“All about fit”

City Manager
City of Santa Maria, California
The Community

The City of Santa Maria, located in the California central coast region between Santa Barbara and San Luis Obispo, is a 23 square mile growing and developing community known for its agriculture, affordable living, and local and regional employment and recreation. As the largest city in the County of Santa Barbara, near Vandenberg Space Force Base, conveniently adjacent to U.S. Highway 101, and served by the local Santa Maria Public Airport, Santa Maria has a diverse population of approximately 110,000 residents (median age of 29) and is a regional hub of commerce, industry, farming, and housing. The City is rapidly attracting new residents, businesses and visitors, and downtown revitalization is underway.

Recognized nationally as an All-America City by the National Civic League, and with multi-generational residents that are vested and invested in the future of the community, the City of Santa Maria continues to be known as a great community to work, live, and recreate. Along with its signature “Santa Maria Style Barbecue”; weekly Farmers’ Market; seasonal Downtown Fridays; annual Santa Maria Elks Rodeo; parks and hiking trails in the City and the Santa Maria Valley; cultural attractions including the Santa Maria Museum of Flight, Santa Maria Valley Discovery Museum, Pacific Conservatory Theater, and the nearby Guadalupe-Nipomo Dunes & Visitor Center; excellent local schools, and proximity to local and renown institutions of higher education (Allan Hancock College, UC Santa Barbara, and CalPoly); community programs and events; rich farmland producing numerous exported crops; nearby beautiful beaches and over 30 wineries and tasting rooms for the public; the City offers an excellent quality of life along with being well positioned to grow and prosper.

The Organization

The City of Santa Maria is a full-service Charter City that operates under the City Council – City Manager form of government. The City Council consists of the Mayor who is elected at-large and four Council Members who are elected by district. Each member of the City Council serves a four-year term and elections are staggered. The City Clerk and City Treasurer are also elected positions that each serve a four-year term. In November 2024, an election will be held for the Mayor, two Council Members, the City Clerk, and City Treasurer.

The City Council is responsible for appointing the City Manager and City Attorney. The City Manager serves the Mayor and City Council in support of the community by implementing the City Council’s goals, policies and municipal code, and overseeing day-to day public services working with 10 operational departments consisting of Police, Fire, Community Development, Utilities, Public Works, Library, Recreation and Parks, Finance, City Attorney’s Office and City Manager’s Office, with a combined total of 732 authorized full-time equivalents (FTEs) personnel. The City Manager also oversees a total 2024-25 Budget of $363.9 million, with an operating budget of $291.4 million incorporating a General Fund appropriation of $139.8 million, projected depleted reserves to cover a $21 million General Fund shortfall, and a sizable, exciting, and aggressive Capital Improvement Program.

With its mission “Committed to providing the highest quality service in the most efficient, cost-effective, and courteous manner possible” through “teamwork, service, people, communication, integrity, fiscal, professional, progressive and responsive” as its organizational values, the City has an aggressive work plan and challenging future with many opportunities.

The 2024-2026 Goals established through a February 2024 strategic planning workshop identified “Long-term financial sustainability, Community quality of life, Planning and infrastructure, and Organizational well-being.” As such, the two-year budget relies on its three years of reserve funds
to address the City's long-term structural budget imbalance. Nonetheless, the City has an excellent team of personnel, attracts new employees, and has recently filled several executive level positions. The new City Manager will have the tremendous opportunity to engage in organizational development to build the team; mentor, train, and professionally develop personnel; and focus on succession planning.

The staff is very professional, prides itself in responsiveness and customer service, is committed to providing complete staff work, and dedicated to excellent public service. The team works collaboratively with the City Council and a very supportive community to prioritize and accomplish a variety of diverse and competing interests.

The City of Santa Maria is a community where good things are ready to happen and a visionary is needed to develop and lead the plan. With a mix of new and long-tenured residents with phenomenal opportunities for creativity, economic development, housing, partnerships and population growth, the City has many transformational initiatives and unrealized potential. Along with its Smart City, Safe City initiative, some of the exciting projects for the new City Manager to champion include the ongoing update to the General Plan, transition of the bus fleet to electric vehicles, creation of affordable housing, development of a regional approach to fire protection and flood control, construction of a new landfill, development of a new wastewater treatment plant, implementation of a new financial “enterprise resource system”, development of a regional sports park, creation of a business improvement district, future land annexations, creation of employee wellness programs, construction of a new Fire training facility, and a number of roadway and highway improvements.

**The Ideal Candidate**

The ideal candidate is forward thinking, strategic, visionary, and experienced in municipal government. The individual should also be a servant leader with excellent credentials who is creative, innovative, and inspires others. To be effective, the City Manager will work closely with the City Council in collaborating with the community and local organizations, build and maintain trust, and develop consensus. Furthermore, the City Manager will be an active listener for facilitating decision making to recommend and implement policies and organizational change. The City Manager will represent the City, its goals, and mission in the community and regionally. In turn, the ideal candidate will also have the courage and fortitude, knowledge, skills, and track record of experience to implement innovative strategies that address current projects and issues, shape the future of the City, and position the City for success. In addition, applicants should have experience managing growth, building partnerships, facilitating urban and economic development, addressing budget and finance, championing large projects, and implementing technology improvements.

As a forward-thinking, optimistic, outgoing, and transformational leader for placemaking, the City Manager will be apolitical, politically savvy, and emotionally intelligent to successfully immerse themselves in developing and improving City processes and operations; facilitate transformational conversations leading to action; and leverage their interpersonal skills, knowledge, professional network of resources to solve problems as a reasoned and respected voice. As a trusted resource and confidant of all members of the City Council, the City Manager will be genuine and authentic; open, approachable, honest and direct; strategy-oriented; inclusive, a continuous learner; integrated into the fabric of the community, a coach and mentor, and communicative. Furthermore, the effective City Manager will have experience in labor relations, negotiations, and working with bargaining groups. As an empowering leader with integrity, the City Manager will be a partner with staff.

To serve as City Manager, applicants must have broad, unblemished, citywide municipal management experience in a full service city, leadership and a successful track-record in the duties and responsibilities of a City Manager that encompasses working with elected and appointed officials, community engagement, personnel supervision, knowledge of budget / finance, planning, city operations and organizational development in a full-service and complex agency. Applicants should have a Bachelor’s and Master’s degree. It is desirable if candidates have served in a community where Council Members are elected by district, and have worked in an organization with similarities to the City of Santa Maria.
Search Schedule

Filing Deadline: .................................................. August 23, 2024
Supplemental Process, as needed: ..........., August 26 – September 6, 2024
Recommendation of Candidates: ..................... September 10, 2024
In-person interviews: .......................................... September 20, 2024

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

The Recruitment Process

To apply for this key position and exciting career opportunity, please visit our website at:

Peckham & McKenney
www.peckhamandmckenney.com

Resumes are acknowledged within two business days. Contact Anton “Tony” Dahlerbruch at (310) 567-1554 or toll-free at (866) 912-1919, if you have any questions regarding this position or the recruitment process.

The Compensation

The City Council is prepared to offer an attractive and competitive salary that will be determined based on the experience and qualifications they bring to the City of Santa Maria. The salary range is $253,916 to $361,569. The starting salary for the selected candidate will reflect the candidate’s work experience and track record of career success. The City of Santa Maria offers an outstanding benefits package, including:

Retirement

CalPERS: Tier 2 – CalPERS 2% @ 55; 3-year final average salary; Employee required to pay entire members contribution plus 2% of employer contribution.

Tier 3 (PEPRA): CalPERS 2% @ 62; 3-year final average salary; Employee required to pay 50% of the total “normal” cost of the benefit (determined by CalPERS annually) plus 2% of the employer contribution.

Deferred Compensation: City will contribute two percent (2%) of salary per pay period toward an IRS-approved 401(a) plan. Employee can also contribute to a 457 plan separately.

Leave

Vacation: Minimum 10 days, 21 days maximum; can cash out up to 80 hours in a calendar year.

Management: 80 hours/year.

Holidays: 7 (8 hour) holidays a year; and eligible to receive, on a pro-rated basis, 48 hours of floating time a year to be scheduled off or cashed out.

Sick: 12 days/year.

Insurance

Health: City contributes up to $1,012.66/month toward a choice plan.

Dental/Vision: City pays for entire family.

Post-employment: City contributes $100 per pay period to a fund that will provide reimbursement for out-of-pocket cost of qualified medical expenses and medical insurance premiums upon separation or retirement.

Other

Relocation/Housing assistance: Negotiable

Telephone/PDA allowance: Up to $115/month.

Auto allowance: $309.23 bi-weekly.

Flexible Schedule: 9/80 or 5/40 schedules available and telework available.

Education Incentive: 5% for Master’s Degree.

Tuition Reimbursement: Up to $1,000 per calendar year.

Succession Planning: Educational support, corporate Toastmasters club, and more are offered to all employees to advance and hone leadership skills to ensure staff are growing leaders within the organization.

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