

The City of
MADERA



JOIN OUR TEAM!

Are you...

Interested in municipal government and public service?

A self-starter who likes to keep busy with a variety of assignments?

An analytical thinker and problem solver?

Well written with solid communication skills?

NOW RECRUITING FOR: Administrative Analyst I

Apply by 3pm, Friday, September 23, 2022

ANNUAL SALARY: \$54,040.10-\$68,968.68

* 2% COLA effective July 2023 and 2024 *

* \$1,500 lump sum July 2023 and 2024 *

* 5% pay incentive for Master's Degree *

PRIMARY RESPONSIBILITIES

The City is seeking applicants for Administrative Analyst, with a current vacancy in the Engineering Department. The established eligibility list will be valid for one (1) year from date of approval and will be used to fill future Analyst vacancies, should they occur, in various departments. The Administrative Analyst is a professional level class in which the incumbent is expected to independently perform a broad scope of administrative analysis and conduct research on new and current program activities. Under direction, performs professional administrative, analytical and technical duties; develops, implements, and administers assigned program responsibilities; and conducts research, analysis, and preparation of budgets and reports.

QUALIFICATIONS

Experience/Education: One (1) year of experience in administrative or management analysis or program management. Possession of a Bachelor's degree in public administration, business administration or a related field. A Masters in Business Administration or a Masters in Public Administration may be substituted for the experience requirement

Licenses: Valid Class C California Drivers License

EXAMINATION PROCESS

Only those applicants who meet the qualification standards of this position by the application filing deadline will be allowed to participate in the examination process. Examination scores determine standing on Civil Service eligibility lists. The City Manager, upon recommendation of the department head, will make the final selection and appointment from the established eligibility list. The examination process may consist of the following parts: *Application Package Review: Qualifying Only; Written Exam: 100% Weight Value.* Candidates must earn a score of 70% or higher to be considered for the eligibility list. Applicants who require special examination accommodations due to a disability should contact the Human Resources Department five (5) business days prior to any scheduled examination at (559) 661-5400, option 8. Applicants may be eligible for Veteran's Preference Points (5 points) and should attach a DD214 to their employment application for consideration of this preference.

KEY DATES

Filing Deadline: Friday, September 23, 2022

Online Written Exam: Qualified candidates will be contacted for an online written exam

learn more



madera.gov/apply

COMPENSATION & BENEFITS



LIFE INSURANCE

The City provides a \$25,000 life and accidental death and dismemberment policy along with \$5,000 dependent life. The employee may purchase additional supplemental life insurance for him/herself, spouse and/or dependents.

LONG TERM DISABILITY

This city paid benefit provides up to 2/3-income protection.

BILINGUAL INCENTIVE

English/Spanish for qualifying individuals and positions after passing annual bilingual test.

DEFERRED COMPENSATION

The City offers a paid/vested contribution of 4.2% of base pay to one of two 457 plans offered to the employee. In addition, the employee may also contribute, though not required.

EDUCATION INCENTIVE

- 5% of base pay for a job-related Master's Degree
- 7% of base pay for a job-related Doctorate Degree

EDUCATION REIMBURSEMENT

Up to \$2400/fiscal year for college coursework with prior approval from your Department Head.



GENERAL INFORMATION

Applications may be obtained from the City's website www.madera.gov/apply or by calling the City's Human Resources Department at (559) 661-5401. Applications must be submitted to the City's Human Department prior to the application deadline. Appointment will be contingent upon an extensive background check, pre-employment physical and drug screen. The City of Madera is an equal opportunity, drug free, and affirmative action employer.

SALARY

Compensation and benefits for the Administrative Analyst I position are defined in the Memorandum of Understanding between the City and the Mid Management Bargaining Unit, as well as the City's Personnel Rules. The City's payroll is on a bi-weekly schedule, with 26 paychecks per year. The bi-weekly steps within the salary range for Administrative Analyst I are shown below.

Step A	\$2,078.47
Step B	\$2,182.39
Step C	\$2,291.51
Step D	\$2,406.34
Step E	\$2,526.37
Step F	\$2,652.64

LONGEVITY PAY

Mid Management employees are eligible for additional scheduled pay, up to 10%, for additional years of service after reaching Step F of the assigned salary range.

RETIREMENT

The City participates in the CalPERS defined benefit retirement system. Retirement formulas and contributions are as follows. The terms "Classic Member" and "New Member" are as defined by CalPERS.

Classic Members employed with the City prior to 10/20/2012

- 2.5% at 55 formula, single highest year final compensation
- Employee Contribution paid by the employee pre-tax: 3.375 %

Classic Members employed with the City on or after 10/20/2012

- 2% at 60 formula, average three year final compensation
- Employee Contribution paid by the employee pre-tax: 3.375%

New Members employed with the City on or after 1/1/2013

- 2% at 62 formula, average three year final compensation
- Employee Contribution paid by the employee pre-tax: 7%

HEALTH INSURANCE

The City contributes a monthly amount for the employee to use to purchase health, dental and vision coverage. For medical coverage, the City contracts with Anthem Blue Cross or Kaiser. Dental insurance is through Delta and vision coverage is through Superior.

EMPLOYEE ASSISTANCE PROGRAM

The City of Madera offers an employee assistance program or employees and dependents that provides counseling and other services for dealing with life's challenges at no cost to the employee.

PAID LEAVE

The City of Madera offers a generous paid leave program, including paid holidays, sick leave, vacation, and administrative leave. For 2022, 2023, and 2024, non-emergency City services close for any normal work days between Christmas Day and New Years Day. Employees receive their normal pay as if they had been at work during the closure.