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"All about fit"



**PECKHAM**  
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**MCKENNEY**  
EXECUTIVE SEARCH

**City Manager**  
CITY OF TURLOCK, CALIFORNIA

## THE COMMUNITY

Turlock is a flourishing community set in the heart of northern California's bountiful Central (San Joaquin) Valley. Surrounded by a rich agricultural landscape including thousands of acres of fruit and nut orchards, Turlock (pop. 72,879, 17 sq. mi.) enjoys a reputation as a historically diverse, family-oriented community with a relaxed pace of life. It is also home to the prestigious California State University Stanislaus (Stan State), recognized for its high-quality academic programs. Demographics range from retirees to college students, and everything in between.

Founded in 1871, Turlock is the second largest city in Stanislaus County. The city is approximately 93 miles south of Sacramento, with Modesto 14 miles to the northwest, and Merced 25 miles to the southeast. Turlock's central location puts it within a two-hour drive of some of California's most popular destinations including San Francisco, the Pacific Coast, Yosemite National Park, and the Gold Country.

The enviable quality of life in Turlock, more Middle America than West Coast in character, has allowed the community to enjoy well-planned, smart, and steady growth while preserving its appealing small-town character. Residents are drawn to its safe, vibrant downtown, superior services, twenty-five parks and sports facilities, five distinct shopping areas, excellent schools, unique residential areas, and a full range of medical facilities, including Emanuel Medical Center, with the Stanford Emanuel Radiation Oncology Center.

Cultural art experiences are abundant and include a number of live theatre, musical, and fine arts events at Stan State, as well as the Turlock Community Theatre and the Carnegie Arts Center. Numerous community events are held throughout the year highlighting Historic Downtown Turlock and its galleries, specialty shops, farmers market, and exceptional dining venues. Among the community's most notable special events are the award-winning Stanislaus County Fair, the International Model A Swap Meet, the American Cowboy Team Roping Western Championship, and the week-long Central Valley Bluegrass Association's RV Rally and Campout.

The Turlock Unified School District (TUSD) provides excellent education to over 14,000 students. TUSD also provides one of the largest adult education programs in the Central Valley. Stan State serves a diverse student population of approximately 9,000 at two locations in the Central Valley including a beautiful 228-acre campus in Turlock. The Princeton Review consistently rates Stan State among its Best Colleges, a distinction awarded to only 15% of colleges and universities nationwide.

To learn more about the City of Turlock, please visit <http://ci.turlock.ca.us>.

## THE ORGANIZATION

Incorporated in February 1908, Turlock is a General Law City with a Council-Manager form of government.

Turlock's five-member City Council includes a Mayor (elected at-large) and four Council Members (elected by district), all serving four-year terms, without limit. Council Members also choose from among their number a Vice Mayor, who serves a one-year term. The Council appoints a City Manager, who provides direction to all departments and supports the policy directives of the City Council. The Council also appoints a City Attorney, and the City Treasurer is elected.

Six departments (Administrative Services, Development Services, Fire, Municipal Services, Parks and Recreation, and Police) offer a full range of services to the community. The City currently has 330 FTEs, with 351 FTEs authorized in the FY 2017-18 budget (General Fund \$38,249,175, Non-General Fund \$154,073,034). The General Fund reserve was just over \$11 million at June 30, 2017, the end of the last budget year, which included deficit spending.

To ensure effective, efficient use of City resources, the City Council adopted the "Mayor and City Council Policy Goals and Implementation Plan for 2015-2019." The plan identifies seven specific organizational policy goals, action items to achieve each goal, strategies to accomplish each action item, and metrics of success. The policy goals are:

- Effective Leadership
- Fiscal Responsibility
- Public Safety
- Municipal Infrastructure
- Economic Development
- Intelligent, Planned, Managed Growth
- Quality Community Programs

City leaders are proud of Turlock's well-planned growth and development in its residential, commercial, and industrial zoning districts, and effective use of the SR 99 corridor. Public relations and economic development efforts are in full swing to attract jobs and complementary businesses. Turlock also has enviable relationships with Stan State and the School District – the three meet quarterly to advance mutual interests.

Major capital projects include a \$272 million, regional, surface-water treatment plant, which will provide drinking water to Turlock and the City of Ceres, scheduled to come online in 2022. Other enterprise-funded projects include a recycled water pipeline for farmers (\$23 million) and upgrades to the wastewater treatment plant (\$18 million). The City owns Turlock Municipal Airport and contracts with TRAA (Turlock Regional Aviation Association) for the management of airport operations.



Issues facing Turlock include balanced growth and impact fees, and a shortage of housing inventory, including affordable housing. Fiscal challenges facing city government include increases in retirement and health care costs – Turlock is self-insured for health care – and the reality that revenues, while increasing, are not quite keeping pace.

## THE POSITION

Appointed by and reporting to the City Council, the City Manager implements the Council's priorities and provides sound and effective management of the City. She or he provides supportive leadership that creates an environment in which the community, City Council, and all employees work together using their abilities to the fullest to enhance the overall quality of life in Turlock.

As the chief administrative officer, the City Manager appoints department heads of the City's six operating departments and the City Clerk. The City Manager also serves as Executive Director of the Successor Agency to the Turlock Redevelopment Agency.

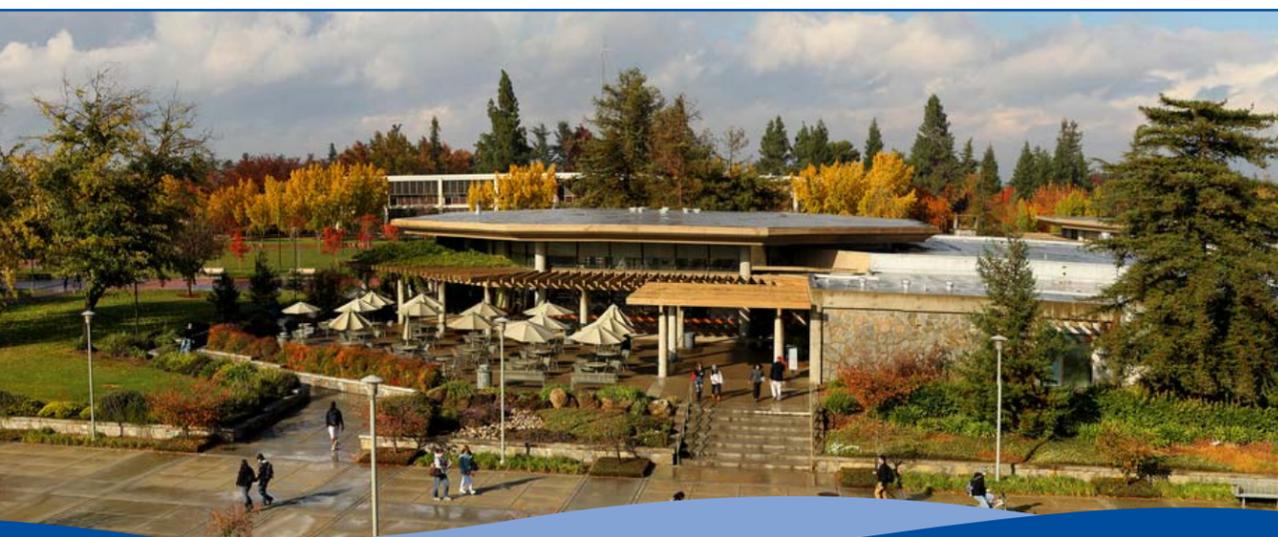
The next City Manager will inherit diverse, extremely talented, and committed employees, who weathered the Great Recession, and in some respects are still waiting to emerge fully from its shadow. The employee base was culled several years ago, for example, and has yet to be fully restored. The Police Department needs more officers.

The City has an organized workforce including the Turlock City Employees Association (TCEA), the Turlock Associated Police Officers (TAPO), the Turlock Firefighters Local #2434 (FIRE), and the Turlock



Management Association-Public Safety (TMAPS). Two other groups (Management and Confidential) and part-time employees are unrepresented. Multiple collective bargaining agreements will be renegotiated this year.

The new City Manager should also expect a very engaged community and involved citizens, who attend council meetings and bring issues forward. Council expectations for customer service and citizen engagement are high.



## THE IDEAL CANDIDATE

Turlock seeks a strong, thick-skinned leader, and a person of the highest integrity as its next City Manager. The ideal candidate must be able to hit the ground running and deal with strong personalities from every corner, requiring not only a true command presence, assertiveness, and self-confidence, but experience in principled leadership and effective management. She or he must be decisive, with the ability to stand her or his ground and say “no,” unafraid of hard decisions, risk-taking, and failure.

The next City Manager has a strong work ethic and is committed to executing City Council’s policy priorities, keeping Council informed, and keeping the organization on track. Considerable experience in finance and developing and managing budgets is essential. Building is a top priority. Several major capital projects are underway, and the City’s infrastructure needs are significant.

The new City Manager will be a positive presence, expected to stabilize and quickly advance an organization still feeling fatigue from the Great Recession. The ideal candidate is open, inclusive, collaborative, and adaptive with the ability to motivate, develop, and inspire every other City employee, especially the members of the executive



leadership team, maximizing their potential by setting clear expectations and holding them accountable, but without micromanaging. The new City Manager must be highly personable and engaging, with expert-level outward- and inward-facing communications skills.

The position requires a minimum of five years of increasingly responsible administrative and managerial experience in a public or private agency, and at least three years’ experience as a City/Town/Village Manager, CEO, or similar level in executive management. A four-year college or university undergraduate degree with major course work in public administration, business administration, urban planning, finance, or a related field is required. A Master’s degree or equivalent experience and training or other advanced degree is desirable, but not required. Residence within the municipal boundaries is encouraged.

## THE COMPENSATION

The salary range for this position is \$195,000 to \$237,000\*, with hiring dependent upon experience and qualifications, and relocation assistance subject to negotiation. The City of Turlock offers a competitive fringe benefits package including health coverage (health, prescription, vision, and dental); long-term disability and term life insurances; holiday, vacation, and sick leave; CalPERS Retirement (9% mandatory) and deferred compensation (401 Plan, optional, election at time of hire); and an automobile allowance. \*Salary schedule to be updated.

## SEARCH SCHEDULE

Filing Deadline .....	April 3, 2018
Preliminary Interviews .....	April 10-17, 2018
Recommendation of Candidates .....	April 20, 2018
Finalist Interview Process .....	April 30, 2018

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](mailto:apply@peckhamandmckenney.com)

Resumes are acknowledged within two business days. Please do not hesitate to contact Andrew (Drew) Gorgey directly at (970) 987-1238, if you have any questions regarding this position or the recruitment process.



[www.peckhamandmckenney.com](http://www.peckhamandmckenney.com)