

## Compensation and Benefits

The salary for this position is open and dependent upon qualifications. In addition, the City of Fremont offers an attractive benefits package. While negotiable, standard benefits include:

- ◆ CalPERS Retirement Benefit
  - Classic Employees - 2.0% @ 60 benefit, 3 year final average compensation.
  - New Employees - 2.0% @ 62 benefit, 3 year final average compensation.Required PERS contributions vary by plan. All required contributions are tax deferred.
- ◆ 2% City contribution to a 401(a) account.
- ◆ Cafeteria Benefits Plan for employees/dependents includes up to \$2,130.13 monthly to purchase medical, dental and vision plans; child care and medical expenses can be paid for with pre-tax dollars.
- ◆ A City provided Life Insurance benefit of \$250,000.
- ◆ A generous leave plan including Management Leave.
- ◆ Reimbursement of certain relocation expenses may be negotiated.

A complete benefits summary can be found at [Fremont.gov](http://Fremont.gov).

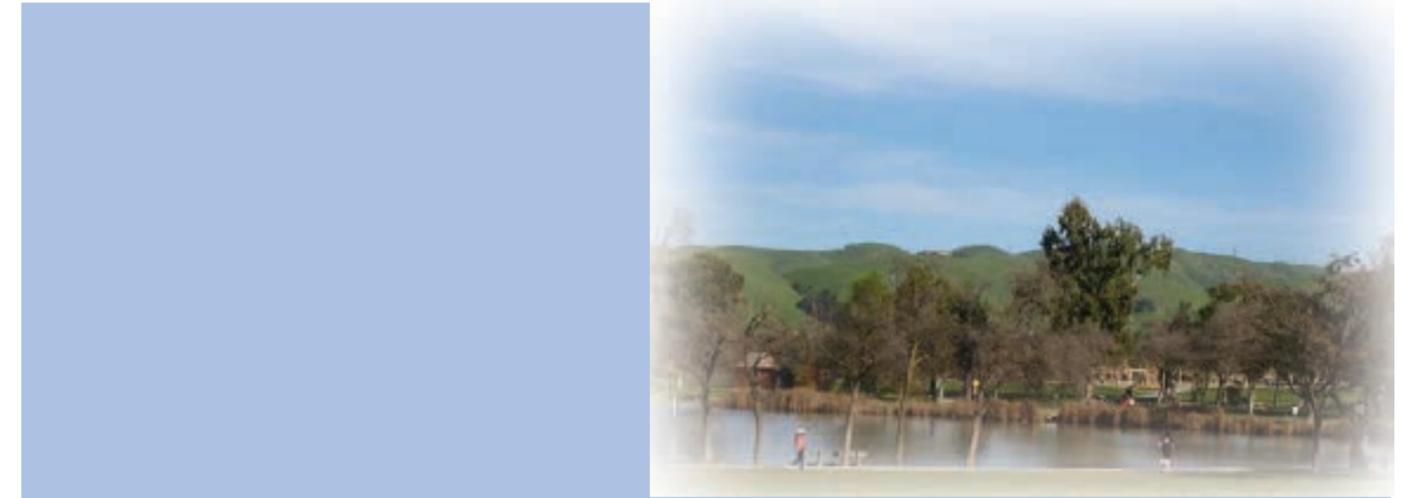
## The Process

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 Cris Piasecki  
Avery Associates  
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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 May 31, 2018.

If you have any questions regarding this position, please contact Bill Avery at [bill@averyassoc.net](mailto:bill@averyassoc.net) or 408.399.4424 or Cris Piasecki at [crisp@averyassoc.net](mailto:crisp@averyassoc.net) or 408.234.2025.



# The City of Fremont



*invites your interest  
for the position of*

## City Manager

## The City of Fremont

The City of Fremont, located in southern Alameda County, stretches from the top of Mission Peak to the San Francisco Bay. Fremont is the fourth largest city in the Bay Area, with 90 square miles and a population of more than 233,000 residents. Fremont takes pride in being one of the most ethnically and culturally diverse cities in the Bay Area.



Fremont's residents enjoy a high rate of home ownership and advanced education, a very low crime rate, and a quality of life that is considered one of the best in the United States. It is a great place to raise a family, and is strategically located in Silicon Valley, just 40 miles south of San Francisco. Residents can expect an exceptional quality of life with unrivaled amenities such as the abundant recreation, parks and open space system, excellent public safety services, strong neighborhoods and multiple transportation links. The public education system in Fremont is highly rated at both the state and national levels in student achievement. Quality advanced education is easily accessible to Fremont, with a number of world-renowned universities including UC Berkeley, Stanford, two California State University Campuses, (East Bay and San Jose), Saint Mary's College and Santa Clara University all within 30 miles of the city.

This exciting community offers its residents metropolitan living at its best.

## City Government

Fremont is a full-service city, operating under a Council-Manager form of government with a directly elected mayor. The City is in the process of converting in November 2018 to a system of six Council Districts. The annual budget exceeds \$320 million (\$190 million General Fund). Fremont has more than 900 full-time employees staffing the functions of City Manager, City Attorney, City Clerk, Finance, Human Resources, Information Technology Services, Community Development, Community Services, Economic Development, Fire, Human Services, Police, and Public Works.



## The Position and Ideal Candidate

Fremont is seeking an experienced, proven executive that is comfortable working in a team environment and exercising sound, independent judgment. He or she should have a facilitative, open and flexible style and understand the importance of motivating a hard-working dedicated staff with values driven goals and objectives. The

ability to anticipate issues, work in a collaborative, team environment and provide solutions will be critical for success.

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. While the City Council has some policy differences, the City enjoys a reputation of maintaining a positive and supportive relationship between the City Council and executive staff. Importantly, the next Manager will assist the City in its conversion to District elections.



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 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 as well as understanding the importance of the Council-Manager form of government. 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.

