



"HUB OF THE SOUTHWEST"

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AGENDA  
CITY COUNCIL  
MAY 29, 2018  
6:00 P.M.

The items listed below are for discussion.

- A. Recruitment/search for a City Manager.

Dated this 24th Day of May 2018

Cher Reyes, CMC, CPM, City Clerk

## POSITION DESCRIPTION

Class Title: City Manager  
Department:  
Division:  
Date:

Job Code Number:  
Grade Number:  
Union:  
Location:

### GENERAL PURPOSE

Performs high-level administrative, technical and professional work in directing and supervising the administration of city government.

### SUPERVISION RECEIVED:

Works under the policy guidance of the City Council.

### SUPERVISION EXERCISED

Exercises supervision over all municipal employees either directly or through subordinate supervisors.

### ESSENTIAL DUTIES AND RESPONSIBILITIES

Manages and supervises all departments, agencies and offices of the city to achieve goals within available resources; plans and organizes workloads and staff assignments; trains, motivates and evaluates assigned staff; reviews progress and directs changes as needed.

Provides leadership and direction in the development of short and long range plans; gathers, interprets, and prepares data for studies, reports and recommendations; coordinates department activities with other departments and agencies as needed.

Provides professional advice to the city Council and department heads; makes presentations to councils, boards, commissions, civic groups and the general public.

Communicates official plans, policies and procedures to staff and the general public.

Assures that assigned areas of responsibility are performed within budget; performs cost control activities; monitors revenues and expenditures in assigned area to assure sound fiscal control; supervises preparation of annual budget requests; assures effective and efficient use of budgeted funds, personnel, materials, facilities, and time.

Determines work procedures, prepares work schedules, and expedites workflow; studies and standardizes procedures to improve efficiency and effectiveness of operations.

Issues written and oral instructions; assigns duties and examines work for exactness, neatness, and conformance to policies and procedures.

Maintains harmony among workers and resolves grievances; Performs or assists subordinates in performing duties; adjusts errors and complaints.

Prepares a variety of studies, reports and related information for decision-making purposes.

Appoints and removes all department heads, officers, and employees of the city, except members of the council and those designated by the City Charter.

Sees that all laws and ordinances are faithfully performed.

Oversees preparation of a preliminary annual City budget. Administers the adopted budget of the City.

Advises the City Council of financial conditions and current and future city needs.

Attends all meetings of the Council at which the Council may require attendance.

#### PERIPHERAL DUTIES

Recommends for adoption by the council such measures, as manager may deem necessary or expedient.

Prepares and submits to the council such reports as may be required by that body or as manager may deem it advisable to submit.

May serve as the head of one or more departments of city government.

#### DESIRED MINIMUM QUALIFICATIONS

##### Education and Experience:

- (A) Graduation from an accredited four-year college or university with a degree in public administration, political science, business management of a closely related field, and five
- (B) (5) Years of experience as a municipal administrator.
- (C) Any equivalent combination of education and progressively responsible experience, with additional work experience substituting for the required education on a year for year basis.

## Necessary Knowledge, Skills and Abilities:

(A) Considerable knowledge of modern policies and practices of public administration; working knowledge of municipal finance, human resources, public works, public safety, and community development;

(B) Skill in preparing and administering municipal budgets; skill in planning, directing and administering municipal programs; skill in operating the listed tools and equipment;

(C) Ability to prepare and analyze comprehensive reports; ability to carry out assigned projects to their completion; ability to communicate effectively verbally and in writing; ability to establish and maintain effective working relationships with employees, city officials and the public; ability to efficiently and effectively administer a municipal government.

## SPECIAL REQUIREMENTS

Must be bondable.

## TOOLS AND EQUIPMENT USED

Requires frequent use of personal computer, including word processing and spreadsheet programs; calculator, telephone, copy machine and fax machine.

## PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to sit and talk or hear. The employee is occasionally required to walk; use hands to finger, handle, or feel objects, tools, or controls; and reach with hands and arms.

The employee must occasionally lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision and the ability to adjust focus.

## WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually moderately quiet.

## SELECTION GUIDELINES

Formal application, rating of education and experience; oral interview and reference check; job related tests may be required.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

City of Holbrook  
FY 2013  
Salary Plan

**Table A - Recommended Salary Range per Position**

| Job Class   | Occupational Job Families and Job Classes               | 2009 Salary Plan |          |          |          | 2013 Salary Plan |              |             |
|-------------|---|------------------|----------|----------|----------|------------------|--------------|-------------|
|             |   | Salary Range     | Minimum  | Midpoint | Maximum  | New Minimum      | New Midpoint | New Maximum |
| <b>1000</b> | <b><u>Administrative and General Support Series</u></b> |                  |          |          |          |                  |              |             |
| <b>1100</b> | <b>Executive and Administrative Group</b>               |                  |          |          |          |                  |              |             |
| 1101        | * City Manager  | 74               | \$66,232 | \$82,789 | \$99,347 | \$66,232         | \$89,757     | \$113,282   |
| 1102        | Assistant City Manager                                  | 70               | \$60,003 | \$75,003 | \$90,004 | \$60,003         | \$81,503     | \$103,004   |
| 1103        | * City Clerk  | 54               | \$40,419 | \$50,524 | \$60,629 | \$40,419         | \$55,555     | \$70,692    |
| 1110        | Economic Development Director/ Grants Administrator     | 52               | \$38,472 | \$48,089 | \$57,707 | \$38,472         | \$52,975     | \$67,478    |
| 1120        | * Office Specialist                                     | 32               | \$23,478 | \$29,348 | \$35,217 | \$23,478         | \$33,108     | \$42,739    |
| 1121        | Office Assistant  | 22               | \$18,341 | \$22,926 | \$27,512 | \$18,341         | \$26,302     | \$34,263    |
| <b>1300</b> | <b>Fleet Services Group</b>                             |                  |          |          |          |                  |              |             |
| 1301        | Fleet Manager   | 52               | \$38,472 | \$48,089 | \$57,707 | \$38,472         | \$52,975     | \$67,478    |
| 1303        | Fleet Services Specialist                               | 42               | \$30,054 | \$37,567 | \$45,081 | \$30,054         | \$41,821     | \$53,589    |
| 1305        | * Fleet Services Technician, Senior                     | 36               | \$25,915 | \$32,394 | \$38,873 | \$25,915         | \$36,338     | \$46,760    |
| 1307        | Fleet Services Technician                               | 30               | \$22,347 | \$27,933 | \$33,520 | \$22,347         | \$31,609     | \$40,872    |
| <b>1400</b> | <b>Community Development Group</b>                      |                  |          |          |          |                  |              |             |
| 1401        | Planning Director                                       | 52               | \$38,472 | \$48,089 | \$57,707 | \$38,472         | \$52,975     | \$67,478    |
| 1403        | Facilities and Equipment Supervisor                     | 42               | \$30,054 | \$37,567 | \$45,081 | \$30,054         | \$41,821     | \$53,589    |
| 1402        | Community Tourism and Events Coordinator                | 31               | \$22,905 | \$28,632 | \$34,358 | \$22,905         | \$32,350     | \$41,794    |
| 1405        | Zoning Administrator                                    | 46               | \$33,174 | \$41,467 | \$49,761 | \$33,174         | \$45,955     | \$58,737    |
| 1409        | Code Enforcement Officer                                | 38               | \$27,227 | \$34,034 | \$40,841 | \$27,227         | \$38,076     | \$48,925    |
| 1411        | * Building Inspector                                    | 38               | \$27,227 | \$34,034 | \$40,841 | \$27,227         | \$38,076     | \$48,925    |
| 1413        | Construction Inspector/Safety Officer                   | 30               | \$22,347 | \$27,933 | \$33,520 | \$22,347         | \$31,609     | \$40,872    |
| <b>2000</b> | <b><u>Finance and Accounting Series</u></b>             |                  |          |          |          |                  |              |             |
| <b>2100</b> | <b>Finance Operations Group</b>                         |                  |          |          |          |                  |              |             |
| 2101        | * Finance Director                                      | 63               | \$50,478 | \$63,098 | \$75,717 | \$50,478         | \$68,883     | \$87,289    |
| 2102        | Director of Administrative Services                     | 52               | \$38,472 | \$48,089 | \$57,707 | \$38,472         | \$52,975     | \$67,478    |
| 2103        | * Accounting Specialist                                 | 34               | \$24,667 | \$30,833 | \$37,000 | \$24,667         | \$34,683     | \$44,700    |
| 2105        | * Accounting Assistant                                  | 32               | \$23,478 | \$29,348 | \$35,217 | \$23,478         | \$33,108     | \$42,739    |
| 2106        | Grants Administrator                                    | 42               | \$30,054 | \$37,567 | \$45,081 | \$30,054         | \$41,821     | \$53,589    |
| <b>3000</b> | <b><u>Public Safety Services Series</u></b>             |                  |          |          |          |                  |              |             |
| <b>3100</b> | <b>Police Operations Group</b>                          |                  |          |          |          |                  |              |             |
| 3101        | * Police Chief  | 63               | \$50,478 | \$63,098 | \$75,717 | \$50,478         | \$68,883     | \$87,289    |
| 3102        | Administration Lieutenant                               | 52               | \$38,472 | \$48,089 | \$57,707 | \$38,472         | \$52,975     | \$67,478    |
| 3103        | Patrol Lieutenant                                       | 52               | \$38,472 | \$48,089 | \$57,707 | \$38,472         | \$52,975     | \$67,478    |
| 3104        | * Police Sergeant                                       | 50               | \$36,618 | \$45,772 | \$54,927 | \$36,618         | \$50,519     | \$64,419    |
| 3104        | Detective   | 50               | \$36,618 | \$45,772 | \$54,927 | \$36,618         | \$50,519     | \$64,419    |
| 3105        | Police Officer II                                       | 43               | \$30,805 | \$38,507 | \$46,208 | \$30,805         | \$42,817     | \$54,829    |
| 3107        | * Police Officer I                                      | 40               | \$28,606 | \$35,757 | \$42,909 | \$28,606         | \$39,903     | \$51,199    |
| 3109        | Police Recruit  | 36               | \$25,915 | \$32,394 | \$38,873 | \$25,915         | \$36,338     | \$46,760    |
| <b>3200</b> | <b>Telecommunication Group</b>                          |                  |          |          |          |                  |              |             |
| 3201        | Telecommunications Supervisor                           | 44               | \$31,575 | \$39,469 | \$47,363 | \$31,575         | \$43,837     | \$56,099    |
| 3203        | Telecommunications Specialist                           | 41               | \$29,321 | \$36,651 | \$43,981 | \$29,321         | \$40,850     | \$52,379    |
| 3205        | Telecommunications Officer, Senior                      | 38               | \$27,227 | \$34,034 | \$40,841 | \$27,227         | \$38,076     | \$48,925    |
| 3207        | * Telecommunications Officer                            | 32               | \$23,478 | \$29,348 | \$35,217 | \$23,478         | \$33,108     | \$42,739    |
| <b>3300</b> | <b>Animal Control Group</b>                             |                  |          |          |          |                  |              |             |
| 3301        | Animal Control Supervisor                               | 40               | \$28,606 | \$35,757 | \$42,909 | \$28,606         | \$39,903     | \$51,199    |
| 3303        | Animal Control Officer, Senior                          | 33               | \$24,065 | \$30,081 | \$36,098 | \$24,065         | \$33,886     | \$43,707    |
| 3305        | Animal Control Officer                                  | 27               | \$20,751 | \$25,939 | \$31,127 | \$20,751         | \$29,495     | \$38,239    |
| <b>4000</b> | <b><u>Leisure Services Series</u></b>                   |                  |          |          |          |                  |              |             |
| <b>4100</b> | <b>Parks and Recreation Group</b>                       |                  |          |          |          |                  |              |             |
| 4101        | * Parks and Recreation Manager                          | 52               | \$38,472 | \$48,089 | \$57,707 | \$38,472         | \$52,975     | \$67,478    |
| 4103        | * Parks Maintenance Foreman                             | 40               | \$28,606 | \$35,757 | \$42,909 | \$28,606         | \$39,903     | \$51,199    |
| 4105        | Parks Maintenance Worker, Senior                        | 27               | \$20,751 | \$25,939 | \$31,127 | \$20,751         | \$29,495     | \$38,239    |
| 4107        | Parks Maintenance Worker                                | 17               | \$16,211 | \$20,264 | \$24,316 | \$16,224         | \$23,486     | \$30,748    |