

## Compensation and Benefits

The salary for this position is \$137,015 annually. 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 PEPRRA plus 3% of the employer share; classic employees 2% @ 55, employee pays 7% employee share and 3% of the employer share. The City does not participate in Social Security.
- ◆ Deferred Compensation Plan: The City matches up to 3% of the employee's base salary.
- ◆ Vacation: Accrual equal to two weeks paid vacation annually increasing with length of service.
- ◆ Holidays: Nine and a half fixed holidays and 36 hours floating holidays annually.
- ◆ Medical/Dental/Vision Plan: City contribution for medical is capped at \$690.17 for employee only, \$1380.39 for employee plus one, and \$1794.51 for family coverage. City pays 100% of premium for dental, vision, and chiropractic plans. Medical plans are offered through CalPERS.
- ◆ Administrative Leave: 80 hours annually, ability to cash out up to 80 hours.
- ◆ Life Insurance: City pays full premium for employee and dependent life insurance, two times the annual salary. Maximum benefit is \$250,000.
- ◆ Long Term Disability: City provides coverage up to approximately two-thirds of annual salary. Maximum monthly benefit of \$10,000. City pays 100% of premium.
- ◆ Tuition Reimbursement: Up to \$3,000 per fiscal year (including books and software).
- ◆ Flexible Spending Plan: City promotes participation in a Section 125 Cafeteria Plan.
- ◆ Employee Assistance Program and Catastrophic Leave plans are also provided.



***The City of Lodi is an Equal Opportunity Employer***

## The Process

To pursue this compelling 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).

Paul Kimura or Bill Lopez  
Avery Associates  
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The final filing date for this recruitment is December 20, 2019.

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424 or by email: [paulk@averyassoc.net](mailto:paulk@averyassoc.net) or Bill Lopez at 408 888 3099 or by email: [williaml@averyassoc.net](mailto:williaml@averyassoc.net).



# THE CITY OF LODI



INVITES YOUR INTEREST FOR THE POSITION OF:

**DIRECTOR OF PARKS,  
RECREATION AND  
CULTURAL SERVICES**

## The Community

The historic, charming and unique City of Lodi is home to 65,800 residents. Lodi is ideally located adjacent to Highway 99 and I-5, 34 miles south of Sacramento, 2 miles north of Stockton, and 90 miles east of San Francisco. The residents of Lodi take immense pride in their community that is surrounded by lush parks, wineries, museums, a lake and open space. The city is committed to quality growth while striving to protect its historical, small-town ambiance through an annual growth management program. Lodi is home to several large manufacturing, general services and agriculturally-based companies, and it has an excellent balance of jobs to residential housing units.



A revitalized downtown boasts unique shops, fine restaurants, and a movie theater. Lodi is known for its authentic wine region heritage with over 60 wineries within 10 miles of downtown. Housing is also relatively affordable. Educational opportunities abound as University of the Pacific, California State University-Stanislaus/Turlock/Stockton Center, San Joaquin Delta Community College, and the University of San Francisco satellite center are all within a 20-minute drive of the City. Lodi is also a safe city as crime rates are low and community pride reigns high, reflecting active community involvement and a strong public safety structure. By all measures, the quality of life in the City of Lodi is exceptional and provides an ideal location in which to live, work and play.

## City Government and the Parks, Recreation, and Cultural Services Department

Lodi incorporated as a General Law City in 1906 and operates with a Council/Manager form of government. The City Council governs the city and is comprised of five members who are elected to alternating four-year terms.

Lodi is a full-service city with a committed workforce of 407 employees who provide a wide range of municipal services including police, fire, public utilities (water, wastewater and electricity), transportation, community development and leisure/social services. City staff led by City Manager Stephen Schwabauer enjoys a positive and healthy working relationship with the City Council. The City's 2019-2020 all funds budget is almost \$220 million. The Parks, Recreation and Cultural Services Department is staffed by 24 FTEs with a budget of \$7.6 million.



## The Position and Ideal Candidate

The Department of Parks, Recreation and Cultural Services is seeking a dynamic and strategic leader to provide and ensure high quality services for the Lodi community. The Director will provide stewardship for the City's 28 parks and facilities spanning 367 acres and featuring a community center, performing arts theater, a lake with river access, a nature preserve, playgrounds, picnic shelters, athletic fields, and swimming pools. The center piece for the City is Hutchins Street Square,

a stunning 90,000 square foot performing arts, conference and community center. Additionally, the City offers fun, informative and engaging programs for all ages throughout the year.

The new Director will be an engaging, active, and "hands-on" leader, that will create a unified sense of mission through a focus on staff development, strengthening of the department's business operations, and by expanding programming. The expectation is to transform the overall operation with a greater emphasis on improved and more effective business practices. A key priority will be the development of a departmental Strategic Action Plan focused on improvement of all operational, programming and service delivery aspects of the department. In continuing to ensure high quality service delivery, the Plan will also focus on providing services that engage and meet the needs of city residents. This position will also be responsible for identifying and securing additional funding streams to support the Parks system.



The Director will be a highly visible administrator with exceptional interpersonal skills to effectively engage with others productively at all levels. A positive open attitude and customer service oriented interpersonal style shall be the basis for formulating trusting relationships with all constituents of the Department. The ideal candidate shall possess excellent communication skills, both verbal and non-verbal; maintain an upbeat "can do" attitude that fosters cooperation and teamwork; is goal and results driven; and has a strong business and financial acumen. An engaging interpersonal style will also be important internally, as the new Director will be expected to instill a culture of collaboration, and a commitment to high quality service delivery. The ideal leader is expected have a collaborative and empowering approach to building staff capacity and enhancing the overall operation.

A Bachelor's degree in natural resources, park management and administration, public administration or a related field and at least seven years of increasingly responsible administrative, supervisory, and/or managerial experience in the operation or protection of a park, forest, public recreation or historical area is required. Also, the desired candidate should have at least three years supervising activities of staff engaged in the operation or natural resources management with a park or recreation resource agency. A combination of education and/or direct equivalent experience may be qualifying for consideration.

