



City Manager

CITY OF PALMDALE, CALIFORNIA

“A PLACE TO CALL HOME”



Peckham & McKenney
“All About Fit”

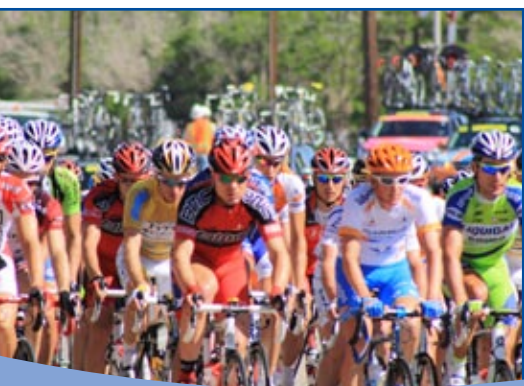


PECKHAM
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EXECUTIVE SEARCH AND CONSULTING

THE COMMUNITY

For more than 50 years, Palmdale has been on the leading edge of America's newest technologies, with major breakthroughs in aerospace, materials science, energy, and the environment. This spirit of innovation has led to the creation of a thriving community of more than 153,000 residents and nearly 2,000 businesses. Located in the heart of the Antelope Valley, the vibrant community of Palmdale encompasses 106 square miles and is surrounded by the Tehachapi and San Gabriel Mountains. Palmdale has been one of California's fastest growing communities over the past 20 years. Escaping the complexity of the Los Angeles region, just one hour away, residents flocked to Palmdale for its quality of life, affordable housing, and employment opportunities.

For the better part of the 20th century and well into the new millennium, America's aerospace industry has relied on Air Force Plant 42 in Palmdale and the region's skilled workforce to arrive at ingenious solutions to tough challenges. From the Cold War's infamous U-2 spy plane in the 1960's, to the space shuttle orbiter in the 1970's, to the Global Hawk of today, Palmdale has been the location for aerospace excellence and innovation. The City-owned Joe Davies



Heritage Airpark and the adjacent Blackbird Airpark Museum display a number of retired aircraft with strong ties to Plant 42. Occupying nearly 6,000 acres and 3.2 million square feet of industrial space, Plant 42 includes two 12,000-foot runways and ten production sites. A new billion dollar hybrid power plant is in the final stages of permitting and is planned for construction adjacent to Plant 42. The power plant will combine clean-burning natural gas and solar to supply the energy needs of 600,000 people.

In addition to the aerospace industry, Palmdale enjoys world-class engineering and state-of-the-art manufacturing facilities as well as new medical facilities and abundant retail marketplaces. The Palmdale Regional Medical Center has become a magnet attracting other medical service providers and allied businesses to the area, including Kaiser Permanente, Heritage Health Care, and Sierra Medical Group. The Antelope Valley Mall, neighborhood retail centers, and a variety of power centers are regional magnets drawing shoppers from surrounding communities as well as local residents. Surrounding the Mall is Palmdale's restaurant row, which includes an excellent variety of notable dining offerings as well as favorite regional and local restaurants.

Currently on the drawing board is a 77,000-square-foot LEED certified Conference Center, which will include an exhibition hall, 200-seat auditorium, and meeting rooms. The Palmdale Transportation Center provides thousands of commuters with a multi-modal hub. The runways of Plant 42

also offer future opportunities for air service to the region. Progress continues on the development of the high-speed rail line, which includes a station in Palmdale, as well as the proposed Desert Xpress linking Los Angeles and Las Vegas with travel through Palmdale.

It is easy to see why Palmdale is often called "a place to call home" as the community is rich in amenities. Open space is plentiful with broad, beautiful vistas in which to take a hike, ride a bike, or enjoy equestrian activities. In fact, Palmdale was recently selected as the start for Stage 6 of the AMGEN Tour of California bicycle race in May 2012. Cultural and recreational opportunities abound as well with two golf courses, public and private tennis courts, the Palmdale Playhouse, Palmdale Amphitheater, Best of the West Softball Complex, and DryTown Water Park, to name a few. An excellent education system provides three California Distinguished Schools and an abundance of specialized math, science, and robotics programs through both public and private schools. Institutions of higher learning are also available in Palmdale and the region. Palmdale residents enjoy a comfortable hometown feel with a strong family orientation, excellent education system, and abundant recreational opportunities in a safe environment.

THE ORGANIZATION

Originally incorporated as a General Law City in 1962, Palmdale changed to a Charter City in 2009 and has a Council/Manager form of government. The City Council consists of an elected

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Mayor who serves a two-year term and four other members who are elected at large to overlapping, four-year terms. The City Council also serves as the governing body for the Community Redevelopment Agency, the Palmdale Civic Authority, the Housing Authority of the City of Palmdale, the Industrial Development Authority, and the Palmdale Airport Authority. Appointed by the Council are the Planning Commission, Library Board of Trustees, and Mobile Home Rental Review Board.

The City Manager is appointed by and serves at the pleasure of the Council and oversees a talented and dedicated staff of 205 and \$165M budget in this progressive and fiscally sound community. The City's management group includes an Assistant City Manager, Deputy City Manager, Public Works Director, Public Safety Director, Finance Director, Parks & Recreation Manager, Planning Manager, Economic Development Manager, Assistant Director of Public Works/City Engineer, and Communications Manager. Palmdale contracts for police and fire services with Los Angeles County and water and wastewater services through the Palmdale Water District and County Sanitation District. The City is not currently unionized.

Palmdale has a reputation for accessibility and transparency evidenced in its Citizen's Academy, open budget and strategic planning process, and opportunities for community input. The Palmdale City Council and staff focus on six priorities identified under the City's 2008 Strategic Plan including Youth Engagement, Public Safety,

Water, Transportation, Economic Development and Job Creation, and Housing. While the City has continued to be affected by declining revenues and the weak economy, the City's economic outlook remains positive due to a series of recent cost-cutting measures. To learn more about the City of Palmdale, please visit the City's web site at www.cityofpalmdale.org.

THE POSITION

Through discussions with Palmdale's City Council and City Management Group regarding the profile of the ideal candidate, a common theme developed that included qualities and abilities relating to engagement, communication, restoration, vision, and sustainability.

The City is seeking a visionary leader of the utmost integrity who will readily establish trust and credibility with the Council, staff, and community. The new City Manager will engage with the City Council and maintain solid working relations with its members by treating all fairly, equally, and respectfully. The selected City Manager will possess fine-tuned listening and communication skills and the ability to make decisions with diplomacy. The Council is looking for a Manager who will provide professional recommendations and point out both options and implications to facilitate the Council's effective decision making and prioritization. The Manager will be



prepared to first listen, then assess and form perspective, and ultimately team with the Council and staff in laying out a vision for the community. Principled and able to advocate what is right for the organization and community, the City Manager will serve as a positive and forward-thinking leader in the region.

The selected individual will be accessible and visible within the organization and will instill confidence and build morale by respecting the hard work and abilities of the staff at all levels. The City Manager will assess the organization; identify areas for efficiency, process improvement, and sustainability; and position the organization to prepare for and respond to future challenges, issues, and opportunities. The Manager will motivate, coach, and mentor staff to perform its best in providing services to the community. The City Manager will collaborate with and lead the management team and value professional input from staff. The City Manager will engage the staff with strong interpersonal skills, an ethical and honest approach, mutual respect,

and effective communication and listening skills, as well as a sense of humor. The ideal candidate is fair, firm, and decisive; holds staff accountable; and ascribes to a culture of teamwork in order to ensure that mutual internal support is evident in the delivery of quality services. The selected individual will bring proven experience in staff development and succession planning.

The City Council is looking for a City Manager who will embrace the community of Palmdale and become an active and visible participant. The City Manager will work proactively to foster positive working relationships in the region as well. Most importantly, the City Manager will have the best interests of the organization and community at all times, respect the diversity and family-orientation of the community, and work to position Palmdale for future success.

The desired candidate will have proven leadership experience in local government, including knowledge and understanding of municipal finance/budgeting, planning, economic development, and redevelopment. Additional knowledge of, or experience with, labor relations, water adjudication, high-speed rail, and the creation of sustainable communities is strongly desired. A Bachelor's degree in public or business administration

or a related field is required; a Master's degree is preferred.

THE COMPENSATION

The salary for this position is open depending upon the qualifications of the selected candidate. In addition, the City offers an attractive benefits package including:

DEFERRED COMPENSATION: The City participates in the ICMA-RC Deferred Compensation Plan.

The City of Palmdale has a 4/10 work schedule and is closed on Fridays. The City does not participate in Social Security; the City does deduct 1.45% of salary for Medicare and makes a 1.45% matching contribution.

SEARCH SCHEDULE

Resume filing deadline	December 5, 2011
Preliminary Interviews.....	December 19-30, 2011
Recommendation of Candidates.....	January 11, 2012
Finalist Interviews	January 25, 2012

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

RETIREMENT: PERS; 2% at 60 formula. City pays 4% of the employee's contribution.

VACATION, HOLIDAYS, & LEAVE: 80 hours vacation (years 0 through 4) and 11 paid holidays per year. Administrative leave is accrued at 80 hours per year. The City has an accrued leave buy-back program. Employees accrue 96 hours of sick leave per year with unlimited accrual. The City has a sick leave buy-back program.

INSURANCE: The City offers group health, dental/vision, long term disability, and a \$50,000 life insurance policy. The City contributes towards the employee's health insurance.

THE RECRUITMENT PROCESS

To apply for this outstanding career opportunity, please send your resume and cover letter electronically to:

Peckham & McKenney
apply@peckhamandmckenney.com

Please do not hesitate to call Bobbi Peckham toll-free at (866) 912-1919 if you have any questions regarding this position or recruitment process.



www.peckhamandmckenney.com

