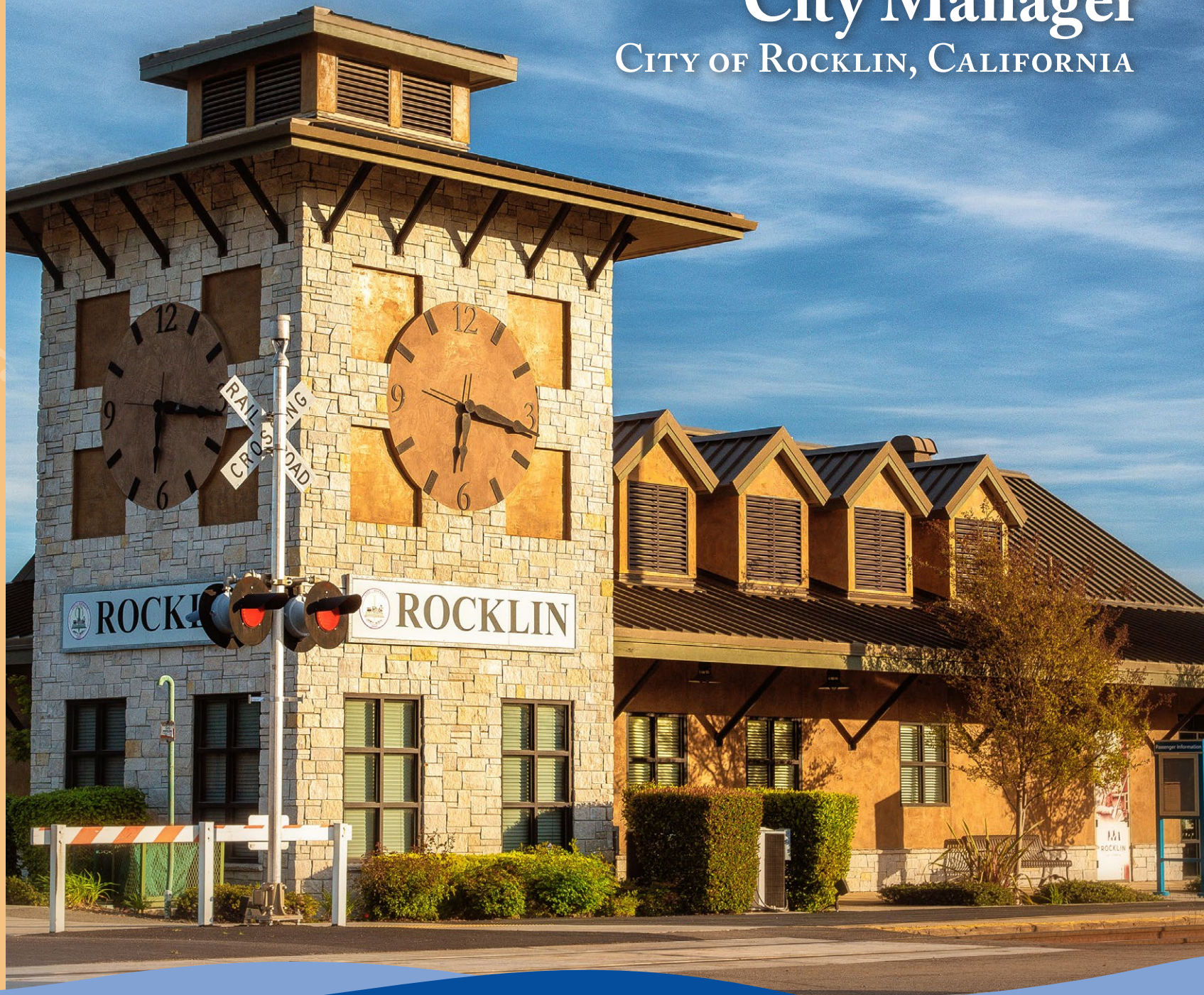


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EXECUTIVE SEARCH

City Manager

CITY OF ROCKLIN, CALIFORNIA



THE COMMUNITY

The City of Rocklin is located in south Placer County at the intersection of Interstate 80 and State Highway 65 and is characterized by rolling hill terrain with 360-degree panoramic views of the Sierra Nevada Mountains to the northeast and to the Sutter-Butte mountain range to the west. With an estimated population of 70,000 people, Rocklin is one of the fastest growing cities in California with approximately 65% of its growth occurring since the year 2000.

Rocklin was first recognized as a destination along the transcontinental railroad in 1864, about the same time granite mining began in the city. The City was incorporated in 1893 during the heyday of railroad and granite mining activity. By 1910, 22 quarries operated in Rocklin and in 1912 nearly 2,000 train carloads of granite were shipped out of town to become part of the State Capital Building in Sacramento and numerous buildings in San Francisco.

The people who live and work in the City of Rocklin today are the heart of the community and have built a special place for residents and visitors. Rocklin has a mixture of first-class business, retail, and recreational opportunities often offered by larger cities, but also combines those amenities with neighborhoods that maintain their sense of community and small-town values.

Rocklin was recently named the best place in Placer County to raise a family by Niche.com, and the reputation is well-deserved. Rocklin schools are consistently listed with the best in the Sacramento region, and the low crime rates and top-notch public safety departments have placed Rocklin as one of the top 20 safest cities in the state. It's also significant for residents and visitors to know that a park is located within a half a mile of nearly every door in the city.

Public and private development is also creating an environment that supports vibrant entertainment, commercial activity, and residential options. Business attractions in the City feature large retailers like Bass Pro Shops, farm-to-fork restaurants including the Chef's Table, and award-winning breweries such as the Moksa Brewing Company.

To learn more about the incredible City of Rocklin, please visit <https://www.rocklin.ca.us>.

THE ORGANIZATION

The City of Rocklin is an organization of approximately 263 professionals dedicated to serving residents, businesses and stakeholders. City Departments include Police, Fire, Community Development, Public Services, Human Resources, Parks and Recreation, Finance, City Attorney, and the City Clerk Offices.

City leadership is dedicated to providing Rocklin residents with an exceptional quality of life, while maintaining the small-town sense of community. In an effort to prudently manage resources and serve the people of Rocklin, the City Council and leadership recently updated the City's strategic plan that guides department operations and projects. This latest strategic plan focuses on four headline goals:

- Maintain and Enhance Rocklin's Physical Environment
- Ensure a Safe and Secure Community
- Promote Economic Vitality and a Sustainable Community
- Enhance Community and Employee Engagement

The City's leadership team and employees take pride in operating on efficient budgets as well (the city's total operating budget for 2019-20 is \$72.7 million) while maintaining appropriate levels of staffing. Employees at all levels of the organization are encouraged to innovate and continue their personal growth, which in turn improves City programs that benefit the residents of Rocklin.

TEAM ROCKLIN CULTURE

As an organization, the City of Rocklin is dedicated to maintaining a high standard of service, a collaborative team environment, innovative ideas, transparency, and on-going training and development. Team Rocklin takes pride in serving the residents and business owners and maintaining a safe and thriving community. Rocklin team members appreciate the strong support they receive from the community who respect and value what they do to keep the City a great place to live, work and play. Working at the City of Rocklin, you can see firsthand the strong sense of community and high standard of service. Rocklin continues to be an innovative leader that is creating its own identity by challenging the status quo. Team Rocklin members are capable experts in their fields, who work together to accomplish strategic objectives set forth by the City Council.



THE POSITION

The City of Rocklin's Council/Manager form of government is a system founded on the balance of an elected City Council and the management expertise of an appointed City Manager. The City Council enacts laws and legislative policy and the City Manager implements and carries out the policies of the Council. As the chief executive officer of the City, the City Manager supervises operations, directs departments and services, and enforces the laws and policies adopted by the City Council.

The Rocklin City Council consists of five members elected at large alternately at the general election in November of even-numbered years to serve a four-year



term. Councilmembers do not have term limits. The Mayor and Vice Mayor are appointed by the City Council each December to serve a one-year term.

THE IDEAL CANDIDATE

The City Council is seeking a pragmatic leader with high ethics and an unquestionable sense of integrity, who embraces open government and transparency, as well as having a broad command of management, financial, budgeting, intergovernmental relations, labor relations, capital improvement planning, and organizational skills. The ideal candidate will treat all fairly, equally, honestly and respectfully and will provide reasoned and sound recommendations for the Council's consideration. The new City Manager will provide strategic leadership, focus, and direction not only to the City Council, but also to the leadership team.

Rocklin's next City Manager must possess outstanding listening and communication skills as well as excellent interpersonal skills – someone who can flourish and lead in a very diverse environment. Many believe these specific qualities will ultimately determine the City Manager's long-term success.

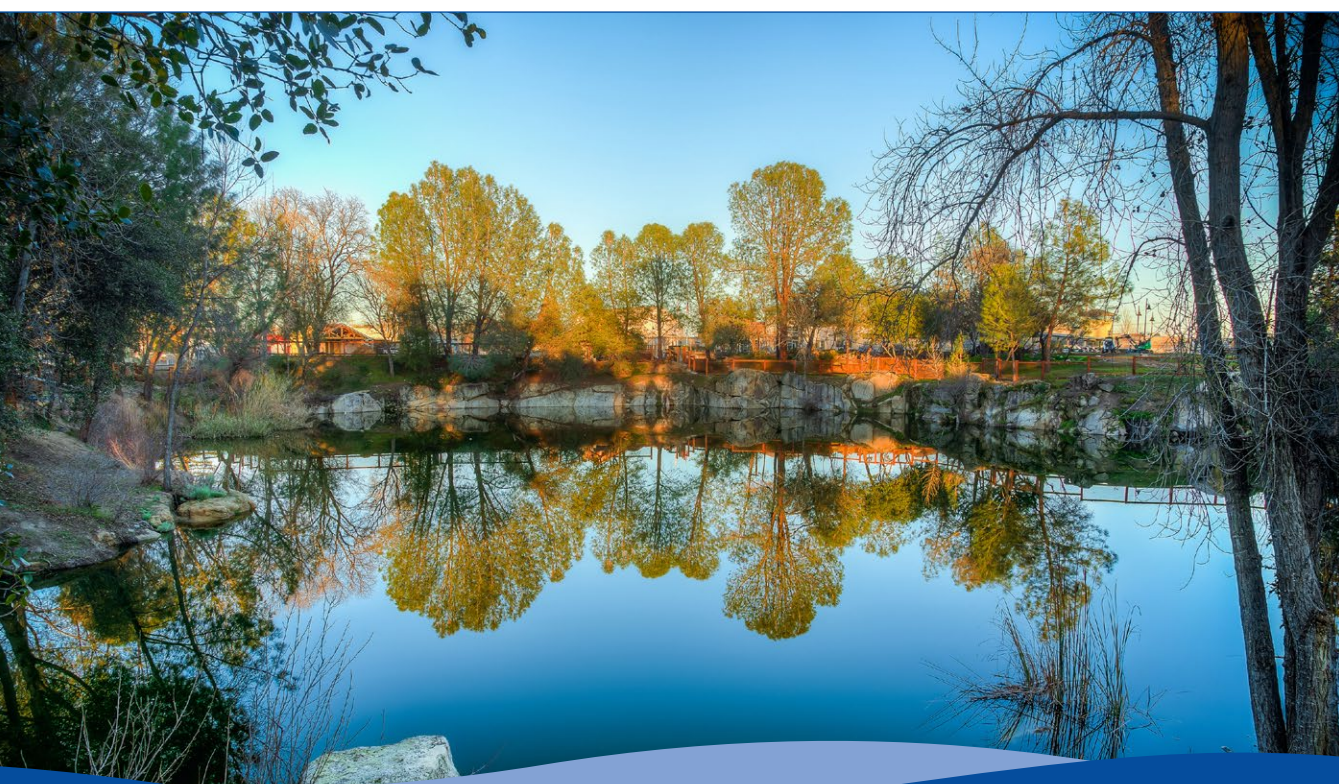
Staff training, coaching and leadership is also a must. The successful candidate must have experience directly leading and managing department directors. You must support the City Council and its direction as the number one priority. The ideal candidate understands the necessity for clear and open communication and the detriment of failing to keep the Council informed.

The new City Manager will act as the City's liaison with regional, state, and federal government, local civic and business entities, and interested members of the public. The individual selected will be expected to facilitate the flow and understanding of ideas and information between and among elected officials, employees and residents.

The ideal candidate must also be visible, involved in, and accessible to the City Council, city staff, and the entire community. The new City Manager must be politically astute, yet completely apolitical and possess an inclusive management style with a willingness to delegate to professional staff.

Critical success factors for the selected candidate, along with the listening and communication skills mentioned above, will center on protecting the financial stability of the City, collaboration and consensus building at the City Council level, innovative problem solving, and the innate ability to manage the day-to-day operations of the City while at the same time looking out over the horizon to see what might impact the City of Rocklin in the future. The new City Manager will ensure fiscal responsibility and open and transparent financial reporting, will have experience with economic development and land use, labor relations and negotiations, and will assure compliance with relevant federal and state laws and regulations.

The City of Rocklin needs a proactive City Manager, someone who is confident and able to provide the leadership necessary, in collaboration with the Council's direction, to help the City shape its future and move it forward, and share the accolades when



successful. An open, friendly style with a calm, even disposition and a sense of humor will serve the ideal candidate well.

EDUCATION AND EXPERIENCE

A Bachelor's degree (BA/BS) from a four-year accredited college or university required, with a program in Public Administration or Business Administration desirable. Master's degree in Public Administration or Business Administration preferred. Demonstrated experience in municipal government required, as well as at least 10 years experience in municipal administration with at least five years spent as a Manager/Administrator or similar position. This position also requires a California Class C driver license and a satisfactory driving record as determined by the City.

THE COMPENSATION

The annual salary range for this opportunity is from \$240,000 to \$275,000 and appointment will be made depending upon the qualifications and experience of the selected candidate. In addition, the following generous benefits are provided:

MEDICAL – A variety of plans are offered through CalPERS. The City contributes up to \$1,200 per month to active employees and eligible retirees, and the employee pays the difference.

DENTAL AND VISION – City pays for employee and dependents.

LEAVE ACCRUALS:

- **Management Leave** – up to 80 hours per year.
- **Sick Leave** – 12 sick days per year.
- **Vacation** – 20 days first year, progresses up to 27 days per year based upon years of service.
- **Holidays** – 10 paid holidays per year.

RETIREMENT – CalPERS 2% @ 55 for Classic employees; 2% @ 62 for PEPRA employees.

DEFERRED COMPENSATION – The City offers two optional 457 plans for employee participation as well as voluntary participation in a 401a plan via employee contributions.

INSURANCE:

- **Life Insurance and AD&D:** City paid \$200,000
- **Long-term Disability:** coverage is 60% of monthly salary up to \$6000/month.

FLEXIBLE SPENDING PLAN – The plan allows eligible employees to set aside up to the maximum amount allowed under IRS Section 125 per year pre-tax income to pay for costs associated with health insurance premiums and health care costs not covered under the benefits plan.

SEARCH SCHEDULE

Filing Deadline.....August 24, 2020

Preliminary Interviews.....August 26 – Sep. 4, 2020

Recommend Candidates..... September 8, 2020

Finalist Interview Process

First round.....September 14, 2020

Second round if needed September 17, 2020

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

THE RECRUITMENT PROCESS

To apply for this exciting career opportunity, please visit our website:

Peckham & McKenney
www@peckhamandmckenney.com

Please do not hesitate to contact Phil McKenney toll-free at (866) 912-1919 or direct to (916) 616-9173 if you have any questions regarding this position or the recruitment process.



www.peckhamandmckenney.com

