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City Manager
CITY OF GUSTINE, CA

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EXECUTIVE SEARCH

THE COMMUNITY

With a rich history that mirrors the development of California's agriculture, Gustine is a small city located 29 miles west of Merced in the fertile San Joaquin Valley in central California. The 250-mile long valley is the state's top agricultural region and is frequently called "the nation's salad bowl" for the abundance of vegetables and fruits grown there. Gustine was established in the early 1900s as a station on the Southern Pacific Railroad and was named after Sara "Gussie" Miller, the daughter of Henry Miller, an early California land baron and agricultural pioneer. Since its beginnings, dairies and agriculture have been an integral part of Gustine's heritage, identity and economic base. Encompassing 1.6 square miles, Gustine today is home to 5,756 residents who take pride in its family-oriented hometown atmosphere and strong sense of community.

The quality of life in Gustine has allowed the community to enjoy steady but moderate growth throughout the decades. The town's economy has traditionally been driven by dairy production, and today includes processing and distribution plants for a variety of products. With its affordable housing, Gustine is increasingly becoming a bedroom community to Merced, as well as the San Francisco Bay area which is a one and one-half hour commute away.

Downtown Gustine features antique shops, restaurants and other businesses primarily serving local residents. Regional shopping centers in nearby Merced and Modesto complement the local shops. Public and private schools provide education for children from kindergarten through high school. The city is served by the Gustine Unified School District. Within the city, there are two public elementary schools, one middle school, and two public high schools. The city also is home to Our Lady of Miracles Catholic School serving preschool through high school. Gustine is within easy driving distance to the University of California at Merced, the newest of the University of California campuses and California State University Stanislaus. There are also several community colleges in the area.

Much of the appeal of Gustine can be found in its wide, tree-lined streets and attractive parks. The city has over 40 acres of beautiful parks including the landmark Schmidt Park and historic Henry Miller Park. Recreational amenities include playgrounds, sports facilities,

a municipal swimming pool and a community center. Gustine also is just minutes from the San Luis Reservoir State Recreation area, a public recreation area offering camping, fishing, swimming, boating, wind surfing and kayaking as well as access to horseback riding, biking and hiking trails. The town's proximity to Interstate 5 just six miles west, as well as State Highways 140 and 33, which intersect Gustine, affords residents and travelers easy access to popular destinations such as Yosemite National Park, the scenic Monterey Peninsula and the rolling hills of San Francisco. All are within a drive of two hours or less.

There is a strong community spirit in Gustine. Residents of all ages are actively involved in the community through a variety of clubs and organizations including Rotary, Lions and 4-H clubs. The community hosts numerous festivals and celebrations throughout the year, including the Fourth of July festivities in the summer, the Wolfsen's Sausage Tasting event in the fall and the downtown Christmas celebration in December. Another yearly tradition for Gustine residents is the hosting of a barbecue for veterans at Lemoore Naval Air Station. Gustine's most notable celebration, however, is the "Our Lady of Miracles" Portuguese Festa which draws over 20,000 people annually. The ten-day event has been attracting people from all over California, and as far away as Portugal, since 1936.

For more information about the City of Gustine, please visit www.cityofgustine.com

THE ORGANIZATION

The City of Gustine is a General Law city incorporated on November 11, 1915 and operates under the Council/Manager form of government. The City Council is comprised of five members: four City Council Members are elected for four year terms, while the Mayor is elected for a two year term.

The General Fund budget for FY 2016-17 is \$1.9 million. With 25 employees, Gustine provides a range of services including general administration (Manager, City Clerk, City Attorney, Personnel,



and Finance), Police, Community Development, Public Works as well as Parks and Recreation. Education, Fire Protection, Library, and Trash services are provided by separate



entities. Gustine is home to a municipal airport owned and operated by the City of Gustine.

Gustine's fiscal outlook has improved since the Great Recession but its budget remains tight. The City is exploring ways to increase revenue and improve operational efficiency and currently there are various areas that have been identified for possible annexation into the city limits. It is anticipated that controlled growth will provide for additional housing while maintaining the quality of life standards that make Gustine such a desirable place to live.

The revitalization of Gustine's downtown is currently a focus as well. The need to attract more retail, restaurants, and a supermarket is evident and efforts are being made to refresh, yet maintain the original character of Gustine's downtown. The City itself has new offices on Fifth Street and a roundabout is under consideration.

THE POSITION

Under the policy direction of the Mayor and City Council, the City Manager manages the City Departments, assists the City Council in fulfilling their role as representatives of the citizens of Gustine, and serves as the Chief Administrative Officer of the City and its Management team.

The Mayor and City Council are seeking a leader with unquestionable ethics and integrity as well as solid management, organizational, and financial skills. It is expected that the new City Manager will provide well thought out and sound recommendations for the Council's consideration and will provide strategic leadership, focus, and direction to the City Council and staff.

The new City Manager must possess outstanding listening and communication skills as well as excellent interpersonal skills. She/he will be visible, involved in, and accessible to the City Council, staff, and community at-large. The City Manager will team with the Mayor and City Council and staff in providing open, responsive and customer-oriented service to the community.

Crucial success factors for the new City Manager will center on creating and managing growth, economic development (attraction, retention, and expansion), economic diversification, planning and land use, labor negotiations, collaboration and consensus building skills, innovative problem solving, grant acquisition, transportation, and downtown revitalization.

The City of Gustine might have that "charming small town" look, but for a small city it is sophisticated and very professionally run.





Although any combination of education and/or experience which provides the knowledge, skills, and abilities necessary to perform the duties and responsibilities of the position will be qualifying, ideally, the new City Manager will have a minimum of a Bachelor's Degree in public administration or related field from an accredited university or college, while a Master's degree in public or business administration is desired. In addition, the City Manager

will possess a minimum of ten years of progressively responsible experience in the planning, organization, coordination and administration of a variety of activities in a local government setting.

THE COMPENSATION

The salary for this opportunity is dependent upon qualifications and experience and the City provides the following benefits: CalPERS retirement plan (Classic members 2.5% @ 55, New members 2% @ 62); Anthem Blue Cross health, dental, and vision plans for employee and qualifying dependents with little cost to the employee; 10



paid holidays; 336 hours of annual leave; life insurance; deferred compensation plan with employer match up to the equivalent of 3% of base salary; employee assistance program; and a wellness program.



SEARCH SCHEDULE

Filing Deadline:..... March 20, 2017
 Preliminary Interviews:.....
 March 27 through April 6, 2017
 Recommendation of Candidates April 11, 2017
 Finalist Interview ProcessApril 25, 2017

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 send your resume and cover letter electronically to:

Peckham & McKenney
apply@peckhamandmckenney.com

Resumes are acknowledged within two business days. Call Phil McKenney toll-free at (866) 912-1919 for more information.



www.peckhamandmckenney.com