THE CITY

Located along California’s beautiful Central Coast, the City of Santa Maria is the largest and most populous city in the bi-county area (Santa Barbara County and San Luis Obispo County) with more than 100,000 residents. Located 70 miles north of Santa Barbara and 30 miles south of San Luis Obispo, Santa Maria is known for its quality of life attributes such as a moderate climate, world famous Santa Maria style tri-tip barbecues, the renowned PCPA Theater, succulent strawberries and world-class wine country.

In 2017, Santa Maria will become a Smart City-Safe City; the first truly Gigabit City on the Central Coast. The City will have the required internet capacity to deploy technologies such as onboard Wi-Fi in its buses for the benefit of riders; Wi-Fi hot spots distributed throughout the City for the use of police officers; mobile Wi-Fi Internet connectivity for its Fire and Police departments to enhance incident response management and control; and wireless connectivity to existing video monitoring systems owned by schools, banks, and local businesses so the Police Department can provide better incident response and post-incident investigation and resolution.

The arrival of high-speed fiber Internet services to the City will make it possible for small, mid, and large businesses in Santa Maria to acquire reliable Internet services with the required capacity to fully deploy even the most demanding applications, which in turn will make them more efficient and competitive. Further, with its new state-of-the-art 700 MHz radio system, coupled with its geographic location between San Francisco and Los Angeles, Santa Maria is now better able to help other Central Coast-based agencies upgrade their radio and public communications systems, too.

The City of Santa Maria is a full-service Charter City comprised of ten operating departments, with a $162.5 million total operating budget and a $73.6 million general fund budget. The City employs 586 full-time and part-time employees as well as nearly 200 limited service (seasonal) employees for a highly efficient employee-to-population ratio of 4.78 full-time employees for every 1,000 residents. The City is very well known and respected for its fiscally conservative approach to budgeting and financing. The City has been on a two-year budget cycle since the 1980s, and is a recipient of the prestigious GFOA and CSMFO awards for distinguished budgeting and financial reporting.

The City of Santa Maria is a recipient of the All-America City Award. The award, sponsored by the National Civic League, recognizes exemplary grassroots community problem-solving and is awarded to communities of all sizes that collaboratively tackle challenges and achieve results. The designation honors the way people care for their community and take responsibility for their future. It recognizes partnerships and progress, creativity and collaboration, perseverance and pride.

Are you interested in joining our award-winning agency? We are looking for enthusiastic, service-oriented people to join us in providing exemplary service to our community. If this interests you, please review our current job opportunities to find one that best fits your talents and experiences.

Thank you for considering a career with the City of Santa Maria!
The Mission and Organizational Values

To provide the highest quality service in the most efficient, cost-effective, and courteous manner possible.

TEAMWORK - We believe in the value of teamwork and a spirit of cooperative effort from all employee levels within the organization.

SERVICE - We are committed to providing excellent service to the public in the most responsive, efficient, and effective manner.

PEOPLE - We strive to treat all people with dignity, respect, and fairness. We believe that the employees of the City are our most valuable resource. Each employee’s contribution is the key to our success.

COMMUNICATION - We believe in simplicity, accuracy, and clarity in communications with the public and each other. We encourage the open exchange of ideas and information among all employees.

INTEGRITY - We are dedicated to high ethical and moral standards and uncompromising honesty in our dealing with the public and each other.

FISCAL - We are committed to a financially responsible local government, one that is cost conscious and concerned about the effective and efficient delivery of services to the public.

PROFESSIONAL - We believe in high professional standards and attitudes which dictate an objective analysis of issues, free of our personal biases.

PROGRESSIVE - We value innovation and creativity and support an orientation for change and reasonable risk-taking at all levels of the organization.

RESPONSIVE - We strive to be a responsive City organization, dedicated to maintaining a well trained and competent work force that is in touch with the needs of the community to enhance the quality of life in our city.

Salary and Benefits: We offer a competitive salary and benefit package including:

- CalPERS Retirement
- Health Insurance
- Dental Insurance
- Vision Insurance
- Life Insurance and AD&D Coverage
- Short-Term & Long-Term Disability
- Flexible Spending Accounts (FSA)
- Employee Assistance Program
- Wellness Program
- Deferred Compensation
- Post-Employment Health Plan (PEHP)
- Holidays
- Vacation
- Sick Leave
- Management Leave
- Educational Incentive Program
- Tuition Reimbursement
- Auto Allowance
- Telephone/PDA Stipend
- Bilingual Pay
- Deferred Compensation

Benefits vary by bargaining unit. Detailed benefits for each bargaining unit can be found in the Memoranda of Understandings online.

Providing professional development opportunities to our employees is important to us. Some of our endeavors include:

Shaping Hardworking Innovative Professionals (SHIP): SHIP is a professional development association for all City employees who wish to grow personally and professionally, and provides a variety of programs throughout the year. As a member, employees will enjoy benefits such as enhancing leadership skills, networking with co-workers at all levels, team building, and community involvement.

City Slickers, Employee Toastmasters Club: The City of Santa Maria charted its own Toastmasters club, The City Slickers, which meets every 1st and 3rd, with an occasional 5th, Wednesday during lunch in one of the City’s training facilities. Toastmasters International is a world leader in communication and leadership development.

Mentoring Program: The City of Santa Maria’s Mentoring Program is meant to help develop employees, encourage potential and future managers and leaders, and facilitate the implementation of City goals and strategies. The mentoring process promotes career planning and job enrichment, and the mentees are responsible for their own growth and development.

Speaker Series: The City of Santa Maria’s Speaker Series provides employees with an opportunity to hear from an array of speakers, from both the public and private sectors, discuss relevant topics and network over lunch.

Speed Coaching: The City of Santa Maria’s Speed Coaching offers employees a chance to speak one-on-one with several executive managers in an informal setting where they can discuss employment challenges and growth opportunities.

Centre for Organization Effectiveness Academies: The City of Santa Maria contracted with the Centre for Organization Effectiveness to formulate a leadership program geared toward supervisory and leadership development of existing staff. This program was designed specifically for City of Santa Maria employees to improve the leadership skills of lead-workers, supervisors and managers by way of developing a multi-level coursework that is sustainable, contemporary and progressive. In the first year the Supervisors Transition and Readiness Training (START), Supervisor Academy and the Manager Academy were provided on-site to City employees. In the second year the City participated in regional academies (some hosted in Santa Maria while others were hosted in neighboring agencies) where employees from multiple jurisdictions participated.

Phi Theta Kappa Leadership Development Studies: The City of Santa Maria, working with a local facilitator, has brought the Phi Theta Kappa Leadership Development Studies program to its local leaders. The course integrates readings from the humanities, experiential exercises, films, and contemporary readings on leadership. Over the course of a year, participants meet monthly for a half-day session to discuss leadership.

An Equal Opportunity Employer: Minorities, women, and individuals with disabilities are encouraged to apply. Interested parties may request a copy of the City of Santa Maria equal employment opportunity plan by contacting the Human Resources Division.

Under the Americans with Disabilities Act, persons desiring a reasonable accommodation to compete in the recruitment process must contact the Human Resources Office prior to the final filing deadline; by email or calling the office at (805) 925-0951 extension 2203, or the California relay service at 1 (800) 735-2929 or 1(888) 877-5378 for TDD (telecommunications devices for the deaf).

For more information visit the City’s website: www.cityofsantamaria.org/HR