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*“All about fit”*



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&  
**MCKENNEY**  
EXECUTIVE SEARCH

**Director of Human Resources**  
**CITY OF STOCKTON, CALIFORNIA**

## A UNIQUE OPPORTUNITY

Stockton's City Council, City Manager, and Executive Team are committed to a strong and vibrant community. Stockton has been through the most significant period of change ever experienced in its 167-year history. With its financial house in order, Stockton is a city that is better prepared for the future than perhaps any other city in California. The City of Stockton has a thorough understanding of its operations and finances and the tools to adjust to economic conditions for decades into the future. In 2017, *The Fiscal Times* ranked Stockton's fiscal health as 18th of 116 U.S. cities with populations of over 200,000, and Stockton was identified in a January 2018 report as a "Sunshine" city and ranked 2nd of 75 cities in the nation by *Truth in Accounting*.

City Manager Kurt Wilson has a reputation throughout the state and nation as a leader who is highly supportive of professional development, coaching, mentoring, and building the success of future generations of public employees. He is committed to ensuring that City of Stockton employees have the tools and training to do high-quality, meaningful work at all levels throughout the organization.

To grow this team of strong leaders, the City is seeking a dynamic and professional Director of Human Resources. This leadership role will be a key player in cultivating and leading an outstanding department to excellence.

## THE COMMUNITY

Located in California's great Central Valley, Stockton has grown from a community with agricultural roots to an urban destination with a rich arts and culture scene, fine dining, shopping, sports, recreation, and family activities.

With a multi-ethnic and multi-cultural population of over 320,000 residents, Stockton is the 13th largest city in California. It is centrally located, 60 miles east of the San Francisco Bay Area and 45 miles south of Sacramento, and an easy and scenic drive to numerous world-famous attractions such as Lake Tahoe, Yosemite National Park, and the California Coast. Stockton has many local natural resources, including thousands of miles of waterways for recreational and other water activities.

The city has a number of beautiful residential neighborhoods along waterways and tree-lined streets, and it offers an affordable cost of living with home prices about one-third the price of Bay Area homes. With its comfortable California lifestyle, Stockton is enriched by the pleasures of metropolitan living without the congestion, overcrowding, and expense.

Stockton is the county seat of San Joaquin County, the fifth largest agricultural county in the United States. Wine grapes have recently become one of the leading crops in San Joaquin County, transforming the region into one of California's

premium wine districts. The robust and thriving Port of Stockton has direct waterway access to the San Francisco Bay and provides domestic and international distribution of cargo, handling 230 ships from all over the world in 2017.

Stockton is home to several well-known higher education institutions, including the University of the Pacific, California State University – Stanislaus Stockton Center, and San Joaquin Delta Community College. Stockton offers a variety of private and vocational schools. Year-round events and activities make Stockton a destination for venues and attractions such as the Annual Jazz Brubeck Festival, the Haggin Museum, Bob Hope (Fox California) Theatre, Children's Museum, San Joaquin County Fairgrounds, and the Stockton Symphony. The 10,000-seat multi-purpose, waterfront Stockton Arena is home to the Stockton Heat ice hockey team, a team affiliated with the (National Hockey League) Calgary Flames. The adjacent 5,000-seat Stockton Ballpark, which is frequently ranked as one of the nation's top minor league ballparks, is home to the Stockton Ports single-A minor league baseball team.

With all of this and so much more to look forward to, learn more about the City of Stockton at [www.stocktonca.gov](http://www.stocktonca.gov).

## THE ORGANIZATION

The City of Stockton is a full-service, Charter city with a Council/Manager form of government. The City employs nearly 1,700 full-time employees and has a FY 2017-18 annual operating budget of \$626.3 million, which includes a General Fund budget of approximately \$217 million.

Operating departments include Administrative Services, Human Resources, Community Services (Library and Recreation), Economic Development, Public Works, Information Technology, Municipal Utilities, Fire, Police, and Community Development. Stockton's organizational culture is one of high performance, trust, and collaboration, and its executive management team is characterized by highly skilled, experienced leaders.

## THE DEPARTMENT

The Director of Human Resources is appointed by the City Manager, reports to a Deputy City Manager, and serves as a member of the City's Executive Leadership Team. The Director oversees a department staff of approximately 29 FTE's and a budget of over \$3.5 million. The Human Resources Department is responsible for recruitment and selection, equal employment, job analysis and classification, compensation and benefits administration, employee training and development, employee records maintenance, and the negotiation and administration of agreements with employee organizations. The incumbent is accountable for accomplishing departmental goals and objectives.

The department has a team of dedicated employees, including several newer staff members. The Director of Human Resources will be responsible for developing and

mentoring new staff, supporting opportunities for training, and professional enrichment. The Director will develop and implement a plan for the department that is goal-oriented. The plan will include City-wide initiatives, such as employee recognition, succession planning, and investing in the development of existing employees.

Human Resources is a highly valued, impactful resource for the entire organization. The City is focused on preparing leaders for the future. For the last two years, the City has offered high-performing, high-potential employees with demonstrated leadership skills the opportunity to participate in the City of Stockton Leadership Academy.

## DIRECTOR OF HUMAN RESOURCES

The City of Stockton seeks an energetic, customer-focused leader. This is a growth opportunity for an experienced Human Resources professional, with an emphasis on developing a collaborative organizational culture. The ideal candidate will be an excellent communicator with a big picture focus who has the skills and experience needed to develop staff, help the City achieve its vision, and take the organization to the next performance level. The chosen candidate will also have expertise in labor and employee relations.

Additionally, the Director of Human Resources will be responsible for developing and directing the implementation of goals, objectives, policies, procedures and work standards for the department; directing the preparation and administration of the department's budget; planning, organizing, administering, reviewing and evaluating the activities of professional, technical and office support staff;



conferring with City management regarding major human resource, equal employment, or employee relations activities or issues; directing recruitment and selection activities for permanent and temporary City staff; directing comprehensive classification, job evaluation, compensation and benefits administration activities; directing the conduct of analytical studies; developing and reviewing reports of findings, alternatives, and recommendations; and representing the interests of the City in meetings with representatives of governmental agencies, professional and business organizations, employee organizations, and the public.





Requirements include a Bachelor's degree from an accredited four-year college or university with major course work in business or public administration, industrial relations or a closely related field and four years of management or supervisory experience in multiple areas of the Human Resources function, including labor relations. Experience in a public agency setting is desirable.

## THE COMPENSATION

The current annual salary range for the Director of Human Resources is up to \$178,398, and appointment will be made depending on the qualifications of the selected candidate. In addition, benefits include, but are not limited to, the following:

**RETIREMENT** – California Public Employee's Retirement System (CalPERS) with a 2% @ 60 for "classic" members, and 2% @ 62 formula for employees new to CalPERS.

**HEALTH BENEFITS** – The City pays a significant portion of the premium for medical/hospitalization, dental/orthodontic, vision, and prescription coverage for employees and dependents, and offers a choice of four plans.

**SECTION 125 (FLEXIBLE SPENDING ACCOUNT)** – Employees may participate on a pre-tax basis for daycare and medical expense reimbursement.

**DEFERRED COMPENSATION** – A deferred compensation plan is available at the employee's option.

**LIFE INSURANCE** – Policy value of \$50,000 provided by the City.

**VACATION** – 188 hours of vacation per year.

**HOLIDAYS** – 12 fixed and 1 floating holiday per year.

**SICK LEAVE** – 96 hours per year.

**WORK SCHEDULE** – 9/80 with alternating Fridays off.

Please visit the City's web site for a complete list of benefits offered by the City of Stockton ([www.stocktonca.gov/benefits](http://www.stocktonca.gov/benefits)).

The City of Stockton is an Equal Opportunity Employer.



## SEARCH SCHEDULE

Resume filing deadline ..... April 23, 2018  
 Preliminary Interviews ..... May 4 - May 11, 2018  
 Recommendation of Candidates ..... May 18, 2018  
 Finalist Interview Process ..... June 1, 2018

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 at:

Peckham & McKenney  
[www.peckhamandmckenney.com](http://www.peckhamandmckenney.com)

Resumes are acknowledged within two business days. Please do not hesitate to contact Josh Agnew toll-free at (866) 912-1919 if you have any questions regarding this position or recruitment process.



[www.peckhamandmckenney.com](http://www.peckhamandmckenney.com)