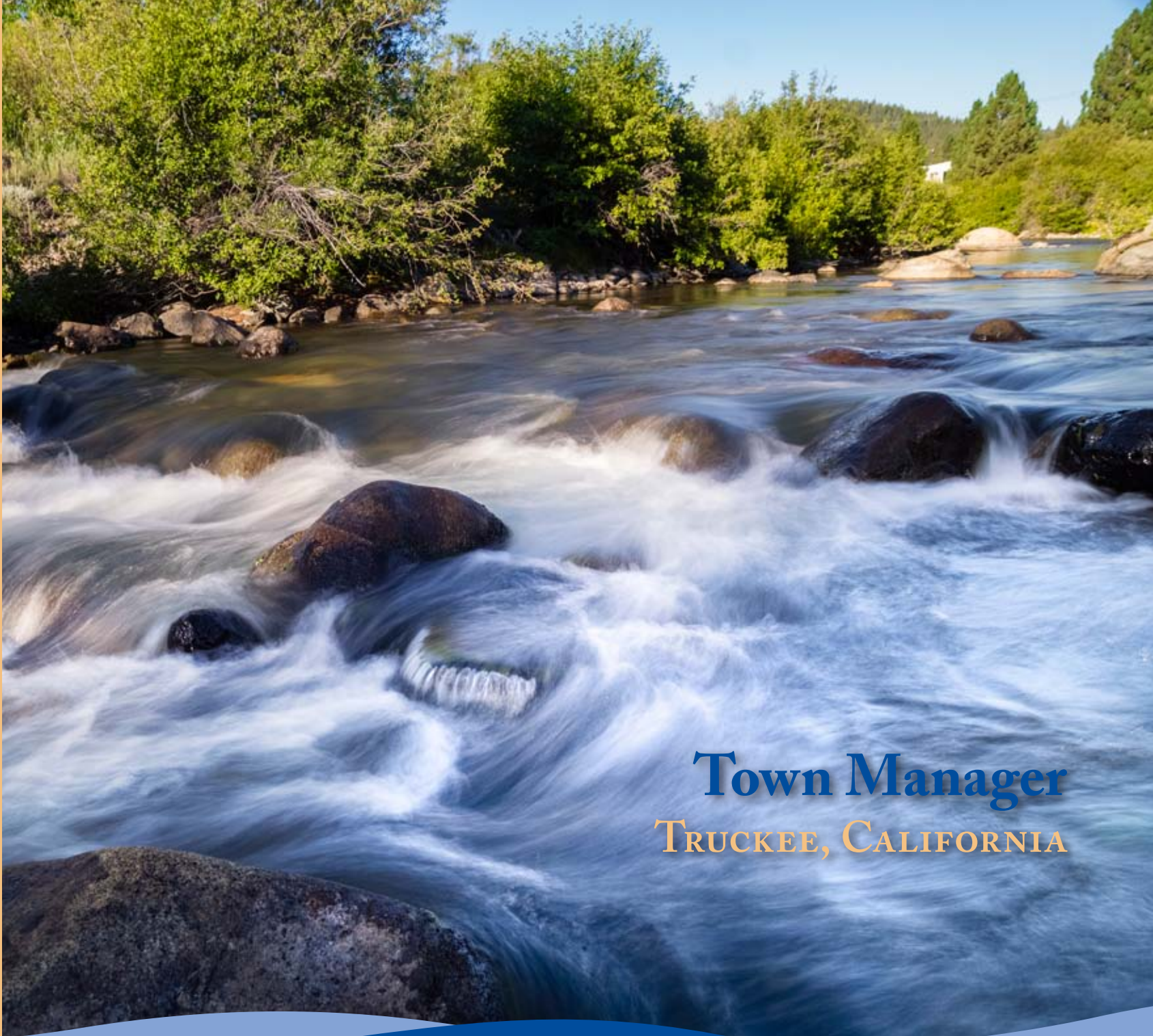


Peckham & McKenney
"All about fit"



Town Manager
TRUCKEE, CALIFORNIA

PECKHAM
&
MCKENNEY
EXECUTIVE SEARCH

THE COMMUNITY

Settled high in California's spectacular Sierra Nevada mountain range amid majestic pine and fir trees, Truckee is a historic mountain town located 12 miles north of Lake Tahoe, California and 35 miles east of Reno, Nevada. Just minutes from eight world-class ski resorts, Truckee ranges in elevation from 5,980 feet in downtown Truckee to 7,500 feet in the northwestern corner and encompasses nearly 34 square miles. Access to the town is available by car through Interstate 80 and State Route 89, as well as by daily Amtrak train service and daily charter and private flights at the Truckee Tahoe Airport.

Over 150 years ago Truckee attracted rugged pioneers who established a bustling logging and railroad town. Originally called Coburn Station after one of its first entrepreneurs, it was renamed in 1868 for a Paiute Indian Chief who helped guide thousands of wagon trains in their westward migration. Today, Truckee is a safe, close-knit community of over 16,000 residents who share a passion for breathtaking scenery, an abundance of year-round outdoor activities, and the preservation of the Truckee's small town character and authenticity.

Truckee's economy is driven by tourism and seasonal residents primarily in the winter and summer. During those seasons, the population can swell to over 45,000. Visitors are attracted to the area for its stunning beauty, exceptional resorts, and pristine alpine lakes and rivers where every winter and summer sport imaginable can be pursued. The Truckee Donner Chamber of Commerce's current tag line is "Base Camp for a Big Life," and it is. Truckee's significant annual snowfall amounts entice downhill and cross country skiers, snowboarders and sledders, as well as those who prefer to cozy up to a roaring fire. In summer, sunny days combined with mild temperatures create an ideal environment to enjoy camping, backpacking, hiking, boating, fishing and horseback riding, as well as white-water kayaking and tubing on the Truckee River.

Truckee is a thriving, genuine community where people live, work, play, attend school and are actively engaged in civic life. The town has high quality schools, a range of housing options relative to the surrounding area, excellent emergency medical facilities and infrastructure. Truckee has a distinctly progressive spirit, but the community is dedicated to protecting its historic roots and authentic mountain town lifestyle. Nowhere is that more evident than in historic Downtown Truckee. Its historic brick buildings evoke its frontier town days, but now house unique shops, fine hotels, superb restaurants, wine tasting, art galleries and entertainment. This unique blend of old and new has earned Truckee well-deserved accolades for its evolution into an exceptional ski town. It has been named by Sunset Magazine as "Most Well-Rounded" ski town in the West and also has received similar recognition in numerous other publications including National Geographic and Travel & Leisure magazines.



For more information about the Town of Truckee, please visit www.townoftruckee.com and www.truckee.com.

THE ORGANIZATION

Incorporated in 1993, Truckee is part of a select group of communities that have chosen to be known as a town, rather than a city. Originally incorporated as a general law city, in 1995 Truckee voters chose to become a charter city. Truckee operates under the Council-Manager form of government and is governed by five council members, elected at large for four-year terms. The Council appoints the Town Manager, Town Attorney, and members of advisory boards, committees and commissions.

The General Fund budget for fiscal year 2016-17 is \$22 million with an \$80 million five-year Capital Improvement Plan. Truckee has approximately 120 employees and provides a range of services including public safety, highways and streets, public improvements, planning and zoning, general administrative services, solid waste, building and safety, parking, and transit.

Each year, the Council and the Town's Department Heads hold a workshop to establish the Council's Goals for the upcoming year. The Council's goals, not in any order, for 2017 are to:

- Revitalize the downtown core and the Truckee River through strategic partnerships leveraging public and private resources.
- Expand bicycle and pedestrian infrastructure with a focus on connectivity using Measure R to leverage additional public and private resources.
- Increase the availability of "locals" housing through policy development, prioritization of resources, identification of new funding sources and pursuit of regional collaboration and partnerships.
- Facilitate communication, collaboration and cooperation among all government entities providing services in Truckee.
- Embrace the use of technology to actively involve the broader Truckee community in key decisions that affect our future.
- Promote the retention and expansion of existing businesses and the establishment of new business through strategic partnerships. Seek efficiencies in provision of services to improve Truckee's quality of life and free up resources for use on strategic initiatives.

THE POSITION

Since its incorporation in 1993, there have only been two Town Managers, the first being Steve Wright and then Tony Lashbrook, who recently announced his retirement creating this outstanding opportunity. Having had two, excellent long-tenured Town Managers serve the Town over the years is a testament to the leadership provided by the elected officials of the Town, the excellent staff, and to the captivating environment in which you get to live and work.

Many governmental agencies have mission or values statements. Few actually use them once created, only a very few apply them on a daily basis. The Town of Truckee is one of those few.

Over time a set of operating principles known colloquially as "The Truckee Way" has evolved. It is against these principles that the Town measures the effectiveness of its operations and evaluates success or failure in dealing with everyday issues and challenges. Excerpts include "Seek first to understand, then speak to be understood – listen actively, communicate openly and transparently"; "Creating the best future for our community requires the highest level of public service – every day"; "We will treat everyone, and their point of view, with respect, courtesy, and fairness"; and "The Town and the community it serves are united in the desire to protect and preserve the historic downtown as the heart and soul of a special place. They are equally united in the desire to preserve and protect the environment and quality of life that makes Truckee an attractive place to live and visit. These shared values shape, and frequently control the establishment of Town policies and their related actions."

The Town of Truckee is indeed a very special place. For the complete "The Truckee Way," please go to www.townoftruckee.com/government/the-truckee-way.

THE IDEAL CANDIDATE

Truckee's Mayor and Town Council are seeking a visionary leader with unquestionable ethics and integrity as well as solid management, organizational, and financial skills. It is expected that the new Town Manager will be politically aware and will provide well thought out and sound recommendations for the Council's consideration. The new Town Manager will provide strategic leadership, focus, and direction not only to the Town Council, but to the community as a whole when appropriate.

The new Town 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 staff and community. The Town Manager will team with the Mayor, Council, and staff in providing open, responsive and customer-oriented service to the community. He/she will be expected to maintain and enhance cooperative working relationships within the Town, amongst the many special districts (17), neighboring communities, regional agencies, and both Nevada County and Placer County.

Significant success factors for the new Town Manager will center on managing growth, economic development and diversification, finance and budgeting, current and long-range planning and land use, locals housing, regionalism, collaboration and consensus-





building skills, and innovative problem solving. The Town of Truckee needs a pro-active manager, someone who is confident and able to provide the leadership necessary to help the Town 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 in this caring community. It is also hoped that the selected candidate will take advantage of and thrive in this outdoor, activity-oriented community.

EXPERIENCE AND TRAINING GUIDELINES

Any combination of experience and training that would provide the required knowledge, skills and abilities would be qualifying. A typical way to obtain the knowledge, skills and abilities would be:

EXPERIENCE: Nine years of increasingly responsible administrative experience in municipal government involving the development,

evaluation, and recommendation of services and policies including five years of management and supervisory experience.

TRAINING: Equivalent to a Bachelor’s degree, from an accredited college or university, with major course work in political science, business administration, public administration, planning or a related field. A Master’s degree is highly desirable.

THE COMPENSATION

The salary range for this incredible opportunity is currently under review.

Benefits include but are not limited to: vacation leave; sick leave; administrative leave; paid holidays; CalPERS health insurance, dental and vision insurance 100% paid by Town for employee and family; group life insurance; long term disability; voluntary life insurance; deferred compensation; 457 Plan (optional); retirement health savings 1% mandatory; and CalPERS retirement (2% @ 62; Classic PERS 2.5% @ 55).



SEARCH SCHEDULE

Filing Deadline April 19, 2017
 Preliminary InterviewsApril 24 through May 5, 2017
 Recommendation of Candidates May 9, 2017
 Finalist Interview Process
 Initial InterviewsMay 19,2017
 Final Interviews..... June 9, 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