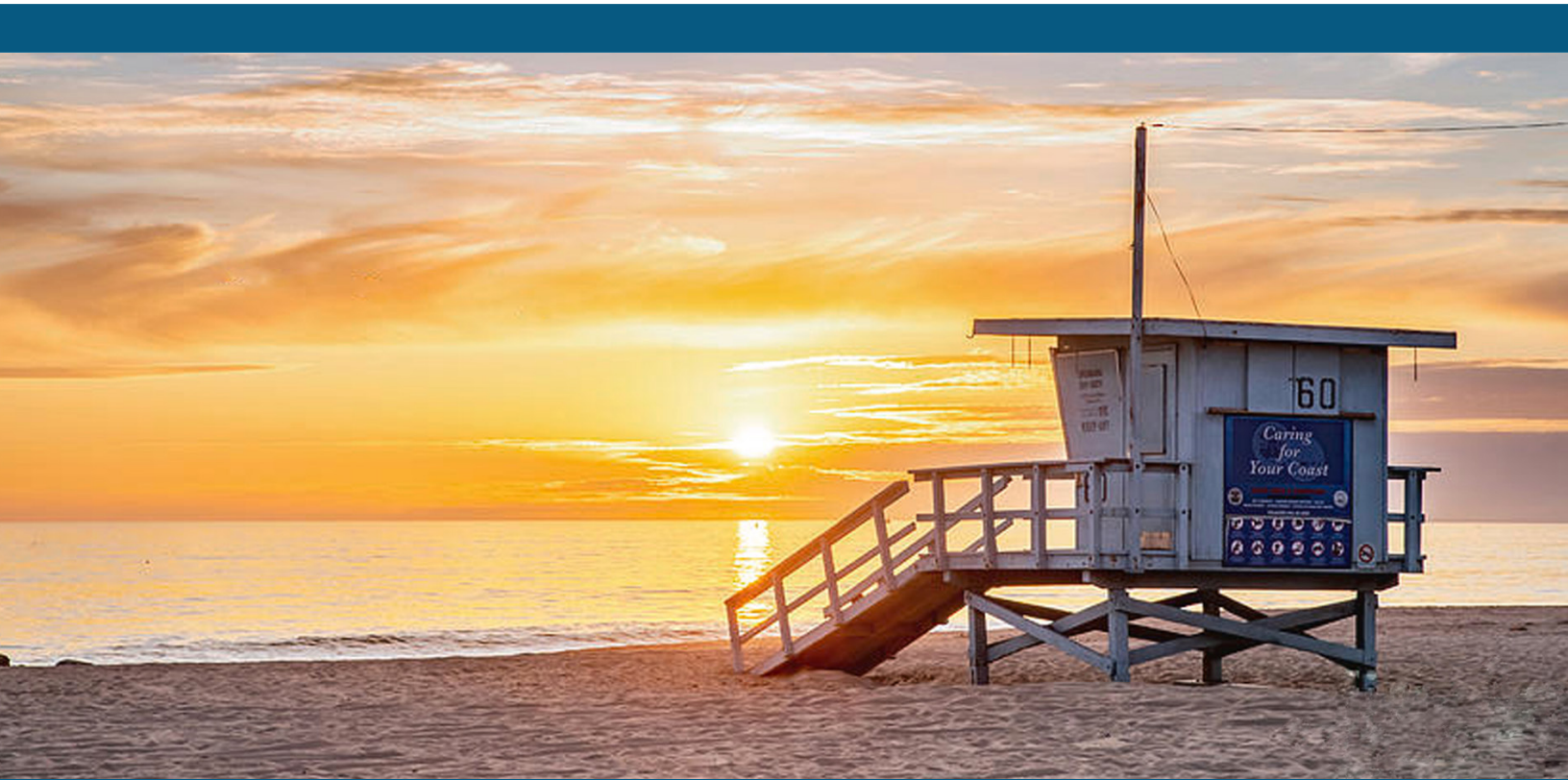




# THE CITY OF EL SEGUNDO



*invites applications for the position of*

## **HUMAN RESOURCES MANAGER**

RECRUITING SERVICES PROVIDED BY





## THE COMMUNITY

The City of El Segundo is ideally located on the Santa Monica Bay encompassing over five square miles, spanning from Los Angeles International Airport on the north, the City of Manhattan Beach on the south, the Pacific Ocean on the west and the unincorporated area of Del Aire and City of Hawthorne east of Aviation Boulevard.

A small group of representatives from Standard Oil Company in the early 20th century was the impetus behind the founding of the City. El Segundo is Spanish for “the second” which was the name given to the community when then Standard Oil built its second California oil refinery here in 1911. Since its incorporation on January 18, 1917, the City has evolved from a working-class refinery town on the edge of Los Angeles to one of California’s most dynamic and diversified economic engines. Today El Segundo is renowned for its quaint small-town atmosphere surrounded by a thriving business environment that caters to some of the nation’s most prestigious corporations.



The City’s population is just under 17,000, which has enabled the community to preserve its small-town intimacy and charm. As a regional center for commerce, El Segundo’s daytime working population exceeds 75,000 with additional visitors staying at the City’s 15 hotels. A high concentration of Fortune 500 companies such as AT&T, Gilead (Kite Pharma), Mattel, Northrop Grumman, Boeing, and Raytheon as well as entertainment, media, medical, professional sports franchises, financial, and aerospace organizations such as the Los Angeles Lakers, Los Angeles Kings, Los Angeles Times, and Los Angeles Air Force Base call El Segundo home.

Experiencing tremendous economic growth and evolution over the past several years, the City has many diverse business including Top Golf, Space Force, L’Oréal Cosmetics, Belkin International, NantStudios, and Beyond Meat. Throughout the region, El Segundo is known for its pro-business attitude and has received the Los Angeles Economic Development Corporation as the “Most Business-Friendly City in Los Angeles County” award three times.

## THE ORGANIZATION

El Segundo is a General Law city that operates under the Council-Manager Form of Government. The City is governed by a five-member City Council elected at large, on a non-partisan basis, to four-year overlapping terms. The position of Mayor is selected by Council Members and serves a two-year term. The City Manager is appointed by the City Council to serve as the organization’s CEO. The City delivers a comprehensive range of municipal services through nine major departments (including police and fire) with approximately 362 full-time equivalent employees and a total budget of approximately \$160 million.

The Human Resources Department is staffed with 6 full-time employees: Human Resources Director, Human Resources Manager, Senior Human Resources Analyst, two Human Resources Analysts, and Human Resources Technician. The department works closely with payroll and risk management in the Finance Department.





## THE POSITION

The Human Resources Manager is an at-will “working manager” position reporting directly to the Human Resources Director. Under general direction, this position plans, manages and performs advanced-level professional human resources and risk management program/service delivery for the City. The Human Resources Manager provides responsible support to the Human Resources Director to accomplish department goals and objectives as well as formulating and overseeing the execution of operational objectives as outlined in the City Strategic Plan. Technologies utilized by the department include Eden, NeoGov Insight, Laserfiche, KnowBe4 and CivicClerk.

Immediate activities requiring action include support of labor negotiations for successor contracts, implementation of NeoGov Onboard and Perform modules, update of the Administrative Code, review of DOT driver program, and coordination of an FLSA classification audit. Ongoing updates of classification specifications and Citywide policies are also a priority. An RFP to replace the current Enterprise Resource Planning (ERP) is expected to be launched this year.

## IDEAL CANDIDATE

The ideal candidate will be a generalist with a depth of technical knowledge in employee and labor relations, employment, labor and retirement laws, benefits administration, recruitment and selection, classification and compensation, and risk management. He/she will possess a high degree of emotional intelligence, political astuteness and the ability to build effective working relationships with labor associations, supervisors and managers and city committees.

The ideal candidate will be an excellent communicator, very skilled at process improvement and time management with a proven record of bringing projects to completion. The successful candidate will demonstrate excellent writing and research skills and will display an innovative approach to problem solving.

## QUALIFICATIONS

**Education:** Equivalent to a Bachelor’s degree in Human Resources Management, Industrial Relations, Public Administration, Business Administration, or a closely related field.

**Experience:** Five (5) years of professional level human resources management and development experience, including two (2) years of supervisory experience.

**Certificate:** Human Resources certification such as PHR, IPMA-CP, SHRM-CP, or CLRM is not required, but desirable.





## COMPENSATION/BENEFITS

The salary for this position is **\$10,070 to \$12,085 per month** with placement in the range dependent on qualifications. The Human Resources Manager is a full-time at-will position in the City's Management and Confidential Group (unrepresented employee group) with the following benefits package:

**9/80 Work Schedule:** Full-time employees work 80 hours in 9 days and receive every other Friday off. City Hall hours are 7:00 a.m. to 5:00 p.m. Monday through Thursday and 7:00 a.m. to 4:00 p.m. on Friday. Participation in a 4/10 trial schedule is also available.

**Retirement:** Classic Tier II employees, who have been in the CalPERS system and are new to the City of El Segundo, will receive 2%@60 formula. Employees new to the City and CalPERS, and do not belong to a reciprocal agency of CalPERS, will receive the PEPPA formula of 2% @ 62. Classic employees are required to contribute 8% of pensionable income towards their retirement benefit; PEPPA employees are required to contribute 6.75%.

**Social Security & Medicare:** The City matches the employee contribution which is 6.2% of salary for Social Security and 1.45% of salary for Medicare.

**Health Benefits:** CalPERS medical, Delta Dental and VSP plans are offered. \$1,650 monthly is provided (\$932 per month for medical and \$718 per month in flex dollars).

**Leave Benefits:** Vacation Leave is earned at a rate of 3.69 hours per pay period. After reaching the top of the salary range, accrual is based on total time worked in a CalPERS agency. Sick Leave is earned at 8 hours per month.

**Executive Leave:** Executive leave of up to 80 hours per calendar year. There is no cash value to this leave.

**Holidays:** 12 paid holidays including one floating holiday

**Cell Phone Stipend:** \$120 per month or City phone provided.

**Life Insurance:** City paid policy of \$50,000.

**Flexible Spending and Dependent Care Accounts:** Optional participation.

**Section 457 Deferred Compensation Plan:** Optional participation in Mission Square (formerly ICMA-RC) plan.



## TO APPLY

**First Review Date | April 21, 2023**

To apply for this exciting opportunity at the City, "Where Big Ideas Take Off!" please email your cover letter addressing your professional information technology services management experience and resume to:

[apply@bobhallandassociates.com](mailto:apply@bobhallandassociates.com)

Should you have any questions regarding this recruitment, please contact Bob Hall at (714) 309-9104.

Candidates deemed to be the most qualified as reflected in their materials will be invited to participate in the selection process which will include virtual screening interviews and then an in-person interview at the City of El Segundo. Candidates are encouraged to apply early for maximum consideration.

The City of El Segundo is an Equal Opportunity Employer, committed to supporting Diversity Equity and Inclusion initiatives to build and sustain an environment that values diversity, welcomes opportunities to engage and understand others, and fosters a sense of belonging.



[www.elsegundo.org](http://www.elsegundo.org)