of California local government is highly desirable. Skills and experience managing a dynamic city with high expectations for performance and responsiveness to the citizens. The City Council reserves the right to select any combination of experience, education, and career history that will uphold the ideals and values of this organization and continue to provide the highest level of service to the City Council and the organization. The City Council will conduct interviews with the top tier of candidates.

Compensation and Benefits

The compensation package for the City Manager will be negotiated with the City Council and will include a base salary range of $200,000 – $250,000 annually D.O.Q. The City offers an attractive benefit package, certain elements of which are negotiable, that includes:

- **Retirement** - CalPERS 2.7% @ 55 plan (single highest year) for qualified “classic” employees as defined by CalPERS; 2% @ 62 plan (highest three years) for others. The City participates in the Medicare portion of Social Security.

- **Deferred Compensation** - City match of employee contributions to maximum of $70 per month.

- **Medical** - Various plans available through the PERS Health Plan Program.

- **Dental** - Fully paid employee coverage.

- **Vision** - Fully paid for employee and eligible dependents.

- **Life Insurance** - Term Life Insurance policy equal to one (1) year’s salary.

- **Holidays** - Thirteen paid holidays and one floating holiday annually.

- **Vacation** – 10 days for years 1-5; 15 days for years 6-10; 17 days for years 11-15; 20 days for 15+ years; and 23 days for 20+ years.

- **Management Leave** - Forty hours beginning of each calendar year. Newly hired executives will be awarded leave on a prorated basis depending on hire date.

- **Sick Leave** - Twelve days annually.

- **Short Term/Long Term Disability Insurance** - City paid benefit.

To Be Considered

This is a confidential recruitment and will be handled accordingly throughout the various stages of the process. Candidates should be aware that references will not be contacted until mutual interest has been established. Candidates are encouraged to apply immediately, with the recruitment closing on May 28, 2018. Electronic submittals are strongly preferred via email to Ralph Andersen & Associates at apply@ralphandersen.com, and should include the following:

- Compelling cover letter;
- Comprehensive resume; and
- Five (5) professional references.

Ralph Andersen & Associates will work in concert with the City to conduct the initial evaluation of submitted materials to determine the best overall match with the established criteria as outlined in this recruitment profile. Confidential inquiries welcomed to Dave Morgan, Ralph Andersen & Associates, at (916) 630-4900.

The City of Monterey invites your interest in the position of City Manager

The City of Monterey is an equal opportunity employer.
The Opportunity

The City of Monterey and Ralph Andersen & Associates invite applications for this exciting career opportunity to join a widely recognized, well-managed City as its next City Manager. Offering an exceptional quality of life, the City of Monterey is seeking high level, respected professionals who are looking for the opportunity to help lead and support this wonderful, first class, historic community.

The Community

The City of Monterey is one of California’s most historic cities. Established in 1770 by Father Junipero Serra, Monterey was the original state capital of Spanish California and features more historic buildings in its downtown than any other city west of Santa Fe. Known for preservation of its history, culture, and natural environment, Monterey also is a leader in creating a sustainable community by striking a balance between tourists and residents.

Monterey provides a full array of municipal services including the following departments: Police, Fire, Public Works, Community Development, Community Services (which includes Recreation, the Sports Center, the Conference Center, Parking, and Harbor), Library, Finance, Human Resources, Information Resources, and City Clerk’s office. The annual City budget is approximately $127 million and the City currently has 456 full-time and regular part-time employees.

The Peninsula is an area of ever increasing economic and communal diversity. Monterey has three military installations and an increasing number of educational facilities, in addition to its breathtaking scenery. Embracing family, prosperity, and a commitment to a better way of living, the Monterey Peninsula is a place where residents and visitors find world’s most spectacular shorelines, skirted with cypress trees, and featuring harbor seals, sea otters, and pelicans in a magnificent aquatic environment, Monterey also is a leader in creating a sustainable community.

Other characteristics of the ideal candidate include:

- In-depth knowledge of the laws and core issues facing California cities.
- An understanding of water quality and supply management.
- Knowledge of traffic and parking management.
- Business-oriented and results driven with the ability to identify, research, and recommend creative public-private partnerships, grant opportunities, economic development opportunities, and operational improvement strategies.
- Be innovative and entrepreneurial with strong interpersonal skills and the ability to relate to a diverse community.
- Takes pride in running a lean, nimble, and efficient organization.
- Committed to succession planning
- Be a decisive, forward thinker with excellent verbal and written communication skills.
- A good listener, strong negotiator on the City’s behalf, and excellent long-term planner.
- Be a flexible and adaptable, as well as a creative problem-solver.

The ideal candidate will have the ability to:

- Manage the City’s finances in a proactive and prudent manner, identify potential issues and alternatives, and take the appropriate action.
- Provide clear communication to the City Council, staff, and community.
- Promote transparency in government.
- Build and maintain a cohesive, talented, and engaged staff.
- Manage a diverse array of work and large projects simultaneously.
- Maintain high quality service levels.
- Possess a healthy sense of humor and an optimistic attitude.

The Position and Ideal Candidate Profile

The successful candidate for the position of City Manager must be a professional with outstanding judgment, management skills, and integrity. The City Manager will be an experienced executive who has knowledge of a variety of municipal functions. The ideal candidate will also need to be energetic, self-confident, and have an open, approachable personal style. He or she must be able to provide leadership that will inspire, motivate, and empower key staff and department heads to achieve established goals.

The new City Manager must have awareness and sensitivity to neighborhoods and residents. There are 15 neighborhood associations that reflect the thoughts, aspirations, and interests of protecting Monterey’s quality of life. The position requires someone who is fiscally prudent, politically astute, and has a comfort with and desire for interacting with elected officials, local and regional government entities, business leaders, residents, and diverse stakeholders.

Other characteristics of the ideal candidate include:

- A visionary approach, in tune with long-term issues and policy direction.
- Extensive understanding of all facets of municipal finance and budgeting, including experience with infrastructure planning and financing.
- An understanding of water quality and supply management.
- Knowledgeable about land use, affordable housing, and community development.
- In-depth knowledge of the laws and core issues facing California cities.
- Be well-versed in labor relations and the labor negotiations process.

The City Government

The City of Monterey is a Charter City operating under the council-manager form of government. Four members of the City Council are elected to overlapping terms of four years with the Mayor directly elected for a two-year term. The City Council is the legislative body responsible for the overall policies and direction of the City. The City appoints the City Manager and City Attorney.

Council Vision

“Monterey is committed to being a model city for its quality of life driven by responsiveness of local government, historical and cultural preservation, mobility opportunities emphasizing pedestrians over vehicles, economic sustainability, a strong sense of place, and good stewardship of the natural environment.”

Qualifying Education and Experience

Education – Candidates must have a bachelor’s degree from an accredited college or university. A master’s degree in public administration or business administration is preferred but not required.

Experience – Experience as a City Manager or Assistant City Manager in an engaged, high quality of life, diverse community.

Knowledge

- Experience in responding to social issues such as homelessness.
- Knowledge of traffic and parking management.
- Business-oriented and results driven with the ability to identify, research, and recommend creative public-private partnerships, grant opportunities, economic development opportunities, and operational improvement strategies.
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The ideal background will include management of a destination community with an appreciation of both the historic culture and environmental sensitivity of Monterey. A history of establishing collaborative relationships with regional agencies and community stakeholders is essential in this role and a history of positive engagement with the military is desirable. The City Manager will be an innovative and effective administrator that will develop a strong relationship with the Mayor and City Council based on partnership, mutual trust, respect, regular and candid communication, and equal treatment of all members. The successful candidate will need to be able to see the forest from the trees in dealing with issues.

Additionally, the ideal candidate will seek an active, long-term engagement with the City and community in addition to developing and maintaining a strong connection with the business community.

www.monterey.org
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The City covers an area of approximately 8 square miles and has a resident population of approximately 30,000. The average daily population rises to 70,000, when visitor and employment populations are included. Monterey is famous for its dashing waterfront including the Monterey Bay Aquarium, Fisherman’s Wharf, and Cannery Row along with the Natural Marine Sanctuary featuring harbor seals, sea otters, and pelicans in a magnificent coastal setting.

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