



# *City of Fowler*

*invites your interest  
for the position of*

**City  
Manager**



## The Community of Fowler

Nestled among lush grape vineyards and expansive farmland of the San Joaquin Valley, the charming City of Fowler is situated five miles south of Fresno along the highway 99 corridor. Long considered one of Fresno County's best kept secrets, Fowler is one of the most beautiful, diverse, and historically rich cities of the 15 communities within the County. This friendly community of approximately 6,600 residents is known for its quality of life based on an attractive, quaint downtown, well-kept and safe neighborhoods, and a highly acclaimed school district.

Fowler's ideal location offers close proximity to Sequoia, Yosemite and Kings Canyon National Parks, and just a several hour drive north to San Francisco, south to Los Angeles or west to the beautiful and majestic Pacific Coast. The City is also situated near the base of the awesome Sierra Nevada Mountains, providing active pursuits such as hiking, mountain biking, rock climbing, boating, and snowboarding opportunities. And, for a more leisurely pace, fly fishing, camping or simply enjoying the natural splendor of the stately landscape are activities in abundant supply.

Progressive city leadership and access to major transportation corridors make Fowler an ideal place for new business. Southern Pacific railroad, State Highway 99 and several regional business routes combine with a large industrial center to offer exceptional options for economic development and business expansion to complement its strong agricultural roots and semi-rural character. Local residents take great pride in discussing the attributes that provide Fowler's exceptional lifestyle.

The small town, friendly ambiance provides a great sense of community and civic pride. The award-winning school district includes a high school, a middle school and two elementary schools and there is a foundation of strong youth programs that attract regional participation. Secondary education opportunities include California State University, Fresno, the University of California, Merced and local community colleges including Fresno City College, Clovis Community College and Reedley College. Services such as health and medical care are topnotch and readily available in the region. And for those that enjoy shopping, the greater metropolitan area offers all the major department and retail options available in the Los Angeles and San Francisco areas.

Fowler's intimate yet vibrant downtown core provides a welcoming meeting center and the City is blessed with a very low rate of crime. The City and the entire region enjoy an exceptionally favorable cost of living as quality housing is especially affordable. Collectively, the combined assets offered by Fowler, the "Blossom Trail City", makes it a great place to live, work and play.



## City Government

The City of Fowler is a general law city, incorporated June 15, 1908 operating under a council-manager form of government. The five members of the City Council are elected at-large to four-year staggered terms. The Mayor and Mayor pro-tem are selected by the Council on an annual basis.

Fowler is a full-service city that operates under the leadership of the City Manager appointed by the City Council. It provides general administrative, community and economic development, police, fire (volunteer department), water, recreation and senior citizen services. Several activities including the City Attorney, Engineering and City Planning are contracted. The City operates with an FY 2019-20 General Fund of just over \$5 million and employs a dedicated and tenured workforce of 29 FTE's.

The Fowler City Council and City staff are dedicated to maintaining and upgrading a desirable, quality lifestyle that is enjoyed by city residents. There is a continual focus to be more efficient and cost conscious, seeking out funding opportunities to provide more services, recreational opportunities, and enhanced facilities that the community wants and needs.

## **The Position and Ideal Candidate Profile**

The City of Fowler is looking for an experienced and visionary City Manager to lead the City forward into an exciting future with tremendous opportunities. The City Manager is appointed by the City Council and serves as the operational and administrative head of Fowler's city government.

Economic development and economic vibrancy are key priorities for the City. Fowler has significant land assets that are ideally situated for economic development, and the goal is to capitalize on diverse business opportunities within the commercial/ industrial corridor and in the historic downtown areas. Those efforts combined with an emphasis on business retention throughout the city will be essential focus areas for the new Manager. As with many desirable communities, the City continually seeks the ideal balance between quality of life considerations and a strong economic foundation.

Additional priority areas for the City Manager include completion of its General Plan update. Fowler is two years into the update and seeks to complete and implement it as rapidly as possible. A new Police headquarters is also planned, with design plans currently under development. The new police facility has foundational financing through Measure N, a local tax approved in 2018. Budget and personnel administration are ongoing focus areas as the continual challenge is to deliver top notch services, programs and projects to the community within the financial constraints of uncertain revenue levels, largely based on economic considerations beyond the City's control. The city workforce is an excellent resource as employees are dedicated and committed to public service although staff development and succession planning efforts will be vital moving forward.



Establishing a strong and effective working relationship with the City Council and developing and maintaining a positive connection with the community are also critical to this role. The CM will maintain a proactive and regular dialogue with the Council to ensure she/he is in "lock step" with the strategic and operational direction of the Council and community. The Manager is also expected to provide guidance and operational recommendations towards efficient city operations.

This position will require a strategic forward thinker and creative problem solver with a positive, energetic and "get-it-done" spirit and a hands-on leadership style based on engagement, empowerment, accountability and results. An innovative, 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. The successful candidate will be an active, engaged manager with a relationship builder with a value system based on transparency, ethics and integrity and a personal approach that engenders high levels of trust and confidence.

The new manager will be a dedicated and proven public servant with strong financial, management and administration skills, along with a solid background in economic development and land use. Excellent written and verbal communications and effective presentation skills are expected in this role. A background that includes seven or more years of staff management including previous experience as a City Manager, Assistant/Deputy City Manager or public sector executive in a complex organization is required for this position. A BS/BA in a related field is required and a MS/MA is highly desired.

## Compensation and Benefits

The City of Fowler offers an attractive and competitive salary and benefits package. The current salary range for this position open and negotiable DOQ. The employee benefits package includes:

- ◆ Retirement: The City participates in CalPERS with a 2.7% @ 55 for classic members (City pays for employee's contribution for classic). For new employees covered under PEPRRA, the retirement formula is 2% @ 62.
- ◆ Medical: PPO coverage through Anthem Blue Cross. City pays for the employee and dependents with a small contribution from the employee.
- ◆ Dental and Vision: 100% coverage for employee through Assurant Dental and VSP Vision Plan. Dependent coverage available.
- ◆ Life/AD&D Insurance: City paid term life/AD&D insurance in the amount of \$50,000.
- ◆ Vacation: Accrual rate from 10 days to 20 days per year with annual cash out option.
- ◆ Sick Leave: 12 days per year with annual Wellness Incentive Program option to buy back up to 12 days unused leave per year (must have balance of 160 - 240 hours of sick leave to participate).
- ◆ Holidays: 15 paid holidays per year, which includes one floating holiday.
- ◆ Administrative Leave: 96 hours per year with annual cash out option.
- ◆ Car Allowance: \$500 per month
- ◆ Deferred Compensation: Voluntary 457 Plan, employee assistance program and cafeteria plan are also offered.
- ◆ The City participates in Social Security and Medicare programs.



For more information on the City of Fowler, visit its website at [www.fowlerciry.org](http://www.fowlerciry.org)

## The Process

To be considered for this exceptional 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  
3½ N. Santa Cruz Ave., Suite A  
Los Gatos, CA 95030  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)



The final filing date for this recruitment is December 7, 2020.

If you have any questions regarding this position, please contact Paul Kimura at 408.399.4424 or [paulk@averyassoc.net](mailto:paulk@averyassoc.net) or Bill Lopez at 408.888.4099 or [williaml@averyassoc.net](mailto:williaml@averyassoc.net).