CITY HALL

375

HOLLISTER
Hometown, California
Est. 1872

City Manager

Welcome Home

You'll feel at home almost instantly in Hollister. Nestled in the San Benito Valley, Hollister (population 39,749) maintains a strong small-town feel in a rapidly growing area. Historically an agricultural community, Hollister has developed into an anchor community for the surrounding area, drawing residents, businesses, and tourists to its beautiful weather, charming downtown, abundant recreational opportunities, diverse workforce, friendly people, and rural roots.

To learn more, go to: www.hollister.ca.gov

City Government

The City of Hollister was founded on March 26, 1872. The City has a General Law charter and adopted a Council-Manager form of government. The City Council consists of five members, including a mayor elected at-large and four council members elected within individual districts. The Mayor is elected by the voters every two years, and the council members run in staggered four-year terms. The Council appoints a City Manager to serve as the Chief Administrative Officer of the City.

Hollister is a full-service city that provides the full suite of municipal services such as water, sewer, police, fire, development, and administrative functions. It also provides significant services to the greater San Benito County, including Fire and Animal Control. Plus, the City manages a growing municipal airport. The airport is designed for general aviation, but also serves as a CalFire Air Attack Base and is the staging area for wildfire suppression in six surrounding counties. The fiscal year 2020 General Fund budget is approximately $25.8 million and includes 168 permanent full-time employees.

To view the adopted budget, click here.

City Manager

Appointed by and serving at the pleasure of the City Council, the City Manager acts as the Chief Administrative Officer for the City of Hollister's government. S/he provides strategic guidance and leadership for all City functions and services. The City Manager is specifically charged to plan, direct, manage, and oversee the activities and operations of the City; to coordinate City activities with other agencies and organizations; and to provide highly responsible and complex administrative support to the City Council.

HOLLISTER FAST FACTS

- Founded in 1872
- 22,000 annual enplanements at municipal airport
- $1,338 median monthly rent
- 30 miles to Pinnacles National Park
- 40,000 popualtion
- Home of the Hollister Rebel Rally
- $558K average home price
- 16 public parks

Ideal Candidate

The City of Hollister seeks a confident, proven leader to serve as its next City Manager. The ideal candidate should possess experience in the following areas:

Council Relations

The ideal candidate will have extensive experience at senior levels of a municipal organization in order to neutrally advise the members of the City Council on all matters that might develop in a full-service city. The next City Manager will have excellent communication skills, especially the ability to inform each member of the Council on the facts of issues brought before them for consideration. The City Manager should be able to quickly answer Council's questions and make those responses accessible and understandable to the general public.

General Management

The most critical role for the City Manager is the ability to manage the organization and allow the Council to set policy. The successful candidate will have strong background in municipal budgeting, project management, and employee accountability. The Hollister City Manager is a working manager and shouldn't be afraid to roll up their sleeves to get the job done, whether it is writing their own staff reports or helping with a community event. While an important figure in the community, the City Manager in Hollister is not the public face of the city but is instead focused on running an efficient organization that carries out the Council's direction.

Proven Leadership and Vision

The City Manager should be able to build trust amongst the Council, staff, and the general public and engage in a long-term planning process to determine Hollister's future, then design an objective framework to achieve that vision.

Additional characteristics/experience identified as providing value:

- A background in managing fast-growing communities with the ability to balance development with the interests of Hollister citizens. Experience in land use planning, development processes, environmental permitting, and stakeholder outreach is particularly useful.
- Experience with an elected mayor rather than one appointed by the Council.
- Possess practical business acumen with an eye towards continuous process improvement, transparency, and citizen engagement.
- Previous experience working in diverse communities.

Major Attractions Near Hollister:

Hollister Hills State Vehicular Recreation Area (SVRA) – Hollister Hills is California State Parks' first SVRA. Located in the Gabilan Mountains, just an hour's drive south from San Jose, this unique park features over 6,800 acres of scenic and varied terrain. Visitors are drawn to the natural beauty of the park's oak woodlands, rolling hills, lush canyons, and seasonal creeks with elevations ranging from 660 feet to 2,425 feet. Hollister Hills SVRA offers numerous off-highway vehicle (OHV) opportunities as well as designated hiking, bicycling, and equestrian trails.

Mission San Juan Bautista – Founded in 1797, Mission San Juan Bautista is one of 15 original Spanish missions established in what is now California. Nicknamed "the Mission of Music," San Juan Bautista at one time taught Native Americans to sing. Two original, handwritten choir books are preserved at the mission. It lies along the San Andreas Fault and has been frequently damaged by earthquakes. It also lies along the original El Camino Real. At its height, the mission housed over 1,000 people.

Pinnacles National Park – Located just 30 miles from Hollister, Pinnacles National Park welcomes thousands of visitors every year. Originally established as a national monument by President Theodore Roosevelt in 1908, Pinnacles has gradually increased in both size and prominence over the last century, culminating with its designation as a National Park in 2013. It now comprises over 26,000 acres of protected wilderness that has sprung up on an extinct volcano. The park is a popular destination for rock climbers, cave explorers, and wildlife observers.

Education And Experience

Applicants should have seven (7) years of increasingly responsible experience in a public agency in an administrative or managerial capacity for the planning, organization, implementation, and supervision of varied work programs. In addition, applicants should hold a bachelor's degree from an accredited college or university with major coursework in public or business administration or a closely related field.

Compensation

Compensation and benefit package will be competitive and negotiable depending on the experience and qualifications of the chosen candidate. A reasonable expectation is a salary between **$150,000-$200,000**.

Application And Selection Procedure

This position is open until filled. To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (two supervisors, two direct reports and two colleagues) by the first resume review date of **Friday, August 30, 2019**. Resume should reflect years **and** months of employment, beginning/ending dates as well as size of staff and budgets you have managed.

Please go to our website to submit your application: https://executivesearch.cpshr.us/JobDetail?ID=483

For further information contact:

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Resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultants. Candidates deemed most qualified will be referred to the City Council. Selected candidates will be invited to participate in further interview and selection activities. An appointment will be made following comprehensive reference and background checks.