



City Manager CITY MANAGER'S OFFICE

CITY OF ATWATER, CA ANNUAL SALARY: \$164,085–\$209,418 DOE/DOQ

THE CITY OF ATWATER, CALIFORNIA, IS SEEKING A VISIONARY CITY MANAGER with exceptional leadership, communication, and organizational abilities. This position will shape Council policies and programs while overseeing a substantial annual budget of approximately \$90 million and a dedicated staff over 110. The City Manager will have oversight of several exciting initiatives to improve the lives of community members – including efforts to increase affordable housing units in Atwater! Prior experience in budget management and housing development is highly desired, as this position will work collaboratively with public works and contractors on significant housing initiatives. The ideal City Manager has strong interpersonal skills and the ability to be a warm, engaging, vibrant, and knowledgeable resource for community members. They will frequently interface with diverse panels and social groups as they provide hands-on direction for the City's future. *Lead a unique community experiencing a dynamic transformation evident in its rapid housing development, bustling economic activity, and updated infrastructure plans—apply today!*



The City

POSITIONED IN THE PICTURESQUE LANDSCAPE OF CENTRAL CALIFORNIA, the City of Atwater provides a captivating community experience, drawing residents seeking a fulfilling lifestyle. Atwater spans approximately 6.1 square miles and is home to approximately 33,000 residents. Locals treasure nearby gems, such as the historic Castle Air Museum, offering a captivating journey through aviation history, and the Rancho Del Rey Golf Club, providing a scenic haven for golf enthusiasts. Moreover, Atwater is within a five-hour drive of Disneyland and a two-hour drive of Monterey, the Pacific Coast, and Yosemite National Park, adding extraordinary family activities and natural wonders to the list of accessible attractions. Atwater shares its boundaries with the neighboring City of Merced, renowned for attractions like the scenic Applegate Park and Zoo. With its welcoming, inclusive ambiance and diverse offerings, Atwater stands out as a place where every corner invites exploration and fosters a profound sense of community.

The City Government

THE CITY MANAGER WORKS WITH an engaged **five-member City Council** to conduct the business of the City. The Council is responsible for approving budgets for City operations, approving major projects, and providing guidance for actions which affect the quality of life for residents.

The City of Atwater has over 110 full-time staff members and manages an approximate annual budget of \$90 million. The City is comprised of nine departments that provide essential services, including: Administrative Services, City Administration, Community Development, Finance, Economic Development, Fire, Police, Parks & Recreation, and Public Works. The City Manager oversees those Departments as well as serving as Executive Director of the Successor Agency to the Atwater Redevelopment Agency, the Atwater Fire Protection District, the Atwater Housing Authority, the Atwater Public Financing Authority, and the Atwater Public Improvement Corporation.

THE CITY'S CORE VALUES

- ▶ Integrity
- ▶ Transparency
- ▶ Respect
- ▶ Responsiveness
- ▶ Collaboration
- ▶ Diversity
- ▶ Innovation
- ▶ Customer Service

THE CITY OF ATWATER'S STRATEGIC VISION

The City of Atwater is a regional leader in sustainable development offering a safe and welcoming community with a thriving downtown and stable economy that supports our growing population.

2023-2024 ADOPTED BUDGET





The Job / The Ideal Candidate

THE CITY MANAGER WILL BE PASSIONATE about driving positive change in a developing community! They will possess excellent technical abilities in budget administration and project organization, with proven experience as a staff leader and mentor. The ideal candidate is a friendly and collaborative manager, who can roll up their sleeves and build relationships with other executive leadership, staff, and community leaders while ensuring effective oversight of the City's operations. The successful candidate will have a strong vision and strive to have a direct impact on economic development, grant funding, and overall city governance.

The City Manager will be ethical, hardworking, innovative, and strategic, seeking opportunities for shared partnerships that will support City projects and directives. While a prior background with public works is preferred, it is most critical that the candidate for this role brings demonstrated experience working with developers, businesses, and economic development strategies. The successful candidate will demonstrate exemplary emotional intelligence, value community feedback and employee engagement, and possess a desire to serve the City as a long-lasting and enthusiastic City Manager!

The ideal candidate will demonstrate the following core competencies:

Flexibility: Able to adapt their thinking to changing circumstances, new information, or unexpected challenges.

Business Thinking: Sees the City's departments and programs as a series of interlaced services; understands how decisions affect different aspects of the city's business.

Presentation Skills: Confident as a public speaker, while presenting information to the City Council and the public.

Culture Creation: Demonstrates an ability to bring people together and encourage positive collaboration, recognition, and constructive organizational culture.

EMPLOYMENT STANDARDS

Education: Graduation from an accredited college or university with a bachelor's degree in public administration, business administration, or a closely related field. *Education requirements may be substituted with equivalent public administration and/or local government experience.*

Experience: Five (5) years of broad and extensive management, supervisory, and administrative experience, preferably including work in a public agency involving development and administration of programs, budgets, and public services.

Driver's License: Possession of a current California driver's license.

DESIRED QUALIFICATIONS

Education: Master's degree in public administration, business administration, or a closely related field.

FUTURE PROJECTS, CHALLENGES, & OPPORTUNITIES

RESIDENTIAL DEVELOPMENT

With 814 permits issued in the last two years, the City will build 3,000 housing units over the next 5-6 years in order to support the growing community.

COMMERCIAL DEVELOPMENT

With 50 new businesses opened in FY 22/23, the City is committed to bolstering economic development and prosperity.





Salary & Benefits

The salary range is **\$164,085–\$209,418 DOE/DOQ** annually, plus a generous benefits package which includes:

HEALTH/DENTAL/VISION: City provides a contribution to medical, dental, and vision benefits. For those who do not select our medical plan, there is an up to \$600.00 cash-in-lieu of benefit.

RETIREMENT: City participates in the California Public Employees' Retirement System (CalPERS) with a 2% at 60 formula for Classic Employees. For employees covered under PEPR, the retirement formula is 2% at 62.

VACATION: 10 days per year.

HOLIDAY: 14 days per year.

SICK LEAVE: 12 days per year.

PHONE REIMBURSEMENT: City will provide a cell phone.

VEHICLE: City will provide a vehicle.

PERFORMANCE PAY: City will work with the candidate to develop a pay-for-performance package with the chosen candidate over a mutually agreeable period of time.

How to Apply

For first consideration, apply by **APRIL 8** at:

W B C P J O B B O A R D

CLICK BUTTON



Save the Dates. Round one interviews will be virtual and held on **MAY 6**. Finalists will move forward to in-person interviews on **MAY 20**. Candidates must be available for both dates.

Please contact your recruiter, Levi Kuhlman, with any questions: levi@wbcpinc.com
866.929.WBCP (9227) toll-free | **541.664.0376** direct