong community engagement and a focus on getting things done. This position requires excellent communication and interpersonal skills as well as a proactive mindset and approach. A key to developing and sustaining a strong and effective relationship with the Council and the community will be regular, open, and honest communication, along with up-to-date information on current issues and developments.

The community desires a City Manager who understands the values of Hermosa Beach and is committed to civic engagement and open dialogue. The City Manager will need to balance the dynamics of retaining the City's charm and lead the change necessary to continue the community's vitality in an era of disruptive technology and change.

The City Manager will be expected to lead by example and nurture a high-performance culture within the work environment where a cohesive and motivated team of professionals are enthusiastic about providing first-class services. He or she must also 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.