

Compensation and Benefits

The annual salary for this position is negotiable (currently \$259,488). The City also offers a competitive benefits package that includes:

- ◆ **Retirement:** CalPERS - New employees 2% @ 62, employee pays employee share based on actuarial evaluation as defined under PEPPRA plus 3% of the employer share; classic employees 2% @ 55. The City does not participate in Social Security.
- ◆ **Deferred Compensation 457 Plan:** The 457 Deferred Compensation Plan is a supplemental retirement savings program for contributions on a pre-tax basis. Federal and state income taxes are deferred until assets are withdrawn, usually during retirement when in a lower tax bracket.
- ◆ **Medical Benefits:** The City offers four medical plan options.
 - Self-Insured PPO Medical Plan
 - Preferred Provider Organization (PPO) Anthem/Blue Cross of California
 - Delta Health Systems - City's Third-Party Administrator for claims processing and customer service.
 - CVS - Pharmacy Benefit Manager
 - Kaiser Permanente – No-Deductible HMO Plan
 - Kaiser Permanente – High-Deductible HMO Plan
 - Sutter Health Plus – HMO Plan
- ◆ **Dental Benefits:** The City offers two dental plans through Delta Dental.
 - Delta Dental PPO Plan
 - Delta Dental DHMO (DeltaCare USA)
- ◆ **Vision Benefits:** The City offers two vision plans through Vision Service Plan (VSP).
 - Basic Plan
 - Buy-up Plan
- ◆ **Employee Assistance Program:** The City offers an Employee Assistance Program through Integrated Behavioral Health for employees and family members experiencing emotional or family problems, legal/financial difficulty, and/or struggling with substance abuse issues. Services include confidential assessments (up to three counseling sessions free of charge) and referral services for extended treatment.



The Process

To pursue this compelling 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
Avery Associates
3½ N. Santa Cruz Ave, Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

The final filing date for this position is November 22, 2019.

If you have any questions regarding this position 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 Stockton

*invites your interest
for the position of*

**City
Manager**



The Community of Stockton

Located in California's great Central Valley, Stockton has grown from a community of rich agricultural roots to an urban destination with an emerging arts and cultural scene, fine dining, shopping, sports, recreation, and family activities. The City of Stockton also serves as the San Joaquin County seat.



Stockton is currently the 13th largest city in California with a dynamic, multi-ethnic and multi-cultural population of over 311,100 residents that is one of the most diverse metro areas in the Country.

Situated along the San Joaquin Delta waterway connecting to the San Francisco Bay and the Sacramento and San Joaquin Rivers, Stockton is located 60 miles east of the San Francisco Bay Area and 45 miles south of Sacramento. Today, as the state's largest inland seaport, Stockton continues to serve as a major shipping point for the many agricultural and manufactured products of Northern California.

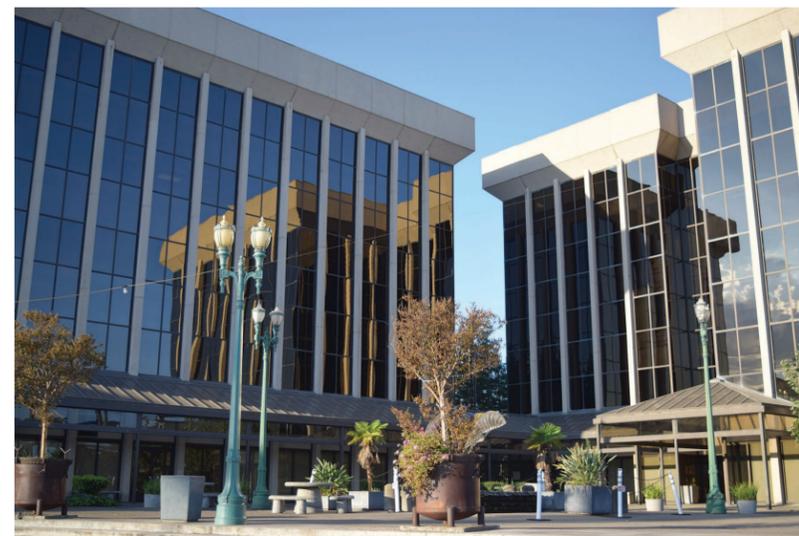
The City has undergone a tremendous economic expansion and is aggressively revitalizing its downtown. Completed projects in the downtown waterfront area include an indoor arena, baseball stadium, hotel, retail, housing, and the 16-screen downtown City Centre Cinemas. The historic, Bob Hope (Fox) California Theatre, recently completed a total renovation and hosts live performances. The Stockton Arena is home to the Stockton Kings (G-League affiliate of the Sacramento Kings) as well as the Stockton Heat hockey team (Calgary Flames affiliate). Adjacent to the arena is the Stockton Ballpark, home of the Stockton Ports minor league baseball team (Oakland A's Affiliate).

Stockton offers an excellent quality of life for its residents and has been named an All-American City two of the last three years. The community is warm, friendly and welcoming. The City has a number of beautiful residential communities along waterways, with single-family homes being very affordable, costing about one-third the price of homes in the Bay Area. Stockton is within close proximity to world famous scenic attractions including the California Coast, San Francisco, Lake Tahoe and Yosemite National Park. The community offers many local recreational opportunities including the Delta, which provides thousands of miles of waterways for water skiing, wake

boarding, sailing and other water activities. The City is home to several well-known higher educational institutions including the University of the Pacific, California State University Stanislaus-Stockton, and San Joaquin Delta Community College, as well as a variety of private and vocational schools.

City Government

Stockton is a full-service charter city with a Council-Manager form of government. The Mayor is directly elected, and the six Council members are nominated from districts and elected by District. Stockton has undergone



a drastic financial turnaround from bankruptcy to being a fiscally healthy city. The FY 19-20 budget is almost \$759.4 million, including the General Fund operating budget of over \$220 million. Stockton employs approximately 1,706 employees within its departmental structure of City Attorney, City Clerk, Police, Fire, Administrative Services, Community Services, Community Development, Information Technology, Library, Public Works, Municipal Utilities, Economic Development (to include Housing and Redevelopment) and Human Resources.

The Position and Ideal Candidate

The City of Stockton is seeking a dynamic and mobilizing leader to take charge of the City at an exciting and transformational time. With an exciting waterfront downtown, and beautiful stadiums the City is looking for someone to help take the City to the next level. This will require an experienced executive, with a galvanizing management style, innovative approach to improving service delivery and a passion for community engagement and relationship building. Those with a bias for action and who are seeking a position in community with exciting opportunities are encouraged to apply for this unique position.

High level organizational leadership experience will be essential for success in this role. Ideally, the next City Manager will have previous experience in the position, with a strong generalist background in City services. Key to this role will be a leadership style that drives action, encourages sound communication throughout the organization and builds a strong team-oriented culture throughout the City. The new City Manager will also have the ability to deploy new, innovative and positive approaches to improving service delivery, tackling challenges like homelessness and the housing shortage as well as improving internal organizational development to ensure retention.

Relationship building both internally and externally will be absolutely essential for success in this role. It is expected that the new City Manager will be engaged with the community and will have an understanding about the needs and concerns of the members of the community. The ideal candidate will also need to be creative in helping the City find new ways to utilize the latest technology to proactively engage with residents. Internally, an open and active communications and relationship building style will be vital. Building a strong and trustworthy relationship with the City Council and the Mayor will also be important to ensure that everyone is working together to achieve key City priorities.

The ideal candidate for this position will have a proven track record of leadership, project management and a high level of political acumen. The next City Manager must have a four-year degree from an accredited four-year college or university in a related field as well as previous City Manager/Assistant City Manager experience in a large organization. Other high level executive experience may be considered.

