

Compensation and Benefits

The annual salary range for this position is between \$174,816 and \$212,496 depending on qualifications, with a scheduled increase of 3% on 1/1/2019. The City offers a competitive benefits package that includes:

- ◆ 2% @ 55 for CalPERS Classic Employees with employees paying 7% of employee contribution. 2% @ 62 for PEPRAs employees with employees paying half the normal cost (6.75%);
- ◆ Management Incentive Pay of 120 hours per year, which is received as pay equivalent to 5.769% of salary;
- ◆ Fifteen days per year of vacation for the first five years of employment, increasing to a maximum of twenty-five days per year; sick leave accrues at a rate of twelve days per year;
- ◆ Twelve holidays plus two floating holidays;
- ◆ Maximum City contribution of \$1,823.76 (2018) per month for family coverage in a cafeteria benefits plan which provides a choice of CalPERS medical options; \$128.40 per month for family coverage in Delta Dental PPO with buy-up options, and voluntary medical and dependent care flexible spending accounts;
- ◆ \$50,000 Life/AD&D and 40% long-term disability insurance with an option to purchase increased coverage;
- ◆ Voluntary deferred compensation (457 Plan), vision care, and short-term disability insurance are also available; and
- ◆ The City participates in both Social Security and Medicare.

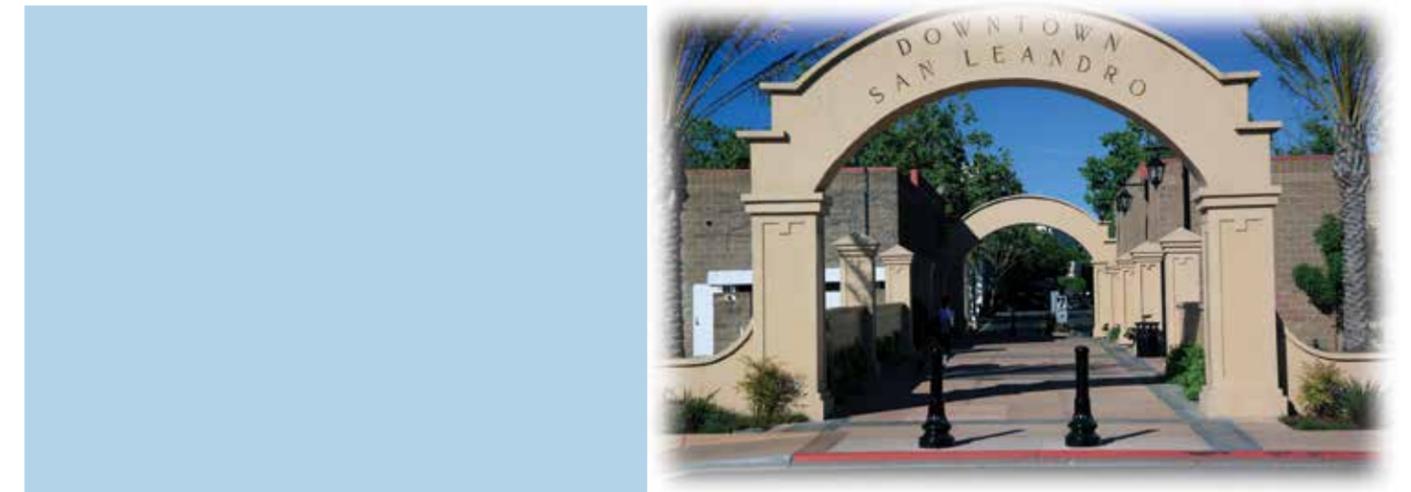
The Process

To be considered for this 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 and contact information, including email addresses for five work-related references (who will not be called until after an interview takes place).

Bill Avery or Bill Lopez
Avery Associates
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Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

The final filing date for this position is October 15, 2018.

If you have any questions, please 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 San Leandro



*invites your interest
for the position of*

**Assistant
City
Manager**

The Community

San Leandro is located on the eastern shore of the San Francisco Bay, between Oakland and Hayward, only 23 minutes from downtown San Francisco. A friendly and diverse city of almost 90,000 residents, San Leandro is a community of distinctive residential neighborhoods full of charming and unique older homes on tree-lined streets. In recent years, the City has prioritized transit-oriented development around its two BART stations, embarking on a plan for vibrant, walkable urban villages. For the Bay Area, San Leandro is considered an affordable and high-quality community.



San Leandro residents are proud of both their neighborhoods and their city, which is reflected by their active involvement in the City's numerous neighborhood and homeowner's associations. Collaboration has been key to our success in keeping neighborhoods clean, safe and beautiful.

The City has a well-deserved reputation as an excellent place to live, work and do business. San Leandro is also focused on technology and innovation. Lit San Leandro, a unique public-private partnership, led to the creation of a 10 gigabit fiber optic network that currently serves businesses, schools, and City facilities. The City has also embraced "smart city" concepts as it seeks to leverage technology to maximize the efficiency and effectiveness of municipal operations.

Of particular interest is the City's shoreline recreational area, a destination spot that includes a nationally-acclaimed municipal golf course, a 131-room hotel, and two restaurants overlooking the bay. Planning is underway for a significant new development along the shoreline, to include residential units, a second hotel, additional restaurants, a reconstructed public library and a major expansion of public park land.

City Government

Incorporated in 1872, the City of San Leandro, a charter city, operates under a Mayor/Council-Manager form of government. The City Council is made up of members nominated from each of the six districts and elected at large. The Mayor is also nominated and elected at large. The Mayor and Council members may serve for two consecutive terms. The Council appoints the City Manager and City Attorney.

The City places a strong emphasis on community participation in the public policy process. This is reflected in the many advisory boards and commissions that advise the City Council. Among those boards are the Arts Commission, Board of Zoning Adjustments/Planning Commission, Human Services Commission, Library-Historical Commission, Personnel Relations Board, Recreation and Parks Commission, Rent Review Board, Senior Commission, and Youth Advisory Commission.



San Leandro takes pride in its distinction of being an energetic and well-managed city. The City has a total FY2018-2019 budget of \$194.3M, including a general fund budget of \$115M and a workforce of 435 full-time equivalent employees. The City provides the full range of municipal services and is organized into eight departments: City Manager, Community Development, Engineering and Transportation, Finance, Library, Police, Public Works, and Recreation and Human Services. Fire protection is provided by contract with the Alameda County Fire Department. Skilled, motivated and experienced department heads work together with the newly appointed City Manager to form a dynamic management team.



The Position and Ideal Candidate Profile

The Assistant City Manager plays a critical management role working closely with the City Manager and each City department head. The individual will serve as the principal assistant to the City Manager and as the City's second ranking administrative officer. The selected individual will also be responsible for direct oversight of up to four City departments, which will be determined based on previous experience, as well as working with the management staff on the development and implementation of Council-directed projects and programs.

The Assistant City Manager will be a strategic leader with the ability to work collaboratively across the City organization. The individual will be a strong relationship builder with excellent communication skills and the ability to work well in a team environment. The preferred candidate will have strong budget and finance skills and be able to actively participate in addressing the City's structural budget challenges.

The ideal candidate will have at least six years progressively responsible experience in the administrative and management affairs of City government; four years of which must be at division or departmental management level or higher. The individual must possess a Bachelor's degree from an accredited college or university, with major course work in public administration, business administration or a closely-related field. A master's degree is highly desired.

