



CITY OF
LA MESA
JEWEL of the HILLS

THE CITY OF LA MESA
INVITES YOUR INTEREST
IN THE POSITION OF

CITY MANAGER



APPLICATION DEADLINE:
DECEMBER 13, 2019
BY 5:00 PM

LA MESA

The City of La Mesa

Centrally located in the rolling hills of eastern San Diego County, La Mesa is known as the "Jewel of the Hills". Tree-lined streets, walkable neighborhoods, easy access to retail and commercial areas, and a quaint downtown village make La Mesa a highly desirable community in which to live and work. There is more to the Jewel of the Hills than just geography. It's about discovering one-of-a-kind places, friendly ambiance that hallmarks La Mesa as a small, picturesque city with lots of character. La Mesa is home to approximately 60,000 residents and spans nine square miles. This full-service city is over 100 years old, originally incorporating in 1912, and is home to several historical landmarks. The community includes beautiful residential neighborhoods with impeccable views, fifteen

parcs, a community center, a police station, and award-winning K-12 schools. La Mesa has a booming business environment with a regional mall, Grossmont Center, that includes a wide variety of shopping, entertainment, and restaurants. The city also has the only major hospital in eastern San Diego County, Sharp-Grossmont Hospital, as well as three automotive dealerships. La Mesa is a general law city with a Council Manager form of government. The Council is responsible for determining policy, while the City Manager ensures that such policy is implemented. In addition to the City Manager's Office, the City has six operating departments: Finance, Community Development, Community Services, Fire, Police, and Public Works.

Vision Statement

"The City of La Mesa is a community working together toward a common goal which includes a safe and healthy environment, state-of-the-art resources and technology, unsurpassed quality of life and an efficient and effectively run government organization."

Strategic Directions

- | | |
|----------------------|----------------------------|
| Partnerships | Citizen Participation |
| Economic Development | Organizational Development |
| Infrastructure | Communications |
| Financial Stability | |

Five Year Goals

- Safe community
- Maintain a financially sound and affordable city government
- Continue to improve high quality municipal services
- Revitalize neighborhoods and corridors
- Enhanced recreation and quality of life opportunities
- Effective and efficient traffic circulation and transportation
- Ensure safe and affordable homes for all current and future residents

The Department

The City Manager's Office encompasses the Manager's staff, Human Resources, Information Technology and Risk Management. The City Manager's Office carries out the direction of the City Council, provides overall management for the organization, and coordinates organizational development. The City Manager's Office provides direction and support for a wide range of services and projects to maintain a high level of community outreach and communication with the citizens of La Mesa.



The Ideal Candidate

The La Mesa City Council is searching for a dynamic collaborative leader with demonstrated public service skills. The ideal candidate will possess excellent problem-solving skills and the ability to understand and anticipate the ramifications of decision making in a small town environment. The candidate should be an enthusiastic individual skilled at implementing policy direction from the City Council. The candidate should also be an effective communicator and experienced negotiator. An in-depth knowledge of governmental operations including finance, development services and economic development would be favorably considered.



The new City Manager will have innovative ideas to continue to move the city forward in a rapidly changing environment. Experience with streamlining services and improving efficiencies will be important attributes. The ideal candidate should embrace technology and understand the role that it plays in improving operations and communications in an organization. La Mesa's leader should be a role model for staff with the ability to motivate, develop and evaluate the operations of the City and its employees. The candidate shall be of the highest integrity and be open and responsive to the Council, staff, the community and other governmental organizations.

Qualifications

Education: Equivalent to a Bachelor's degree from an accredited college or university with major course work in public administration, business administration, planning, or a related field. A Master's degree in Public Administration or related field is desirable.

Experience: Experience as a City Manager, Assistant City Manager or department head, is preferred, however a proven leader with relevant other experience will be considered. California experience is preferred, but not required. Ten (10) years of increasingly responsible administrative or management experience in a local government or equivalent that includes five (5) years of executive level management experience required. Experience working with elected officials is preferred.

Salary & Benefits

The salary for this position is established by the City Council and will be dependent on qualifications of the candidate. In addition, the City offers a comprehensive and competitive benefits package:

- Cafeteria benefits plan with City contributions for the purchase of health, dental, and vision benefits for employee and eligible dependents
- California Public Employees' Retirement System (CalPERS): Depending on eligibility based on CalPERS criteria, Classic members receive 2.5% @ 55 formula and single highest year salary calculation. Non-Classic CalPERS members receive 2% @ 62 formula and three-year final average calculation.
- Employees are required to pay into Social Security and Medicare.
- Management car allowance.
- 80 hours of administrative leave per calendar year.
- 9/80 work schedule (alternate Fridays closed).
- Tuition reimbursement of up to \$2,000/fiscal year and computer-purchase loan programs.
- Generous vacation, sick leave, administrative leave, and paid holiday leave program.
- Optional flexible spending accounts for medical, dental, and vision expenses; and dependent care expenses.
- Vacation buy back and unused sick leave conversion programs.
- City-paid EAP program for employee and dependents.
- City-paid term life insurance equivalent to annual salary, plus an additional \$25,000 policy. Supplemental life insurance available at the City's group rate.
- City contribution towards employee's Section 457 deferred compensation plan.
- City-paid long-term disability coverage.

LA MESA

La Mesa Management Team Values

Accountability - The La Mesa Management Team was hired to serve in the best interests of La Mesa's Citizens. As Managers we serve as agents of the people and we are accountable to them for our actions. We take full responsibility for the efficient and effective operation of all city departments.

Citizen Participation and Involvement - The City of La Mesa belongs to the people who live and work here. To be effective, decisions about the City must be based on their input and programs must ensure their involvement. We will strive to solicit and encourage citizen participation and involvement.

Effective Programs and Services - We believe that all programs and services should enhance the physical, social, and/or economic well being of the community. Programs and services will be established which enhance those qualities. We will maintain, alter, or stop providing programs and services based on measures of their success in meeting the needs for which they were established.

Fiscal Responsibility - We believe that expenditures of public funds should be based on a balanced budget where on-going expenditures do not exceed on-going revenues. We believe that services should be provided in the most efficient and effective manner possible, ensuring that the public gets the most from each tax dollar. Decisions on how and when to spend money will be based on the needs of La Mesa's citizens.

Focus on Long-Term Interests - We believe that the long-term interest of the community can, in many cases, outweigh short-term costs and/or benefits. Therefore, we will consider both the long and short-term consequences of our decisions.

High Quality Services and Programs - We will strive to provide our customers with programs and services of the highest possible quality. We believe that our customers are the best judges of quality. To ensure high quality, we will consult often with our customers and seek to continuously improve all services and programs.

Honesty - We believe that we must be honest with each other and with the public. We will strive to provide accurate, complete, and truthful information to all concerned.

Mutual Respect - We respect each other and we respect everyone with whom we come in contact.

Regional Responsibility - La Mesa is part of the San Diego Region. We benefit from the many regional amenities and suffer from regional problems. We believe that we can enhance the amenities and solve the problems through cooperation with the other governmental and non-governmental agencies in this region.



The Recruitment Process

Interested applicants are encouraged to apply immediately, with the recruitment closing at **5:00 p.m., Friday, December 13, 2019**. Electronic submittals are preferred and should be sent to Human Resources/Risk Manager Rida Freeman at rfreeman@cityoflamesa.us. Application packets should include a cover letter, comprehensive resume, and five professional references. Candidates should be aware that references will not be contacted until mutual interest has been established. Following the closing date, application packets will be screened in relation to the criteria articulated in this brochure. Applicants with the most relevant qualifications will be invited to a panel screening interview on **Thursday, January 16, 2020**. The Mayor and City Council will then conduct on-site interviews with a select number of candidates on **Friday, January 17, 2020**, with selection interviews for the finalists on **Saturday, January 18, 2020** with the Mayor and City Council. The City Council reserves the right to select any combination of education, experience, and career history that will uphold the ideals and values of this City and continue to provide the highest level of service to the City Council and the City. Confidential inquiries welcomed to Rida Freeman at (619) 667-1179.

www.cityoflamesa.us

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