

## Compensation & Benefits

The City of Emeryville provides a highly competitive compensation and benefits package. The base salary for this position is open and negotiable DOQ. The benefits include:

- ◆ Retirement Plan: PERS 2% @ 55 with city paying the employee portion.
- ◆ Vacation: Accrual at the rate of 10 days per year (negotiable).
- ◆ Health Insurance: The City offers a combination of direct premium contributions, which is supplemented by Flexible Benefits contributions for medical, dental and vision plans for both employees and dependents. The combined contribution amount of both will not exceed 100% of the total premium for employee and dependents.
- ◆ Sick Leave: Accrual at the rate of 1.5 days per month.
- ◆ Holidays: The City offers 13 paid holidays, two of which are flexible.
- ◆ Life Insurance: The City provides a term life policy equal to annual salary to plan cap.
- ◆ Long Term Disability: The City provides a LTD plan with a benefit of 60% of monthly salary with a cap of \$10,000.
- ◆ Deferred Compensation Plan: Employees may participate in the ICMA 457 and 401(a) plans.
- ◆ Car Allowance: A car allowance is granted for this position.

The City also provides Administrative Time Off and an Employee Assistance Program.



## The Process

To be considered for this exciting career opportunity, please forward a letter of interest and your resume with salary history and five work-related references (who will not be called until mutual interest is established) to:

Paul Kimura or Gary Rogers  
Avery Associates  
3½ N. Santa Cruz Ave., Suite A  
Los Gatos, CA 95030  
Fax: 408-399-4423  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)  
[www.averyassoc.net](http://www.averyassoc.net)

Final filing date: December 8, 2006

If you have any questions regarding this position, please contact Gary Rogers at 541-330-8353 or Paul Kimura at 408-399-4424.



# The City of Emeryville

*invites your interest for the  
position of*



*City Hall*

## City Manager



## *The City of Emeryville*

The City of Emeryville is a vibrant and lively community of approximately 10,000 residents nestled on the waterfront at the foot of the San Francisco Bay Bridge. A sense of pride and innovation permeates this community as it has undergone significant transformation during the past twenty years. Today, Emeryville represents a modern urban center with thriving retail, entertainment and business centers. The City's active citizen base provides a high level of interest and involvement in local government and brings a positive sense of energy to the community.

Emeryville is justly proud of being home to nationally known companies such as Novartis and Pixar, but the City's emergence is not solely confined to economic vitality. Changing demographics reflect a migration of active and committed young families with high levels of education into the City. Their engagement and participation in the community represents a unique opportunity to capitalize on and bring together the ideal mix of "quality of life" considerations and continued vibrancy on the economic front. This quest for seeking the ideal balance within the City assures the continued focus on improving all aspects of city life. Emeryville's world class bayside setting, temperate climate, and diverse cultural attractions create an ideal environment in which to live, work and play.



## *City Government*

Emeryville is a general law city, situated in Alameda County, adjoining the cities of Berkeley and Oakland. The City was incorporated in 1896. Emeryville has a City Council/City Manager form of government with five Council members elected at-large for four year staggered terms. Elections are held in odd-numbered years and the Mayor and Vice-Mayor are selected by the Council members on an annual basis. The Council also serves as the Emeryville Redevelopment Agency. The City and Redevelopment Agency formed a JPA with the Management of Emeryville Services Authority (MESA), which provides administrative, management, safety, special and general personnel support for the operations of the public entity (the City and Agency). The Council, therefore, serves as the Board of Directors for MESA, as well as the Emeryville Redevelopment Agency.

Emeryville is a robust, full-service city with an FTE staff of 195 employees and an all-funds operating budget (including the RDA) in excess of \$56 million. The city operates on a two-year budget cycle with alternate years focused on the City budget and the Redevelopment Agency budget. City Government enjoys the benefits of having a strong, tenured and effective staff and management team, although age demographics will likely result in turnover during the next several years.



## *The Position of City Manager*

The City Manager is appointed by the City Council and serves as both the operational head of city government and as the Executive Director of the Emeryville Redevelopment Agency. Emeryville, like many desirable communities, seeks the ideal balance between quality of life services and a strong economic foundation. A key challenge for the new manager is providing leadership through collaboration, teamwork, and active involvement, all towards the ultimate goal of "community building". This vision incorporates a combination of parks, community gathering sites, open space, and strong relationships with schools and community groups combined with the successful incorporation of community-oriented economic "drivers" that provide the financial foundation for construction and maintenance of mentioned community assets. The ultimate concept for this effort is the "Center for Community Life", a joint effort in creating a shared educational/community facility with the City's school district.

The evolving nature of the community will also require significant focus towards a shared vision for Council, staff and the various constituents of the City. The new Manager will need to coalesce the various interests and priorities of all, in moving the City forward. A strong effective level of communication to and from Council and staff will be instrumental towards this effort. Other priorities include a focus on replacement of key personnel due to pending retirements; shepherding the General Plan update as the community input process moves forward; and the development of active, solid working relationships with schools, the business community and community groups.



## *The Ideal Candidate*

The new City Manager will be a creative, progressive, and community-minded facilitator who provides exceptional leadership towards the city's vision of building a community. The ability to develop consensus and credibility though strong relationships and open, honest communication will be essential in guiding the city through the delicate balance of the diverse community interests. A collegial, collaborative style, which engenders a high level of trust and confidence with all constituents is critical in this role. An energetic, "fresh thinker" who can bring forth creative approaches and new ideas would provide a positive spark and a sense of spirit and vitality to the city.

Ideally, the new manager will be a seasoned public servant with strong financial, management and administration skills, along with a solid background in economic development/redevelopment. Previous management experience as a City Manager, Assistant/Deputy City Manager or department head in a complex organization is required for this position. A BS/BA in a related field is required. An MS/MA is highly desirable.

