

ANTIOCH
CALIFORNIA



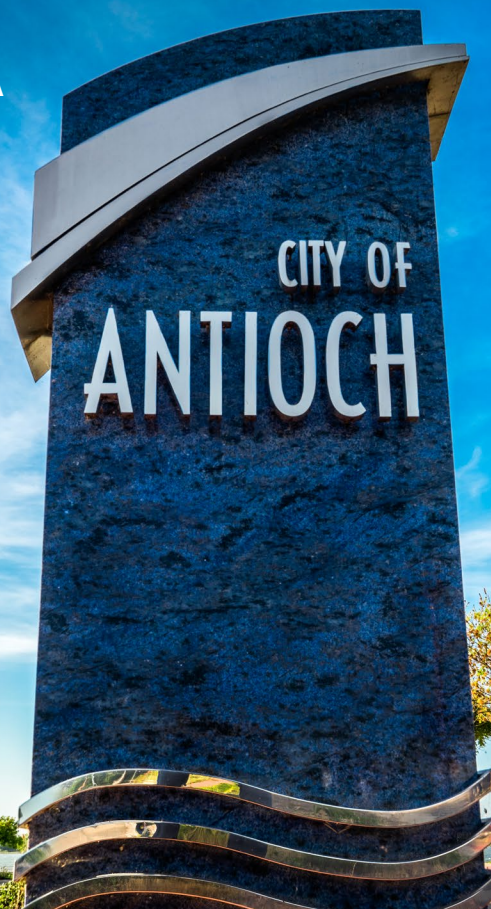
ANTIOCH, CALIFORNIA CITY MANAGER



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Antioch, CA (pop. 115,264) is conducting a national search for City Manager. Antioch was incorporated in 1872, making it one of California's oldest cities with a burgeoning population of professionals and skilled workers. The community is located on the banks of the Sacramento-San Joaquin River Delta in Northern California, just off Highway 4, in the heart of eastern Contra Costa County, northeast of San Francisco. Antioch offers a variety of employment, shopping, and recreational activities. Antioch is the second largest city in Contra Costa County and is one of its most diverse communities. The City of Antioch is committed to cultural awareness and continued investment in being an inclusive community.

THE COMMUNITY

Antioch is located forty-five minutes from Oakland International Airport, San Francisco and Silicon Valley is nearby. Antioch is one hour from Sacramento and just over two hours to Lake Tahoe. Antioch is served by the Bay Area Rapid Transportation System (BART). Antioch offers a multitude of outdoor adventures including boating, sailing, windsurfing, paddleboarding, fishing, kayaking, golf, hiking, and nearby skiing, as well as numerous cultural arts experiences. Residents enjoy the natural beauty of Mt. Diablo State Park and Black Diamond Mines Regional Preserve. Experiencing an average of 260 days of sunshine a year, residents have access to the beaches along the California coast and numerous pick-your-own fruit farms where abundant fresh peaches, apricots, sweet cherries, blueberries, raspberries, and pumpkins are grown.

Many residents are young families, while others have historic roots in Antioch. Land remains plentiful and affordable. Individuals who identify as Latino/Hispanic make up Antioch's largest ethnic group at 35%, 20% are Black or African American, and 12% are Asian. Families with dreams of home ownership come to Antioch for its neighborhoods, parks, and natural beauty. In many ways, Antioch is a traditional community with multiple participatory events, including the popular and well-attended July 4th parade, for example.

There is always something to do for everyone who lives, works, and plays in Antioch.

QUALITY OF LIFE

Antioch's location is near beautiful mountains and the Delta and is ideal for outdoor activities. Antioch is home to thirty-one (31) parks covering a total of 310 acres with an additional 600 acres of city-owned open space for passive recreation. Eleven (11 miles) of walking paths connect neighborhoods to parks and schools. Antioch has a municipal marina, along with other private marinas, boatyards, and yacht clubs. There is a public fishing pier in the city, and another one nearby. The City offers numerous recreational programs including unique programs like Aztec dance, skateboarding, kayak sunset paddles, and hoola hoop fitness. Children and adults enjoy turf field soccer tournaments, baseball, and multiple other competitions. The Antioch Community Center is newly renovated with basketball, karate, martial arts, and a multitude of youth programs. The Antioch Water Park includes a wave pool and is also newly renovated.

Contra Loma Regional Park, the Antioch/Oakley Regional Shoreline, Black Diamond Mines Regional Park, and the Mokelumne Coast to Crest Trail and Delta de Anza Regional Trail are within Antioch's boundaries and make up 38% of Antioch's total land area. The Antioch Dunes National Wildlife Refuge was the first national wildlife refuge in the country. Just outside Antioch city limits is the 2,024-acre Round Valley Regional Preserve.

Public schools within the Antioch Unified School District consist of three high schools, four middle schools, and numerous elementary schools. The three high schools are: Antioch High School, Deer Valley High School, and Dozier-Libbey Medical High School. The four middle schools are: Antioch Middle School, Park Middle School, Black Diamond Middle School, and Dallas Ranch Middle School.

Antioch includes three private high schools, consisting of Heritage Baptist Academy (K-12), Delta Christian High School, and the Promised Land Christian High School. The private primary and middle schools consist of Holy Rosary Elementary School, Hilltop Christian School, Kinder Care Learning Center, Antioch Christian School, Golden Hills Christian School, and Great Beginnings Elementary School.

Charter Schools include Antioch Charter Academy and Antioch Charter Academy II. Antioch is also home to Contra Costa Medical Career College for medical and nursing certifications.

The Arts & Cultural Foundation of Antioch administers the Rivertown Art Center and hosts graphic arts, sculpture, pottery, and performance arts education for all age groups. Community events include the Saturday Summer Concert Series, the Delta Blues Festival, and Holiday De Lights.

Antioch has four Historic Places or buildings on the National Register of Historic Places: the Black Diamond Mines, Roswell Butler Hard House, Riverview Union High School Building and the Shannon-Williamson Ranch. The Antioch Historical Society Museum is located in the Riverview Union High School Building. Antioch hosts the Contra Costa County Fairgrounds.

Antioch is home to multiple community improvement groups such as the Delta Veterans Group, Reimagine Public Safety Antioch, and activist youth groups, many of whom regularly participate in City Council meetings.





ECONOMY

The Antioch economy is enhanced by its medical, financial, insurance, and other service-oriented businesses. The two Antioch hospitals are the largest employers and provide a high level of health care services. Recent new developments provide increased employment. The largest employers include:

- Kaiser Permanente Hospital, 2,166 jobs
- Antioch Unified School District, 1,900 jobs
- Sutter Delta Medical Center, 972 jobs

Nearby colleges and universities include California State University, East Bay, University of California-Berkeley, and Cal Maritime, as well as multiple others, including Contra Costa Medical Career College.

ANTIOCH BY THE NUMBERS

Housing Units: **36,639**

Homeownership Rate: **61.5%**

Household Income, Median: **\$81,008**

Home Sale Values, Median: **\$616,000** (Redfin)

Rent, Median: **\$2,200**

Total Employers: **1,087**

Race and Ethnicity: **25.4%** White; **35.5%** Hispanic or Latino; **13.7%** Asian; **19.5%** Black or African American; **5.9%** Other

Foreign Born: **22.5%**

High School Graduation Rate: **86%**

Bachelor's Degree: **23%**

Poverty: **12.1%**

RECOGNITIONS, AWARDS, AND RECENT ACCOMPLISHMENTS

- Certificate of Achievement for Excellence in Financial Reporting, Government Finance Officers Association (GFOA)
- Commercial Infill Overlay District Award, California Planning Association and Cal EPA
- \$2.2 million Antioch Community Center Grant
- \$4 million Bicycle Garden Grant million, Safe Streets and Roads for All, Contra Costa Transit Authority
- \$12 million grant for reconstruction of L Street
- Implementation of a Model Transitional Shelter
- Implementation of a Community Crisis Response Team
- First city to apologize to Chinese immigrants
- First city to approve a Public Labor Agreement (PLA) to ensure building trade living wages



CITY GOVERNMENT

The City of Antioch is a full-service general-law city operating under a Council-Manager form of government. The Mayor and four members of the City Council are elected to serve four-year terms. The Mayor is elected at-large; the Mayor Pro Tem is elected annually by the Council.

Under policy direction of the City Council, the City Manager serves as the Chief Administrative Officer of the City; assuming full responsibility for planning, administering, directing, overseeing, and evaluating the activities and operations of all City departments; providing policy guidance to and coordinating the activities of management staff; facilitating the development and implementation of long and short range plans, policies, goals, objectives, and programs to provide the City with technical and administrative direction in meeting and maintaining City services standards; ensuring public services are delivered in an efficient and effective manner; and providing highly complex administrative support to the City Council.

[View job Description](#)

The City Manager serves as the City's Chief Administrator and is responsible for providing policy recommendations to the City Council as well as acting as the Council's representative to meet with citizens, employees, or businesses to present the City's position or to implement its policies. Antioch is organized into nine departments: Community Development, Economic Development, Finance, Human Resources, Information Systems, Public Safety and Community Resources, Parks and Recreation, Police, and Public Works. The City has a FY 2024/25 total general fund budget of \$100.9 million and a Capital Improvement budget of \$46.8 million and is supported by a workforce of 411 full-time employees, not including seasonal and part-time. Fire services are provided regionally by the Contra Costa Fire Protection District. A new and unique organizational feature enables the City Attorney to provide support to the City Clerk's office while overseeing a new rent stabilization and housing program also.

ANTIOCH'S VISION AND STRATEGIC PLAN

[Antioch's Vision and Strategic Plan](#) is aspirational and includes the goals to realize, enhance, and transform Antioch.

VISION

Antioch is a desired destination in the Bay Area: Building on our historic legacy, creating bright opportunities for families to grow, offering places to play, enabling businesses to thrive and cultivating a unique downtown experience.

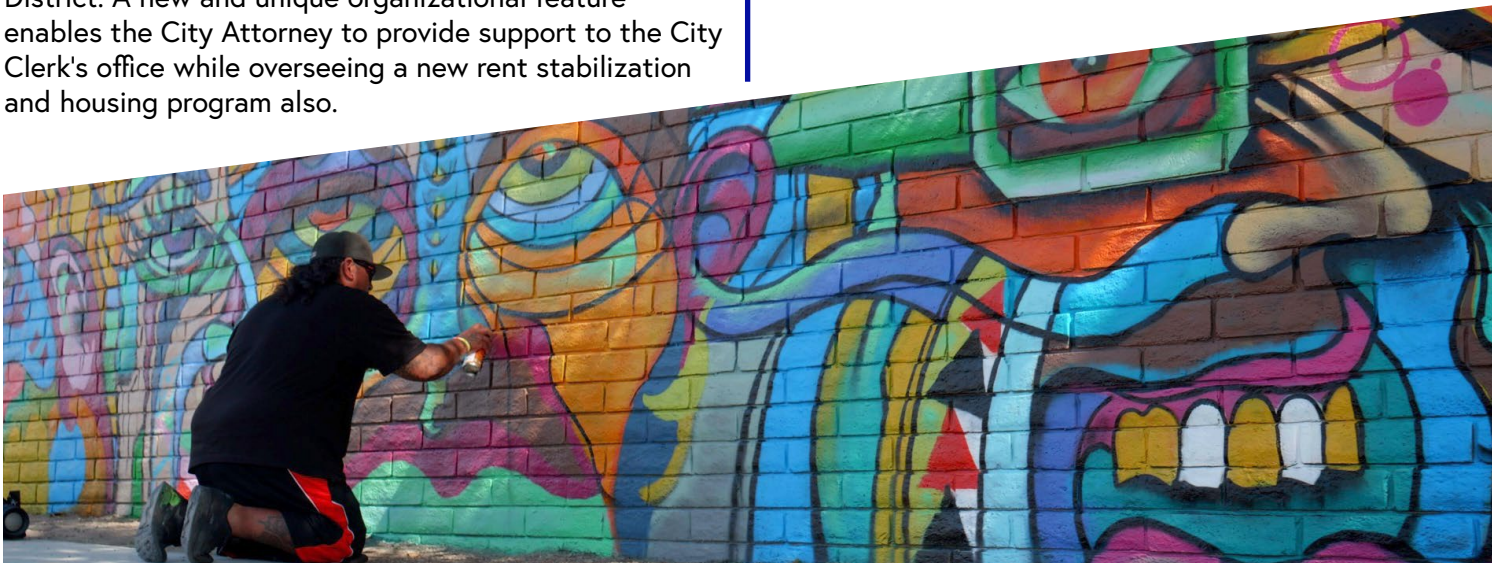
MISSION

To deliver quality services with integrity, excellence and innovation

VALUES

Integrity • Honesty • Respect Diversity
Transparency • Innovation
Fiscal Responsibility • Accountability

New and upcoming challenges include updating the general plan, code of ordinances, economic development plans, and the personnel plan, increasing public involvement, potential bonding for infrastructure improvements, implementing police and other departmental structural improvements while reducing crime, employee retention and recruitment, creating governance strategies for evolving community policy solutions, orienting new Council Members after the fall election, team building and goal prioritization, and addressing desired land use changes.





THE IDEAL CANDIDATE

The ideal candidate will have strong values and a big heart. City Council seeks stability in the City Manager's office and wants a City Manager who can create meaningful and cooperative relationships and commitments to Antioch. The City Council seeks an experienced professional with a broad and progressive background that understands what it takes to effectively lead a talented team and support a vibrant and cohesive work culture. The next City Manager should be engaged and become part of a community and deploy a blend of forward thinking, fiscal responsibility, and collaboration. One-on-one communication is appreciated.

The next City Manager needs to exercise strong, consistent, values-based, and principled leadership through using a diplomatic, personable and relatable approach to build trust of employees and with the City Council to move Antioch proactively forward. The next Antioch City Manager needs to be energized, bold, take the initiative, have the courage to speak up, and welcome the challenge of leading a competent and dynamic city team as a strong, principled leader, as well as recruiting and filling three Department Director vacancies. The next City Manager must be an accomplished verbal and written communicator with superior interpersonal skills.

The next City Manager needs to work effectively with the City Staff, City Attorney, and each of its elected officials yet provide appropriate buffering between the City Council and the Department Directors. The next City Manager needs to be a patient and effective coordinator of new policy ideas while operating according to sound management principles and be able to communicate options in a persuasive, yet trusted, manner by understanding multiple perspectives and employing a variety of approaches to meet the elected official, staff, or community member where they are at. The next City Manager needs to provide a comfortable working environment and create departmental accountability while also refereeing elected official involvement, revisiting existing administrative and policy guidelines as needed, and ensuring compliance with the California's Brown Act.

The ideal candidate will be driven by values and realize that their leadership can create outsize meaning and desired social justice outcomes. The ideal manager will act with principled conviction and confidence in their professional pursuits yet possess humility. Being an ICMA Credentialed Manager would be a plus.

THE CITY MANAGER'S OFFICIAL DUTIES INCLUDE:

- Assuming full management responsibility for all City operations; assessing ongoing operational needs through department heads and determining the best organizational structure to meet goals and objectives; and developing, recommending, and administering policies and procedures.
- Assessing and monitoring workload, administrative support systems, and internal reporting relationships; identifying opportunities for improvement and implements as appropriate; and recommending organizational development plans to the City Council.
- Selecting, motivating, and evaluating personnel (not otherwise selected by the voters--City Clerk and City Treasurer or the City Council or City Attorney) and coordinating and resolving personnel concerns.
- Overseeing the annual budget process to ensure an efficient and equitable delivery of City services while keeping the City Council advised of financial conditions, program progress, and present and future needs of the City.
- Conferring with department heads and managers concerning administrative and operational problems, work plans, and strategic plans; making appropriate decisions or recommendations; overseeing the preparation and implementation of long-range plans for the City.
- Managing the City's inter-governmental relations and public information functions.
- Directing major economic development projects.

The ideal candidate will possess the following knowledge, abilities, and skills:

- Knowledge of principles and practices of program development, administration, and collaboration
- Knowledge of local government, and state and federal legislative processes, codes, and regulations
- Knowledge of principles and practices of fiscal and strategic planning
- Knowledge of municipal finance practices and budget preparation and administration
- Knowledge of innovative municipal practices and improved City Council communication, partnership and mutual good government outcomes
- Demonstrated experience in motivating teams and enhancing accountability
- Demonstrated skills in recruiting and developing talent
- Demonstrated skills in economic development and local and regional governmental collaboration
- Demonstrated skills in interpersonal relations and supporting staff with professional and city council boundaries
- Ability to be progressive and move the community forward together on responsible social justice solutions in partnership with non-profits, philanthropic institutions, and the City Council
- Ability to connect with lobbyists at the state and federal level for greater funding and grant opportunities
- Ability to reimagine public safety in the greater sense involving crisis management approaches with increased transparency and public partnership
- Capability in coordinating unbiased information to the City Council and the public using principled, and ethical judgment





CANDIDATE REQUIREMENTS

- A bachelor's degree with major course work in public administration, business administration, or related field
- Ten (10) years of progressively responsible experience in municipal government including five (5) years of management and administrative experience.

PREFERENCES

- A master's degree in a related field is highly desirable
- Experience with police matters and evolving approaches

COMPENSATION & BENEFITS

Antioch offers an excellent opportunity for an experienced professional looking to make a difference in a robust region. The salary range is \$251,328 - \$305,460, DOQ/E. Antioch has a strong collaborative culture. Antioch offers a generous compensation and benefits package. Residency is preferred yet not required. The City Manager enjoys an employment agreement.

Application deadline is March 18, 2024. Apply here: [Careers Page GovHR – GovHR USA](#)

Submit cover letter, resume, and five professional references (who will not be contacted without prior notice). For questions, call 847-380-3240, Ext 114. Save the date for interviews: May 15, 16, and 17. Applications are confidential until permission is given. Position open until filled. Equal Opportunity/ADA Employer. [City of Antioch, California \(antiochca.gov\)](#)

