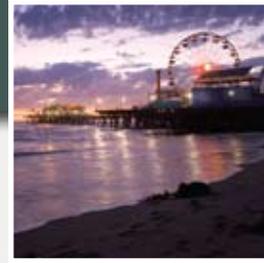


City of Santa Monica



now accepting applications for
City Manager



The Community

Santa Monica is home to approximately 91,000 residents within its 8.3 square miles. It offers beautiful neighborhoods, world-renowned beaches with the Santa Monica Pier, fabulous restaurants, a thriving art community, the Third Street Promenade, excellent schools, award-winning community facilities, and plenty of sunshine. Just 16 miles due west from downtown Los Angeles and 8 miles north of the Los Angeles International Airport, this City is known as a beach town with all the amenities of a sophisticated community. Tourism and a robust business base add to the vitality of this City.



Residents and businesses are attracted to Santa Monica, an urban village by the sea, because of its desirable location. There are approximately 14,000 businesses in the City and 79,000 jobs. A good many of the jobs are related to the entertainment, high-tech, and software industries; and 60% of the employed residents work in managerial, professional or related occupations. Many prominent companies call Santa Monica home including YAHOO!, HBO and MTV. Each year about 5.6 million tourists visit Santa Monica contributing to the economic strength of this City. Whether you live, work or visit in Santa Monica, you can expect vibrancy and excitement.



City Organization

Santa Monica is a charter city with a council-manager form of government. The City Manager reports to a seven-member City Council which is elected at-large and designates its own Mayor. The City Manager has one Assistant City Manager, one Deputy City Manager, and twelve Department Directors. This is a full-service city which operates its own police, fire, general aviation airport, a municipal bus line, refuse service, and a civic auditorium. The City has a \$539.3 million budget with approximately 2,200 FTEs. The City is fiscally sound and has enjoyed a Triple A bond rating for many years.

Community Priorities/Issues

Part of Santa Monica's attraction is its diversity of lifestyles and opportunities. The City Council values community involvement and providing a leadership role on issues related to the homeless, environment, quality of life and fiscal responsibility. The new City Manager will be charged with moving the community forward on these important priorities.

Responsible government embraces tolerance with a continuing eye on improving conditions, such as homelessness and affordable housing. It's the City's desire to balance compassion, activism, and an improved social approach in a regional effort to address the needs of stakeholder groups.

The City also wishes to maintain its leadership role for environmental and quality of life issues. Being sensitive to all environmental issues and achieving sustainability are part of Santa Monica's continuing commitment. Likewise, quality of life issues involving public safety, infrastructure, affordable housing and transportation are high on the "to do" list for the City.

Work is underway on the Land Use and Circulation Elements of the General Plan. This effort combined with adoption of a new Zoning Code will help define the course of the City's future development. Retaining affordability is one of the City's greatest challenges given the community's desirability. Along with providing a clear vision of the future, the City wishes to continue its strong fiscal discipline in running a first class City. A key priority for the new City Manager will be to implement new community-driven directions while ensuring the City remains fiscally sound.

Portrait of The Ideal Candidate

The City Manager must be a strategic creative thinker who has a proven track record in fiscal management, land use, consensus-building and the desire to provide regional leadership on environmental and social issues such as sustainability, affordable housing and homelessness. The ideal City Manager must value community participation and know how to facilitate input from residents, commissions, and the City Council. He/she will have a reputation for intelligence, poise and being calm under fire. He/she must have the flexibility and mind set to effect change within the organization as needed. The ideal City Manager also demonstrates:

- Strong fiscal management and insight
- Knowledge of planning, land use, zoning, building, safety and redevelopment
- A business attitude of running the organization
- Mentoring and developing excellence from City staff
- Problem solving with a creative attitude
- Willingness to take reasonable risk
- Teamwork, effective delegation and accountability
- Superior listening and communications in all forms
- Unquestionable ethics and integrity
- A good antenna for community issues
- Fostering an administration of transparency
- An openness to new ideas and the desire to be a leader



Compensation Package

Base salary range \$245,000 — \$285,000 with a generous benefits package including:

- **CalPERS Retirement: 2.7% at age 55:** City pays employee's contribution of 8%, with 6.67% employee reimbursement.
- **Health Insurance:** City-paid medical, dental, vision, and Employee Assistance Program for employee and dependents.
- **Retiree Medical Insurance:** The City makes a contribution into a retiree medical trust (currently \$142/month) and pays for retiree medical insurance up to age 70, providing years of public agency service (not restricted to City of Santa Monica) and age equals 70 at time of retirement under CalPERS (City's retirement plan).
- **Vacation:** Minimum of 12 days per year; maximum of 21 days per year.
- **Sick Leave:** 12 days per year; sick leave buy out program may be used to cash out leave at the end of each fiscal year.
- **Holidays:** 12 days per year.
- **9/80 Work Schedule:** Every other Friday off.
- **Supplemental Retirement Plans:** 457 and 401(a) deferred compensation plans available; no City contribution. The City Manager is required to make a \$625/month contribution into the 401(a) plan.
- **Term Life Insurance:** Twice annual base salary rounded to nearest \$1,000, and LTD.
- **Performance Bonus/Management Incentive Pay (part of PERSable compensation):** \$400/month plus 44 hours of pay per quarter, with the quarterly incentive pay equaling 8.46% of base salary per year. Eligibility for a performance bonus up to 10% of base salary, depending upon performance.
- **Executive Pay Plan:** The City Manager will receive any other benefits provided under the terms of the Executive Pay Plan.

Application Process

Resumes due by October 16, 2009. If you are interested in this great opportunity, please apply online at www.allianceresourceconsulting.com or e-mail your resume to themillsgroup@mac.com by Friday, October 16, 2009. For a brochure or additional information, please call Lisa Mills at (714) 585-2811 or Eric Middleton at (562) 901-0769.