

Compensation and Benefits

The City of Anaheim provides an excellent compensation and benefits program. The salary range for this position is \$127,233 - \$174,945 annually, dependent on qualifications. The attractive benefits program includes:

- ◆ Retirement – California Public Employees' Retirement System (CalPERS) 2.7% @ 55 for classic members who are existing CalPERS members of any agency with reciprocity (12% employee contribution); , 2% @ 62 for new employees who have never been a CalPERS member, or a member but has a break in service longer than six (6) months (6.75% employee contribution); The City does not participate in Social Security.
- ◆ Pension contribution limitations set by PEPRRA are currently \$149,016 for new members or \$280,000 for classic members. Employee contributions may be deposited into a 401(a) account after reaching this limit. Employees with CalPERS membership dates prior to July 1, 1996 are not impacted by these limits.
- ◆ Health Plans – The City offers two HMO and two PPO health plans. Vision coverage is included at no cost. Employees may waive medical coverage and receive an opt-out credit when providing proof of coverage through another medical plan. Employees hired after March 31, 1986 pay 1.45% towards the Medicare Plan.
- ◆ Dental Plans – The City offers employees two dental insurance plans. One plan is at no cost to the employee. Retiree Health Savings Plan (RHS) – Employees will be enrolled in a Retiree Health Savings Plan funded by a City contribution and an employee contribution. This plan allows employees to save on a tax-free basis for medical premiums in retirement.
- ◆ Vacation – Accrual at the rate of four to nine hours per pay period, depending upon length of service. New employees to the City start at four hours per pay period. Employees are eligible for vacation leave upon completion of 13 pay periods.
- ◆ Holidays – Ten paid holidays provided annually.
- ◆ Sick Leave – Accrual at the rate of three hours per pay period, equal to 78 hours annually. Payment is made each January to employees for all accumulated hours in excess of 175 hours.
- ◆ Other Insurance Benefits – The City offers and participates in the payment of a group life insurance program for employees and their eligible dependents. Short-term and long-term disability (STD and LTD) insurance coverage is provided at no cost to the employee.
- ◆ Miscellaneous Benefits – Anaheim offers two tax saving opportunities through the Health Care and Dependent Care Flexible Spending Account that reduces taxable income. The City offers a voluntary 457 Deferred Compensation Plan for an additional tax-deferred savings option. Anaheim offers an Employee Assistance Program, REACH, free of charge to employees and family members.
- ◆ Annual Executive Physical – City provided.
- ◆ Access to a credit union provides City employees with a variety of products, services, and benefits.

The Process

To pursue 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 contacted until after an interview takes place).

Bill Avery or Bill Lopez
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The final filing date for this recruitment is October 30, 2019.

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



The City of Anaheim



*invites your interest
for the position of*

**Deputy
Human
Resources
Director**

The Community

The City of Anaheim, situated in the heart of Orange County, has a population of 350,000 residents within its 50 square mile city limits. It is the largest city in Orange County and one of the ten largest cities in California. Anaheim features a mild year-round climate with easy access to wide array of cultural, entertainment and recreational options. The City embraces a vibrant cultural arts community, including the world-renowned Anaheim Ballet and several museums and performing arts venues. Professional sports teams include the Angels Baseball team and the Anaheim Ducks Hockey team. Entertainment options include the Disneyland Resort, golf, boutique shopping and a wide variety of restaurants. More than 40 million people visit Anaheim annually.

Anaheim has four distinct historic districts located in Central Anaheim. These districts encompass approximately two square miles and reflect the City's pride in, and emphasis on, maintaining the character and heritage of Anaheim. Anaheim also boasts world-class meeting and entertainment venues including the Anaheim Convention Center, which is LEED-certified and the largest on the west coast; Honda Center; City National Grove of Anaheim; and the Anaheim Garden Walk. The City supports a large number of diverse employers, including Walt Disney Company, L-3 Communications, Kaiser Permanente, Extron Electronics, Northgate Gonzalez markets, and a number of hotels, including Hilton Anaheim.

Over the years, Anaheim has been transformed from a small farming community to a major sports, entertainment, recreational and industrial community. Boundless shopping, nightlife and dining options add to the appeal of the world-class City. The Council adopted "Kindness" model is making Anaheim a better city and producing positive impacts on quality of life, schools and other issues. Anaheim's thriving visitor industry and business community help support the City's neighborhoods and make Anaheim a great place to live, work and play.

City Government

Founded in 1857 as Orange County, Calif.'s first city, Anaheim is a full service, charter city with a council/manager government. The City Manager and staff oversee day-to-day operations, while a seven-member City Council sets policy and serves as the representatives for Anaheim's residents. The City Council includes a mayor elected to represent the entire city at large and six council members who are elected by districts.



Anaheim's current city budget totals \$1.7 billion with a staff of 2,950. Enterprises, including Anaheim Public Utilities, the city's not-for-profit water and power provider, and the Convention, Sports & Entertainment department, which runs the Anaheim Convention Center and oversees Honda Center, Angel Stadium of Anaheim and the ARTIC transit center, make up a large part of Anaheim's annual budget. The City's current general fund is \$448 million and plays a vital role in the lives of residents, businesses and visitors.

Anaheim's departments are made up of: the City Council, City Administration, City Attorney, City Clerk, Community and Economic Development, Community Services, Convention, Sports & Entertainment, Finance,

Fire & Rescue, Human Resources, Planning & Building, Police, Public Utilities and Public Works.

The Human Resources Department has an operating budget of over \$12 million and a staff of 40 FTEs. The Department consists of six collaborative and cross-functional teams focused on: Human Resources Administration, Recruitment & Employment, Benefits/Wellness, Employee and Labor Relations, Organizational Development and Risk Management.

The Position and Ideal Candidate

The Deputy Human Resources Director is appointed by the Human Resources Director and assists in leading the highly collaborative department.

The Department oversees all aspects of the City's recruiting, benefits, risk management, organizational development and employee and labor relations functions. The new Deputy Director will not only need to have a strong overall HR background with demonstrated expertise in various areas of HR operations, services and programs, but also be a strong manager capable of helping to introduce innovative ideas as well as foster a culture of development throughout the organization.

The ideal candidate will be an experienced human resources professional with practical experience, strong collaborative leader, with a demonstrated ability to navigate a large complex organization and the ability to work cooperatively and inclusively with all participants. The individual must possess excellent interpersonal skills, the ability to build strong relationships throughout the Department as well as throughout the broader organization, gaining confidence and cooperation to ensure that department and city projects, goals and initiatives are successfully implemented. This collaborative ethic, must also be coupled with seasoned leadership and management abilities focused on successful project management and evaluation of city programs, policies and operational needs. The successful candidate will be a leader who promotes a high level of ethics and integrity in decision-making.

Technical expertise throughout the breadth of the HR operation will also be important for success in this role, specifically intimate knowledge of various federal, state and local laws, codes and regulations as well as the ability to interpret various MOUs. While the overall management oversight will be determined based on the background of the candidate, ideally this individual will be intimately familiar with all of the functions as well as having significant budget experience.

A successful candidate will have at least eight years of increasingly responsible human resources management including four years of administrative and supervisory responsibility. A Bachelor's degree from an accredited college or university, with major course work in human resources management, personnel administration, business administration, public administration, or a related field is required.

