



The City of Chico



*invites your interest
for the position of*

**City
Manager**

The Community of Chico

The City of Chico with a population of approximately 120,000 is the largest city in Butte County. Home to Bidwell Park, one of the largest municipally owned parks in the nation, Chico has many recreational opportunities in the area. With an average of 172 sunny days a year, Chico provides quick access to hiking, skiing, boating, hunting and fishing in the foothills. California State University, Chico continues to be a significant influence on the local community and is a key employer and contributor to the local economy. The City offers a learning community with a rich culture and a young spirit. Chico is known as a well-managed city that values quality infrastructure and services, and maintains a special sense of community and small-town living as it has developed into a vibrant regional center for business, recreation and cultural activities. Chico is a magnet to individuals seeking an environment where you can live and work while enjoying unparalleled access to outdoor recreation and the social spirit of an involved community.

Chico is located at the northeast edge of the Sacramento Valley, one of the richest agricultural areas in the world. The Sierra Nevada Mountains lie to the east, with Chico's city limits venturing several miles into the foothills. To the west, the bountiful Sacramento River lies five miles from the city limit. Chico provides ready access to large metropolitan areas like the San Francisco Bay Area and the Sacramento region without the expensive cost of living. The Chico housing market is generally lower-cost than other cities of similar size, which makes it an affordable place to raise a family without compromising the factors important to the family. There is a strong school system, well-regarded medical community and a high level of public safety.

Chico's community spirit is seen in its downtown, which serves as a central gathering place for many community events such as farmers markets, Friday night concerts and parades. Historic downtown Chico is sprinkled with murals, art benches, and the award-winning City Plaza park. Locally owned businesses and restaurants, ranging from quick bites to fine dining, rival any metro area. The City of Chico offers an extraordinary quality of life and is often characterized as having a special "sense of place."



City Government and the City Manager's Office

The City of Chico is a charter city, and the City Council consists of seven nonpartisan councilmembers elected at large to staggered four-year terms. The Mayor and Vice-Mayor are chosen directly by Council and serve a two-year term. The City of Chico is a full service city with an allocated staff of 420 FTEs and a General Fund budget of almost \$51.3M.

The City Manager is an at-will position, reporting directly to the City Council and is responsible for implementing Council policy as well as managing the City's day-to-day operations. The City Manager oversees an executive management team comprised of eleven operating departments: Building and Development Services, Capital Projects, the City Clerk, Finance, Fire, General Services, Housing and Neighborhood Services, Human Resources & Risk Management, Information Systems, Planning Services, and the Police Department.



The Position and Ideal Candidate

Chico's new City Manager will benefit from the positive working relationship between the City Council and city staff. The Council works well together and while reflecting some levels of philosophical difference, enjoys a mutually respectful relationship. The City's management team is effective, dedicated and highly tenured.

As with most local government entities, Chico has aggressively reduced operating costs during the past several years. City Council and staff have been diligent and in unison in supporting this effort, yet the ongoing challenges of reducing costs while delivering quality city services remains the key priority for the new Manager. This will necessitate exceptional leadership and the introduction of innovative solutions while engaging constituents and stakeholders as partners in identifying additional means to positively impact the budget. The Manager must take a strategic look in prioritizing core services and initiate the difficult business and operational discussions related to providing necessary services. Ideally, the end result will provide an optimal balance of services required and desired by the City.

Related to the issue of core services is the importance of proactive and ongoing communications with policy makers, staff and the community. The potential for change requires open, transparent and ongoing discussions to ensure

stakeholders understand the basis for future decisions. Adding an additional complexity to these discussions is that six of the City's 10 labor contracts are currently open in some capacity. Maintaining the positive relationships that currently exist with the workforce will be of paramount importance and will be largely reliant on the credibility and trust established by the Manager.



The new City Manager will be expected to facilitate a team oriented and collaborative work environment focused on the betterment of the entire city operation and the community. The ability to provide decisive and assertive leadership as necessary, combined with a participative and open interpersonal style, will be critical to this role. The ideal candidate will have a minimum of five years of executive level management, preferably within a public agency with a strong knowledge base in finance, budgets, personnel administration, economic development and land use. Prior experience as a City Manager, Assistant or Deputy City Manager or as a department head within a complex city operation would provide the preferred background. A BA/BS is required and a Master's degree is desirable.

Compensation and Benefits

The City of Chico offers a competitive compensation and benefits program. The base salary for the position is established by the City Council and will be dependent on the qualifications and experience of the selected candidate. The excellent benefits program includes:

- ◆ Retirement: CalPERS with an enhanced retirement formula of 3% @ 60 for Classic Members, or 2% @ 62 for PEPRAs members.
- ◆ Medical, Dental and Vision Insurance: The City currently offers a selection of four different medical plans with a generous portion of the premium paid by the City. Dental and Vision insurance is available at an attractive rate.
- ◆ Vacation: Accrued at a rate of 3.08 hours on a bi-weekly basis, or as negotiated.
- ◆ Management Leave: 96 hours annually.
- ◆ Holidays: 11 paid holidays plus one floating holiday annually.
- ◆ Sick Leave: Accrued at a rate of 8 hours per month.
- ◆ Life and Short-Term/Long-Term Disability Insurance.
- ◆ Employee Assistance Program.
- ◆ 457(b) Deferred Compensation.
- ◆ Healthcare and Dependent Care Flexible Spending Accounts.
- ◆ Health Savings Account.
- ◆ City Paid and Voluntary Life Insurance.



The Process

To pursue 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 a preliminary interview takes place).

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The final filing date for this recruitment is May 13, 2022.

Those candidates who are identified as having backgrounds most closely associated with the position requirements are anticipated to meet with the search firm during the late May-early June timeframe. Final interviews with the City Council are anticipated to take place in the mid-June to early July timeframe.

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 408.888.4099 or by email: williaml@averyassoc.net.