




ALLIANCE
RESOURCE CONSULTING LLC

City Manager
City of Solana Beach, CA

The City of Solana Beach

Located just 27 minutes north of busy downtown San Diego, the enchanting, easy-to-access City of Solana Beach offers a strong sense of community in an idyllic setting where gorgeous bluffs, lively tidepools, sandy beaches, scenic trails, great neighborhoods, and an award-winning school district coexist in a charming small-town setting. Events such as the Fiesta del Sol, Concerts-in-the-Park, and Holiday Tree Lighting events are part of the small town atmosphere that residents enjoy. The vibrant Cedros Design District, adjacent to the Solana Beach Train Station, offers a tantalizing variety of shops, cafes, restaurants, and live music, as well as a weekly Farmers Market. Solana Beach enjoys sunshine almost every day of the year with daytime temperatures ranging between 65 and 76 degrees Fahrenheit.

Incorporated in 1986, Solana Beach is a general law city with a City Manager/Council form of government. The progressive and pragmatic City Council is composed of a directly elected Mayor and four Councilmembers who are elected within their Districts.

Approximately 13,500 people reside in Solana Beach. The City's two-year General Fund budget projects revenues of \$27,426,018 in FY 2024 and \$27,756,332 in FY 2025. Measure S, a local 1% sales and use tax, will bring in an additional \$4,400,000 - \$4,488,000 for streets, parks, beaches, and services. The Solana Beach City Council is fiscally conservative and prides itself on maintaining a balanced budget.

Additional information can be found at <https://www.cityofsolanabeach.org/>.

The Position

The City Manager is appointed by the City Council to organize and administer all City departments to achieve the Council goals, policies and programs, and is also charged with enforcing all applicable Federal laws, State laws and municipal ordinances.

The City Manager oversees several departments, including: Community Development, Engineering & Public Works, Finance, Community Services, Human Resources and Risk Management, City Clerk, Information Technology, and Public Safety (Fire Department and Marine Safety). Solana Beach contracts for law enforcement services with the San Diego County Sheriff.

The functions within the City Manager's Office include: Environmental Sustainability, Budget and Administration, Cable Television Administration, Legislative Analysis, Recreation Programs, Park Development, Special Event Coordination, Special Projects, Capital Improvement Administration, Grants, Shoreline Policies, and Public Art Program. City Manager is an "at-will" position.



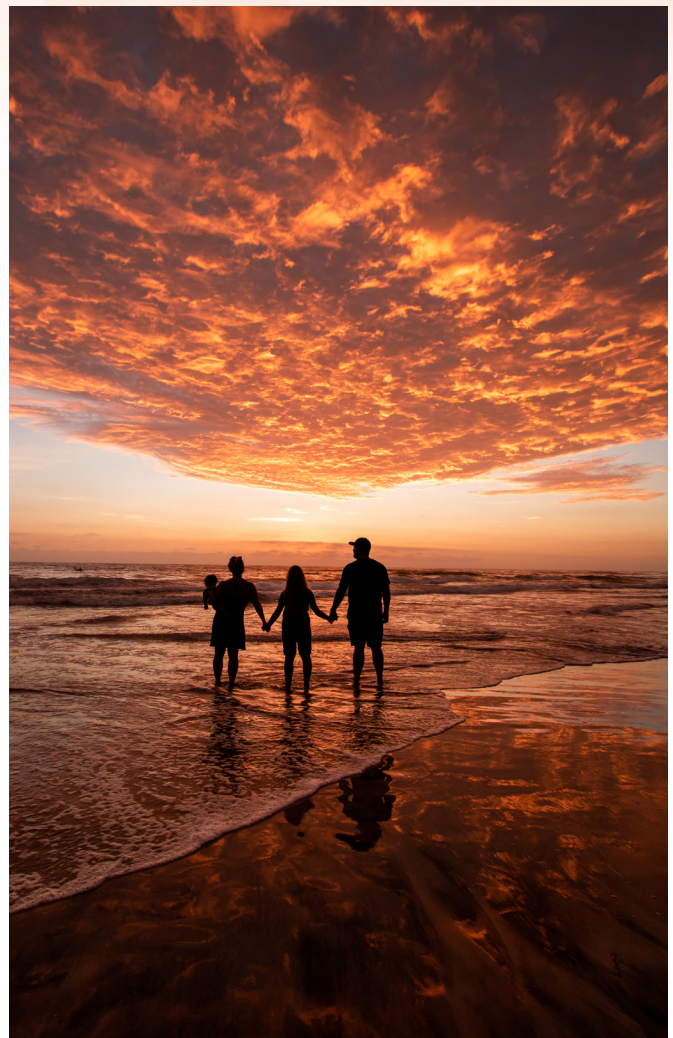
The Ideal Candidate

The ideal candidate for Solana Beach City Manager is a kind and empathetic leader who embraces the City Council’s “residents first” mindset and personifies integrity. This person is a responsive, respectful, and hardworking administrator who leads, motivates, and supports staff while finding creative, fiscally responsible ways to operationalize City Council’s priorities, as presented in the City’s Work Plan. This individual is forward thinking, has an extensive knowledge of budgets, and is adept at leveraging outside funding/grants to keep important projects on track.

The best qualified candidate has in-depth experience managing local land use and environmental issues along the California coastline. The successful candidate will be a skilled negotiator who advocates for their community as well as an active listener who has their fingers on the pulse of the City. This person will stay in touch with local residents and business leaders and participate in City events. Finally, the next City Manager will be a clear, concise, politically-savvy communicator who builds trust and handles controversial issues with diplomacy and tact.

Qualifying Education and Experience

Requires graduation from an accredited college or university with a bachelor’s degree in public administration, business administration, or a related field, and 10 years of responsible experience in city administration, including at least 5 years of experience at the executive level. Highly desirable qualifications include: experience working in a full-service city, experience working collaboratively with engaged neighborhood groups, and a Master’s Degree.



Compensation and Benefits

Salary: \$235,000 - \$265,000, DOQ. Benefits include:

Group Health Insurance: The City provides up to \$1,586.82 per month in Cafeteria Health Plan benefits via CalPERS. Dental and Vision insurance plans are also available. Eligible employees may receive an opt-out benefit of up to \$475 per month.

Flexible Spending Accounts: The City provides optional Health Care and Dependent Care Flexible Spending Accounts to its employees.

Retirement: The City provides retirement benefits through CalPERS using a 2% at 62 retirement formula mandated under the Public Employees' Pension Reform Act of 2013 (PEPRA).

457 Deferred Compensation Savings Plan: The City will contribute \$1 for each \$1 contributed to a Mission Square Retirement 457 Deferred Compensation Savings Plan by each employee, with an annual cap of \$2,000 per year.

Life Insurance: The City provides Management employees with life insurance equivalent to 1x their annual base salary, at no cost to the employee.

Long Term Disability Insurance: The City provides Long Term Disability Insurance.

Holidays: The City observes 13-full day holidays each year. In addition, the City provides 3 "floating" holidays per year, which are credited in January (1) and July (2), and City Hall is closed from December 24th through January 1st each year.

Vacation and Management Leave: The City provides vacation leave at an accrual rate based on years of continuous service. In addition, 80-hours of Management Leave is granted on July 1st of each year.

Vacation Leave Cash Out: In December of each year, accrued vacation leave may be cashed out under the criteria outlined in the City's Administrative Policy No. 42.

Sick Leave: The City provides sick leave at the accrual rate of 3.69 hours per biweekly pay period with no limit to the amount accumulated. Each year, on their employment anniversary, employees may convert up to 60 hours of sick leave to vacation leave.

Car Allowance: The City provides a \$600/month car allowance.

Tuition Reimbursement: The City provides up to \$2,000 per fiscal year for college-level courses. Prior approval is required.

How to Apply

Apply immediately at www.alliancerc.com. Resumes review will be ongoing through January 22, 2024. Interviews will be held in-person in early March 2024. Please direct inquiries to:

Cindy Krebs

Office: (562) 901-0769 x336

E-mail: ckrebs@alliancerc.com

LinkedIn: <https://www.linkedin.com/in/cindy-krebs-ab319672>

Alliance Resource Consulting LLC

1 Centerpointe Drive, Suite 440

La Palma, CA 90623

LinkedIn: <https://www.linkedin.com/company/alliance-resource-consulting>