

Compensation and Benefits:

The City of Redding offers a competitive salary and compensation package. The base salary range for this position is \$62,964 - \$100,920 annually DOQ. The benefits package includes:

- Retirement: CalPERS - The City does not participate in Social Security.
- Health, Dental and Vision Plans: Excellent medical, dental and vision benefits for employee and dependents with 90% of the premium paid by City.
- Vacation: Accrual at the rate of two weeks per year up to the fourth year of service. Accrual rate increases thereafter based on tenure.
- Holidays: 13 1/2 holidays annually. Nine and a half fixed holidays and four floating holidays.
- Administrative Leave: Up to 80 hours annually.
- Sick Leave: Accrual at the rate of 12 days annually. With 10 plus years, eligible sick leave transfer to Retiree Health Savings Plan on pre-tax basis upon retirement. Remaining sick leave converts to service credit through CalPERS.
- Life insurance: Equal to two times annual salary for employee and \$3,000 for each dependent.
- Long-term disability insurance.
- Deferred Compensation: 457 plan available for employee contribution.
- AFLAC: Supplemental insurance plans available at employee expense on a pre-tax basis.
- Vantage Care Program allows employees to use pre-tax income to pay medical premiums after retirement.
- Credit Unions available.

THE CITY OF REDDING IS AN EQUAL OPPORTUNITY/FEDERAL AFFIRMATIVE ACTION EMPLOYER

The Process

To apply for this exceptional career opportunity, please forward a formal city application, your resume, and a list of five work-related references (who will not be contacted until mutual interest is established) to:

Bill Avery or Paul Kimura
Avery Associates
3 1/2 N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
Fax: 408.399.4423
E-mail: jobs@averyassoc.net



The final filing date for this position is December 22, 2011.

If you have any questions regarding this position, please feel free to contact Bill Avery or Paul Kimura at 408.399.4424.

For the employment application contact City of Redding Personnel Department, 777 Cypress Avenue, Redding, CA 96001, phone (530) 225-4069, TDD (530) 225-4407, FAX (530) 225-4062 or visit our web site at www.ci.redding.ca.us.

Applications will be screened to determine those who are best qualified to continue in the selection process. Candidates considered well-qualified based on information provided will be invited to participate in an oral board interview to further assess qualifications. The City will conduct a thorough background investigation on the final candidates.

Veterans Credit: Veterans who have received an honorable discharge from the military service and receive a passing score on the examination will have two points added to their final examination score. To obtain this credit, veterans must provide a copy of the DD214, indicating honorable discharge with each employment application before the closing date.

The City of Redding

*invites your interest
for the position of*



Municipal Utilities Manager Wastewater

The Community of Redding

The City of Redding, a dynamic community with a population over 90,000 is located at the north end of the Sacramento Valley, 150 miles north of Sacramento. Redding has a superb climate with moderate springs and falls, sunny summers with low humidity and mild winters. Warm weather signals the start of after-work and weekend trips to the local lakes, Shasta and Whiskeytown, as well as the Sacramento River. Snow decorates nearby Mt. Shasta and Mt. Lassen year round. Snow skiing, sledding and other winter sports are abundant within a short drive. A thirty-three mile trail along the Sacramento River; numerous community parks, a world-class museum and arboretum complex and continuous community events provide for a healthy environment in which to live and work. Redding is truly a beautiful city in a fabulous location for those interested in an active outdoor lifestyle.



The community offers an impressive complement of housing in all areas and housing types: riverfront, mountain view, country acreage and traditional subdivision. The median home price is below the statewide average. Redding has excellent schools. Shasta Community College, Simpson University and National University provide advanced educational opportunities. Chico State University is located only 70 miles south of Redding and offers extension courses in Redding. In addition, a wide variety of cultural and community activities support a great quality of life in Redding.

City Government

Redding has an excellent, supportive City Council and a dynamic and dedicated management team. The City Council, City Manager and City Employees take pride in working in partnership with an active and involved citizenry to continually improve our community. The City of Redding is fortunate to have a top-quality workforce that includes more than 733 full-time and 336 part-time employees that help make the City Council and community visions a reality. City Manager, Kurt Starman and his senior staff guide the organization.



Redding's financial footing is very solid with a total budget of \$401 million and a General Fund budget of \$64.6 million. The General Fund provides most of the City's core services including public safety, street maintenance, parks, and recreation programming. Every fund has a long-range financial plan.

The Position and Ideal Candidate

The Municipal Utility Manager for Wastewater reports to the Assistant Director of Municipal Utilities and is responsible for the day-to-day management and operation of the Wastewater Utility. The Redding Wastewater Utility funds and operates two regional wastewater treatment plants, Clear Creek with a capacity of 8.8MGD and Stillwater with a capacity of 4MGD. It also manages 408 miles of sewer line and 15 lift stations. The wastewater treatment plants process wastewater and discharge them to the Sacramento River. The Utility has about 40,550 connections.



The Utility is divided into four divisions, each with a supervisor. The divisions are Clear Creek Wastewater Treatment Plant, the Stillwater Wastewater Treatment Plant, collection system and Industrial Discharge. The Utility has 34 employees and an annual budget of \$17,763,000. The City has a ten-year master plan for the Utility and a number of projects are underway or planned. Major capital projects include: reconstruction of the Clear Creek Wastewater Treatment Plant; replacement of a suspended sewer line across the Sacramento River; an inflow and infiltration program and several trunk sewer line replacements.

The nature of the master plan will require a broad experience base with capital project planning, implementation and management; multi-year financial plans including budgets, revenue and expenditure forecasts including revenue source analytics related to rate setting and development impact fees and; asset management programs. Leadership will be a key attribute in developing the skills and capacity of staff and in setting a positive tone for customer service and productivity efforts. The new manager will present to the City Council and interact with customers and other members of the city leadership team. Excellent verbal and written communication and strong administration skills are expected in this capacity.

The ideal candidate will possess the expertise to manage this utility and maintain a solid financial condition and must be able to analyze complex problems to make sound policy, financial and procedural recommendations. Adaptability and resourcefulness are essential attributes in this assignment. A California Water Resource Control Board Grade 4 or 5 Wastewater Treatment Plant Operator Certificate is highly desired but not required for this position.



Education: Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a Bachelor's Degree from an accredited college, university, or equivalent in Public Administration, Business Administration, Civil Engineering, Chemistry, Public Health, Asset Management, Construction Management, or other related field.

Experience: Typical experience would include seven years relevant experience in a progressively responsible position in a related field; five years in a management level position, including four years direct supervisory experience.