



The City of Modesto

*invites your interest for
the position of*

**Economic
Development
Manager**



The Community

The City of Modesto, home to more than 220,000 residents and 13,000 businesses, is the largest city and the county seat of Stanislaus County. Offering year-round mild weather and some of the world's richest soil, the city of "Water, Wealth, Contentment, and Health" - Modesto is a community proud of its vibrant citizenry, abundant traditions, and multicultural lifestyles.

The quality of life in Modesto is one of its most attractive features, offering a multitude of exciting cultural, recreational, and educational opportunities. Many urbanites have relocated to this welcoming community for its variety of amenities, reasonable housing prices, reputable school districts, and protected open spaces. Modesto is frequently cited as an ideal community in which to raise a family.



Modesto has more than 60 recreation areas within the city and is within close proximity to Yosemite National Park, Northern California coastal resort communities, San Francisco, Sacramento, the state's world-famous wine country, and numerous popular venues for outdoor recreation. Winter sport opportunities are also within an easy drive of the city.

Modesto features a classic one-square-mile downtown center and serves as the principal entertainment center for the Central Valley with a variety of venues, including the Gallo Center for the Arts, the Modesto Symphony Orchestra, and a Class A minor league baseball team. The city boasts an outstanding public-school system; for higher educational opportunities, it is home to one of the first established Junior Colleges in California, with the University of the Pacific and California State University, Stanislaus in near proximity. The new University of California, Merced campus is within a 55-minute commute.



Modesto offers the diversity of a metropolitan city yet maintains a small-town atmosphere of hospitality and affordability without the commute or congestion of other urban centers. Agricultural contributions from the local area include almonds, apricots, tomatoes, peaches, walnuts, and poultry products. The City of Modesto has something for everyone and offers its own distinct pride and character.

City Government

Modesto is a full-service city that operates under the Council/Manager form of government. The City Council is comprised of a directly elected Mayor and six Council members elected by district. The Mayor and members of the City Council are elected in odd numbered years to alternating four-year terms with a two-term limit. The Council also appoints citizen volunteers to more than 26 City advisory boards, committees, and commissions; and appoints and supervises the performance of the City Manager, City Attorney, City Auditor, and City Clerk.

The City operates with a FY 2021/22 operating budget of \$478 million, including a \$140.3 million General Fund and a staff complement of 1188.75 FTEs and another 476 part-time employees. City departments include Police, Fire, Community and Economic Development, Public Works, Finance, Human Resources, Information Technology, Parks, Recreation, and Neighborhoods and Utilities. The City of Modesto Strategic Plan (2020-2025) is the foundation of the City's efforts and investments for the community. The Plan defines the City's mission, vision, values, goals, objectives, and key performance indicators.



The Position and Ideal Candidate

The Economic Development Manager reports to the Community and Economic Development Director and will be instrumental in facilitating and guiding the burgeoning economic growth and development of the City. This is a newly created role with high visibility and a high profile with the community, businesses and city council. The division includes a staff of two, a Marketing Specialist and a Senior Business Analyst. The new Manager will bring a fresh vision and perspective to positively enhance economic vibrancy for both the city and immediate region.

The foundation for this initiative will be the development of a comprehensive and strategic Economic Development Plan. The Plan will establish a definitive vision and approach that is embraced and shared by the City Council, city organization, and the business and general community. In leading the plan development and implementation, the Manager will further define and determine specific programs and processes related to the effort. It's expected that major elements of outreach to the business community and a close working relationship with internal development review partners will be key priorities of the implementation.

As a key member of the Department's leadership team, the manager will establish credibility and confidence through a cohesive and collaborative relationship with city management and peers, and the wide array of community partners and businesses in identifying, mobilizing, and coordinating united efforts to drive economic initiatives. This position will require a relationship-based self-starter, with high levels of creativity and energy, an ability to manage multiple priorities in delivering quality results and a hands-on, active operational style. As a tireless advocate and innovative marketer for Modesto, the Manager must be community oriented with excellent communication and presentation skills and possess a high level of political and organizational acumen. The ideal candidate must be tactful, proactive, and responsive in their dealings with community leaders, members of the business community and other constituents.

The City is seeking someone with the attitude and aptitude to be successful in economic development. This position requires a combination of experience and training that provides the required knowledge and abilities to perform this role. This may include a minimum of five years of increasingly responsible administrative experience in community development involving administration, economic development and redevelopment, or a related field, including one year of staff supervisory experience. An equivalent to a Bachelor's degree from an accredited college or university with major course work in business/public administration, finance, economics or a related field is also required.



Compensation and Benefits

The City of Modesto offers a competitive compensation package. The salary range for this position is \$108,526.08 - \$131,900.88 annually DOQ. The excellent benefits program includes:

- ◆ Public Employees' Retirement System: CalPERS enrollment in either the 2%@60 or the 2%@62 formula is dependent on eligibility, as per AB 340. Employee pays the full member contribution. Retirement benefit is based on the employee's three-year final compensation average. The City does not participate in Social Security except for the required 1.45% Medicare contribution by both the City and the employee (applies to employees hired after 4-1-86).
- ◆ Holidays: 10 paid holidays per year plus 8 hours holiday credit.
- ◆ Management Leave: 80 hours per year.
- ◆ Vacation: Accrued at the rate of two weeks the first year, increasing to five weeks the 21st year of service.
- ◆ Sick Leave: Accumulated at 8 hours per month, 96 hours per year. Employees may accumulate up to 2,200 hours.
- ◆ Medical Insurance: Health, dental and vision coverage is provided. The City's monthly contribution to health, dental and vision benefits is based on a three-tier system as follows:
 - \$ 1635.00 Employee + Family
 - \$ 1157.00 Employee + 1 Dependent
 - \$ 648.00 Employee Only
 - \$ 450.00 Opt OutThe employee pays the balance. An employee who opts out of health coverage receives the amount noted above minus dental and vision premium on their paycheck and treated as taxable income. Dental and vision coverage continuation is available upon retirement.
- ◆ Deferred Compensation: With a matching contribution by the employee, the City will contribute 1.5% of salary, increasing to 2.5% at 9+ years of service, to a voluntary 457 Plan.
- ◆ Retiree Health Savings Account (RHS): \$2,400 initial deposit provided upon completion of a two (2) year vesting period, after initial contribution is made, the City shall contribute \$100 per month.
- ◆ Life Insurance: Coverage in the amount of \$120,000 is provided by the City. Supplemental coverage is available at employee cost.
- ◆ Disability Insurance: Coverage is provided by the City, at City cost. This benefit pays 66 2/3% of the first \$12,000 per month in salary.
- ◆ Educational Incentive: Master's Pay in the amount of 2.5% of salary is available to employees with one year of service who possess a Master's Degree (or Juris Doctor) from an accredited college.
- ◆ Bilingual Incentive Leave: Employees who pass a review panel and are needed in this capacity by the department, will receive 3 hours of Bilingual Leave Time per pay period into their Compensatory Time Off (CTO) balance.
- ◆ Section 125 Plan: Provides for pre-tax deductions for employee-paid health premium and dependent care costs.



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/ 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).

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The final filing date for this recruitment is: November 19, 2021.



If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424 or by email: paulk@averyassoc.net or Bill Lopez at 408.888.3099 or by email: williaml@averyassoc.net.