



CITY OF STOCKTON

DEPUTY CITY MANAGER II

APPLY BY: APRIL 17, 2020



Recruitment Services Provided by Ralph Andersen & Associates



An Extraordinary Opportunity

The City of Stockton, California is recruiting for its next Deputy City Manager. Stockton's City Council, City Manager, and Executive Team are committed to a strong and vibrant community. Stockton has been through the most significant period of change ever experienced in its 167-year history. With its financial house in order, Stockton is better prepared for the future than perhaps any other city in California. The City of Stockton has a thorough understanding of its operations, finances, and the tools to adjust to economic conditions for decades into the future.

The newly appointed City Manager, Harry Black, has a reputation throughout the nation as a leader who is highly supportive of professional development, coaching, mentoring, and building the success of future generations of public employees. He is committed to ensuring that City of Stockton employees have the tools and training to do high-quality, meaningful work at all levels throughout the organization.

To grow this team of strong leaders, the City Manager is seeking a Deputy City Manager with a proven and verifiable track record and reputation for leadership, working collaboratively, and masterful people skills. If you have the background and experience to join a winning leadership team and work for a city on the move, please apply.

The Community

Located in California's great Central Valley, Stockton has grown from a community with agricultural roots to an urban destination with a rich arts and culture scene, fine dining, shopping, sports, recreation, and family activities.

With a multi-ethnic and multi-cultural population of more than 320,000 residents, Stockton is the 13th largest city in California. It is centrally located, 60 miles east of the San Francisco Bay Area and 45 miles south of Sacramento, and an easy and scenic drive to numerous world-famous attractions such as Lake Tahoe, Yosemite National Park, and the California Coast. Stockton has many local natural resources, including thousands of miles of waterways for recreational and other water activities.

The City has many beautiful residential neighborhoods along waterways and tree-lined streets, and it offers an affordable cost of living with home prices about one-third the price of Bay Area homes. With its comfortable California lifestyle, Stockton is enriched by the pleasures of metropolitan living without the congestion, overcrowding, and expense.

Stockton is the county seat of San Joaquin County, the fifth largest agricultural county in the United States. Wine grapes

have recently become one of the leading crops in San Joaquin County, transforming the region into one of California's premium wine districts.

Stockton is home to several well-known higher education institutions, including the University of the Pacific, California State University - Stanislaus Stockton Center, and San Joaquin Delta Community College. Stockton also offers a variety of private and vocational schools.

Year-round events and activities make Stockton a destination for venues and attractions such as the Annual Jazz Brubeck Festival, the Haggin Museum, Bob Hope (Fox California) Theatre, Children's Museum, San Joaquin County Fairgrounds, and the Stockton Symphony. The 10,000-seat multi-purpose, waterfront Stockton Arena is home to the Stockton Heat ice hockey team, a team affiliated with the (National Hockey League) Calgary Flames. New in 2018, the Stockton Arena is also home to the Stockton Kings, the NBA Sacramento Kings G-League Team. The adjacent 5,000-seat Stockton Ballpark, which is frequently ranked as one of the nation's top minor league ballparks, is home to the Stockton Ports single-A minor league baseball team.

The Organization

The City of Stockton is a full-service, Charter city with a Council/Manager form of government. The City employs nearly 1,700 full-time employees and has a FY 2019-20 annual operating budget of \$759.6 million, which includes a General Fund budget of approximately \$236.5 million.

Stockton's organizational culture is one of high performance, trust, and collaboration, and its executive management team is characterized by highly skilled, experienced leaders. Operating departments include Administrative Services, Community Development, Community Services (Library and Recreation), Economic Development, Human Resources, Information Technology, Municipal Utilities, Public Works, Fire, and Police.

The Position

This at-will executive position works under the direction of the City Manager. This position builds and maintains strategic partnerships with key stakeholders to effectively carry out the vision for the City. The successful candidate will be data-driven and effective at creating and implementing programs and strategic initiatives. The Deputy City Manager will seamlessly navigate the needs of residents, small and large businesses, and regional partners to create and preserve the unique, vibrant neighborhoods that are the foundation of Stockton.

This dynamic team demands a progressive thinker who can work with critical thinkers consistently motivated to better serve the City of Stockton. The City Manager's Office promotes strong working relationships with residents, elected officials and key stakeholders to develop and implement programs and strategies that revitalize, enhance, and create broad opportunities within the City's communities.

Specifically, the Deputy City Manager will provide executive leadership in the following key areas:

- Quickly comprehend, process, and communicate effectively regarding a broad range of complex City policy issues by identifying internal and external stakeholders, developing collaborative strategies, and timely managing deliverables;
- Exercise discretion and tact when dealing with sensitive, complex, and confidential issues and situations;
- Identify and provide recommendations to City leadership based on best practices;
- Provide leadership and management to departments and special projects;

- Demonstrate leadership by advocating for innovation and strategic change and promote the development of a diverse and engaged workforce;
- Act as a strategic liaison connecting residents, City leadership, and key stakeholders;
- Garner the respect of community members and partners;
- Work closely with a diverse range of individuals to understand and integrate potentially competing interests to reach a mutually beneficial outcome;
- Represent the City effectively in a variety of settings, including during high-profile negotiations and before officials, business and non-profit partners, and diverse community groups;
- Present information in many forms for a variety of audiences with varying levels of baseline knowledge;
- Work simultaneously on projects with a variety of deadlines and time constraints;
- Propose, analyze, recommend, and act upon federal, state, and local regulations and ordinances which will affect or enhance the City; and
- Lead highly visible projects successfully.

The Ideal Candidate

Individuals with substantial senior management experience, particularly from public sector agencies, are desired. Ideal candidates are politically astute and possess a clear understanding of the priorities and methods for supporting a chief executive and elected body. Strong organizational management skills and experience in analyzing and evaluating programs, policies, and operational needs are required. Ideal candidates are accomplished and resilient professionals with a highly collaborative management style, strong emotional intelligence, and superior people skills.

The ideal candidates will have team-building skills and experience managing people, projects, and programs in addition to the individual technical skills required for this Deputy City Manager position. The successful candidate will be an intuitive thinker and proactive problem solver. A proven ability to anticipate problems and issues, identify and act on solutions as appropriate, and make clear recommendations with alternatives to the City Manager is required. Leading candidates will have the ability to see the bigger picture and effectively communicate ideas as well as professionally challenge others' ideas for the benefit of the City.





Excellent presentation, public speaking, and overall communication skills are essential. Desired candidates are creative, strategic, innovative, team-oriented, and self-motivated leaders with a hands-on and proactive approach who take the initiative to resourcefully problem-solve complex issues. Strong candidates also inspire a high level of trust, demonstrate solid ethics, are driven for organizational excellence, and share a passion for wanting to build a culture of success.

Qualifying Education and Experience

Education: Candidates must possess a bachelor's degree from an accredited four-year college or university with major course work in business, public administration, or a closely related field. An advanced degree is highly desirable.

Experience: Candidates should have at least five years of increasingly responsible administrative experience with at least four years in a lead or supervisory capacity. Experience working with varied public agencies and with citizens' organizations is desirable.

The Compensation

The salary range for the Deputy City Manager position is up to \$228,349.44 with the starting salary dependent on qualifications and experience.

The City also offers an excellent benefit package that includes:

- **Retirement:** CalPERS with a 2% @ 62 formula for employees new to CalPERS. Employees considered "Classic" members receive the 2% @ 60 benefit formula.
- **Deferred Compensation:** A deferred compensation plan is available at the employee's option.
- **Health Benefits:** The City pays a significant portion of the premium for medical/hospitalization, dental/orthodontia, vision, and prescription coverage for employees and dependents, and offers a choice of four medical plans and two dental plans.

- **Section 125 (Flexible Spending Account):** Employees may participate on a pre-tax basis for day care and medical expense reimbursement.
- **Vacation:** 188 hours per year.
- **Holidays:** 13 fixed and 1 floating per year.
- **Sick Leave:** 96 hours per year.
- **Life Insurance:** Policy value of \$50,000.
- **Work Schedule:** 9/80 with alternating Fridays off.
- **Relocation reimbursement may be considered.**

To Be Considered

This is a confidential process and will be handled accordingly throughout the various stages of the process. References will not be contacted until mutual interest has been established. The first review of resumes will take place on **Friday, April 17, 2020**. This position is open until filled; however, candidates are encouraged to apply early in the process for optimal consideration. Resumes will be reviewed and evaluated throughout the recruitment process.

Interested candidates may apply by submitting a cover letter, comprehensive resume, and six professional references via email to apply@ralphandersen.com.

Ralph Andersen & Associates will conduct the initial evaluation of submitted materials to determine the best overall match with the established criteria as outlined in this recruitment profile. The evaluation and selection process may consist of a supplemental questionnaire and/or written exercise(s) to further evaluate relative experience and overall suitability for this position. Ideally, the Deputy City Manager will join the City of Stockton in June 2020 or sooner.

Finalist candidates will be required to sign a release form to authorize preliminary reference calls and verifications to be conducted. Employment history, degrees obtained, and other certifications/accomplishments will also be verified.

Should you have any questions regarding this position or the recruitment process, please call Mr. Robert Burg at (916) 630-4900. Confidential inquiries are welcomed.