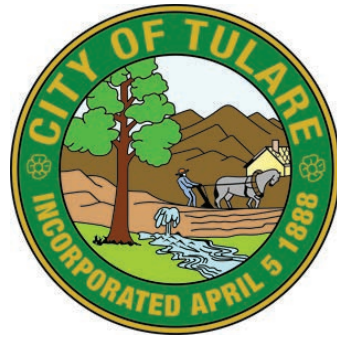


## Compensation and Benefits

The City of Tulare offers a competitive compensation and benefits program. The salary range for this position will be \$159,394 - \$193,743 annually, depending upon qualifications. In addition, the City of Tulare offers a comprehensive benefits package as outlined below.

- ◆ Retirement: In accordance with the California Public Employees' Pension Reform Act of 2013 (PEPRA), the City of Tulare will offer the following retirement benefit (2.0% @ 62) to new PERS members beginning January 1, 2013 with three (3) year's final compensation. Existing miscellaneous PERS members, with no break in service, will receive 2.5% @ 55 formula with single highest year.
- ◆ Insurance Benefits: Health Insurance - City pays a portion of the employee and dependent coverage costs of group medical, dental and vision insurance. An opt-out plan is also available. Life Insurance – based on annual salary. Short and Long-Term Disability Insurance.
- ◆ Leave/Holidays:
  - Management Leave: Eighty-eight (88) Hours per year (prorated based on date of hire).
  - Sick Leave: Twelve (12) days per year (earned on a pay period by pay period basis)
  - Vacation Leave: Ten (10) days per year. Additional days based on service years. (Buy-back option available)
  - Holidays: Twelve (12) holidays observed annually.
  - Additional Leave: Employees receive one (1) day for birthday credit and two (2) floating holidays.
- ◆ Other Allowances: Auto Allowance: \$500 per month; Cell Phone/Data Plan Reimbursement: \$100, per month.
- ◆ Optional Benefits: Additional Life Insurance, Voluntary Deferred Compensation Program (457 Plans), Flexible Benefit Program (IRS Section 125 Plan).



## The Process

If you are interested in pursuing this desirable 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 Bill Lopez  
Avery Associates  
3½ N. Santa Cruz Ave., Suite A  
Los Gatos, CA 95030  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)

The final filing date for this recruitment is March 29, 2019.

If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424 or by email: [bill@averyassoc.net](mailto:bill@averyassoc.net) or Bill Lopez at 408.888.4099 or by email: [williaml@averyassoc.net](mailto:williaml@averyassoc.net).



# The City of Tulare

*invites your interest  
for the position of*

**City  
Manager**





## The City of Tulare

The City of Tulare is an exceptional community with a population of 65,982, situated in the Central San Joaquin Valley along Highway 99, just 47 miles south of Fresno and 64 miles north of Bakersfield. The City's mid-state location benefits businesses needing same-day access to key California markets as well as residents seeking recreational opportunities in the beautiful Sierra Nevada Mountains to the east and the spectacular California coastline to the west.



Founded in 1874 by the railroad, Tulare overcame numerous disasters in the 1880's. Following three major fires and the departure of the railroad, the community's saving element was bringing water and farming to the area. Situated in the heart of some of the most productive farmland in the world, Tulare is very attractive to food processors and distributors (such as Haagen-Dazs, Land O'Lakes, Saputo, and Kraft) because of our central location and abundant supply of locally grown products. Tulare County is the number one milk-processing county, and now the second largest agricultural producing county in the world, second only to neighboring Fresno County.

With its strong agricultural vitality, Tulare seeks to diversify its industrial and retail base through its focus on economic development. The City not only welcomes new industries and businesses, but it has become a regional attraction. Tulare has a historical downtown, first class historical museum, and an expanding outlet center providing 2.6 million square feet of retail space. In addition, Tulare is home of the International Agri-Center, sponsor of the largest farm equipment show in the world – the World Ag Expo.

Previously recognized as one of the 25 "Best Managed Small Cities" in the country, Tulare is well known for its volunteerism and community spirit. The City has an excellent rapport with its citizenry and is currently undergoing positive growth. Tulare also has an attractive housing market with exceptionally priced quality homes. Tulare is a city challenging itself to provide new opportunities for all who call it home. The community is growing yet it retains the caring atmosphere of a small town. The City honors and celebrates its culturally diverse heritage while providing democratic and cost effective services to all its citizens. The City Council works closely with the City Manager and with members of the public to ensure that the "voice of the citizen" is heard.

### City Government

Tulare is a full-service Charter City with more than 350 employees in the departments of Administration, Finance, Human Resources, Community Development, Community Services, Public Works, General Services, Police, and Fire. Healthy revenue sources include good sales tax, a utility user's tax and a 8-1/4% local sales tax. The City is governed by a five-member City Council elected by district. Adopted goals by the City Council include priorities in the areas of Public Health and Safety, Stewardship of Revenue and Assets, Quality of Life, and Community Governance and Communication. The City owns and operates its own water, sewer/pollution control, and solid waste municipal utility enterprises.



The City has a total budget of \$151 million with an operating budget of \$115 million and a capital improvement budget of \$35 million. Like many local government agencies, the city has recruited and appointed its leadership team with the goal of continuously improving towards the goal of "excellence" in local government.

Candidates are encouraged to visit the City's website at <http://www.tulare.ca.gov> for a broader understanding of the City's organization and our community.

### The Position and Ideal Candidate Profile

Tulare is seeking an experienced, proven executive that is comfortable working in a team environment and exercising sound, independent judgment. The successful candidate should have a facilitative, open and flexible style and understand the importance of motivating a dedicated staff with value-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, making improvements to city infrastructure, and striving for continuous improvement in all core City functions.

The new City Manager should be an innovative and 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 must be a seasoned manager and visionary leader with a track record of delivering organizational improvement as well as the strategic vision to devise and deliver on short and long term planning objectives. The individual will have a strong breadth of knowledge in the full scope of services provided by the City, including the public utility, and have the leadership abilities to improve organizational processes and service delivery



Appointed by the City Council, the selected candidate will have extensive experience in executive roles in a public agency, such as City Manager, Assistant City Manager, department head or similar position; demonstrated experience in preparing and administering budgets in a public agency setting; and, excellent written and oral communication skills. The successful candidate will possess a Bachelor's degree in public or business administration, finance administration, economics, or a related field. There is a strong desire on the part of the City Council that the City Manager resides in the community.

