

# *The City of Lodi*



*invites your interest for the position of*

## *City Manager*

## The Community of Lodi

The historic, charming, and culturally diverse City of Lodi ("City") is home to over 67,000 residents. Lodi is ideally located adjacent to Highway 99 and I-5, 34 miles south of Sacramento, two miles north of Stockton, and 90 miles east of San Francisco. The residents of Lodi take immense pride in their community that is surrounded by lush parks, wineries, museums, a lake, and agricultural land. The City is committed to managed growth while striving to protect its historical, small-town ambiance. Lodi is home to several large manufacturing, general services, and agriculturally based companies, and has an excellent balance of jobs to residential housing units.



A revitalized downtown boasts locally-owned shops, a mix of restaurant types, a movie theater and a children's science museum. Lodi is known for its authentic wine heritage with over 85 wineries in the greater Lodi appellation. Housing is relatively affordable, with hundreds of recently constructed single family, multi-unit market rate apartments and senior housing available. Educational opportunities abound as the University of the Pacific, California State University-Stanislaus/Turlock/Stockton Center, San Joaquin Delta Community College, and the University of San Francisco satellite campus are all within a 20-minute drive of downtown. Lodi prides itself on public safety with a low crime rate. High community pride reflects active involvement and support for a strong public safety structure. By all measures, the quality of life in Lodi is exceptional, providing an ideal location in which to live, work and play.

## City Government and The Office of the City Manager

Lodi was incorporated as a General Law City in 1906 and operates with a council/manager form of government. The City Council governs the city and is comprised of five members who are elected to alternating four-year terms. The City Manager is appointed by the Council to oversee City operations. The Council also directly appoints the City Attorney and the City Clerk.



The City of Lodi is a complex, full-service operation that includes a city-owned power utility; Hutchins Street Square, a stunning, 90,000-square foot performing arts, conference, and community center; Lodi Lake, a self-contained recreational enterprise including a 58-acre nature area; and municipal services including police, fire, public works, and utilities (streets, transportation, water, and wastewater), community development and leisure/social services. Lodi has a dedicated workforce that is approved for 450 employees with an FY 2023-24 all funds budget of over \$280 million including a General Fund of more than \$80 million.

The City Manager's office includes the functions of General Administration, Economic Development, Information Systems Division, and Community Promotions. The office operates on an annual budget of over \$1.4 million with a staffing level of 4.5 FTEs that includes the City Manager, Assistant City Manager, Economic Development Director, and Administrative Support.

## The Position and Ideal Candidate

The key areas of focus for the City Manager include economic vibrancy, budget management, affordable housing, homelessness, land use/ planning, and capital projects. In addressing these priority areas, the new manager is expected to lead and evolve the City organization with a renewed spirit of customer-friendly service delivery, while providing positive solutions and future-focused outcomes. He/she is expected to actively engage in a collaborative, team oriented, and empowering approach with City staff that emphasizes accountability and results.

An essential aspect of this role is developing and maintaining a strong, effective, and cohesive working relationship with the City Council. Ongoing and candid communication with all Council members benefits the City Manager's office by balancing Council member interests and priorities with City operational needs. The accessibility of the City Manager by Councilmembers creates an environment of trust, mutual respect, and credibility.

The ideal candidate for this role will be the City of Lodi's biggest advocate, and someone who is passionate about providing exceptional service to residents and customers. The selected individual will possess a value system that embodies ethics, integrity, and an uncompromising dedication to the city and community. Excellent interpersonal skills as well as effective communication and listening are critical attributes expected of this position. The new City Manager will be highly responsive, adaptable, and flexible in dealing with the expectations of city government today and will be a politically astute and strategic thinker with significant skills

of diplomacy. A positive, energetic, "get-it-done" spirit, along with a willingness to lead organizational change, is required to provide a spark and a new sense of vitality to City government.

The expected background includes a strong budget, financial, administrative and personnel management foundation with solid experience as a public-sector executive at the City Manager or Assistant/Deputy City Manager level. A Bachelor's degree in public or business administration or a related field is required. A MA/MS in business/public administration and/or credentials as an ICMA Manager is desirable.



## Compensation and Benefits

The salary range for this position is open and negotiable DOQ. The City also offers a competitive benefits package that includes:

- ◆ **Retirement:** CalPERS - New employees 2% @ 62, employee pays employee share based on actuarial evaluation as defined under PEPRA plus 6% of the employer share; classic employees 2% @ 55, employee pays 7% employee share and 6% of the employer share. The City does not participate in Social Security.
- ◆ **Deferred Compensation Plan:** The City matches up to 3% of the employee's base salary.
- ◆ **Vacation:** Accrual equal to two weeks paid vacation annually increasing with length of service.
- ◆ **Holidays:** 10 ½ fixed holidays plus 4 floating holidays (36 hours) annually.
- ◆ **Medical/Dental/Vision Plan:** City contribution for medical is capped at \$771.35 for employee only, \$1,542.71 for employee plus one, and \$2,005.52 for family coverage. City contributes \$1,250 for dental coverage (including \$1,250 for orthodontic) and pays 100% of premium for vision and chiropractic plans. Medical plans are offered through CalPERS.
- ◆ **Administrative Leave:** 80 hours annually, ability to cash out up to 80 hours.
- ◆ **Sick Leave:** Earn 3.70 hours per pay period.
- ◆ **Life Insurance:** City pays full premium for employee life insurance at two times the annual salary with a maximum benefit of \$250,000.
- ◆ **Long Term Disability:** City provides coverage up to approximately two-thirds of annual salary. Maximum monthly benefit of \$10,000. City pays 100% of premium.
- ◆ **Tuition Reimbursement:** Up to \$3,000 per fiscal year (including books and software).
- ◆ **Flexible Spending Plan:** City promotes participation in a Section 125 Cafeteria Plan.
- ◆ **Work Schedule:** The City follows a 9/80 work schedule with every other Friday off.
- ◆ Employee Assistance Program and Catastrophic Leave plans are also provided.

***The City of Lodi is an Equal Opportunity Employer***

## The Process

To pursue this compelling 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).

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The final filing date for this recruitment is February 23, 2024



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](mailto:paulk@averyassoc.net) or Kristi Ward at 408.507.9378 or by email: [kristiw@averyassoc.net](mailto:kristiw@averyassoc.net).