

Peckham & McKenney
"All about fit"



City Manager
THE CITY OF REDDING, CALIFORNIA

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Join a vibrant community where your leadership can shape the future of Redding, blending innovation with the region's natural beauty and rich heritage.

City of Redding Mission Statement

PROVIDE A HIGH QUALITY OF LIFE, REMEMBERING THAT FAMILIES AND NEIGHBORHOODS ARE THE CENTERPIECE OF OUR LIVES; THE REDDING COMMUNITY WILL REMAIN CLEAN AND SAFE AND WILL WORK AGGRESSIVELY TO PREVENT SPRAWL THROUGH CAREFUL COMMUNITY DEVELOPMENT, PLANNING AND SMART GROWTH. THE CITY IS SEEN AS PROACTIVE RATHER THAN REACTIVE BY FOCUSING ON WHAT TYPE OF CITY WE WOULD LIKE TO BE IN THE FUTURE AND TAKING THE NECESSARY STEPS TO ASSURE WE REACH OUR GOALS.



THE COMMUNITY

Redding is the thriving economic and cultural capital of the Shasta Cascade region of Northern California and the county seat of Shasta County. Spanning 60.7 square miles along the Sacramento River, Redding is 162 miles north of Sacramento and 120 miles south of Oregon's border. With a population of 95,542 (2022 census, up from 89,861 in 2010), Redding is experiencing steady growth and economic vitality, making it an ideal place for visionary leadership. Easy access to the state and country is facilitated by Interstate 5, Amtrak passenger rail service, and daily commercial flights from Redding Regional Airport.

Originally home to the Wintu tribe, Redding was established in 1872 as a railroad terminus and incorporated in 1887. Today, it is a regional hub for retail, medical, education, professional services, and government. Redding offers an unmatched quality of life with affordable housing, excellent schools, stunning natural landscapes, and a vibrant arts and culture scene. Outdoor enthusiasts enjoy the Sacramento River National Recreation Trail, water sports on Shasta Lake, and adventures at Whiskeytown National Recreation Area. Downtown Redding is compact and walkable, featuring local restaurants and quirky boutiques around Market Street. The friendly residents and lively coffee shops provide a perfect balance to the solitude of the surrounding natural environment.

For more information, visit [City of Redding](#) and [Visit Redding](#).

THE ORGANIZATION

The City of Redding operates under a Council-Manager form of government. Five Council Members are elected at large for staggered four-year terms, with the Mayor appointed annually by the Council in December through a collaborative selection process. The next general election is in November 2026. The City Council sets policies, appointing a trained and experienced City Manager to administer city affairs, as outlined in [Chapter 2.08](#) of the Redding Municipal Code.

With approximately 950 full-time and 300 part-time employees, the City delivers a wide range of services, including public safety, utilities, transportation, recreation, and administrative functions. The City operates on a biennial budget. A copy of the 2025-2027 Biennial Budget can be found [here](#).



THE CITY MANAGER POSITION

The City of Redding seeks an experienced leader to maintain its commitment to community-focused service delivery and high professional standards following the retirement of City Manager Barry Tippin. The City Manager will lead with a community-first approach, advancing Council priorities such as sustainable economic growth, infrastructure modernization, and enhanced public safety. Responsibilities include managing all city operations, prioritizing goals, developing work plans, fostering transparent community engagement, and allocating resources effectively while mentoring talented and dedicated staff in a stable, supportive organizational culture.



THE IDEAL CANDIDATE

The City of Redding seeks a visionary and collaborative City Manager to lead with integrity, innovation, and a commitment to community. The ideal candidate is a seasoned municipal leader with:

- **Proven Expertise:** At least 10 years of senior-level experience in a municipal organization (population 50,000+ or comparable complexity), with strong skills in financial management, economic development, public works, and



utility operations. Familiarity with municipal electrical utilities and California local government is preferred.

- **Strategic Leadership:** Ability to challenge financial assumptions, implement innovative processes, and foster a business-friendly environment to drive ongoing projects such as the City's **Stillwater Business Park** and the **Riverfront Specific Plan**.
- **Community Engagement:** Exceptional communication and emotional intelligence with a dose of humility to build trust with the City Council, Mayor, staff, residents, and community stakeholders, including the Chamber of Commerce and Shasta Economic Development Corporation. The ideal candidate is committed to ensuring that all voices are heard.
- **Collaborative Management:** A mentor who empowers staff, and fosters a supportive, team-oriented culture.

- **Commitment to Redding:** Dedication to addressing community challenges and organizational goals and objectives as described in the **2025-2027 Biennial Budget**.
- The candidate will balance Redding's stable, community-focused culture with fresh ideas, possibly from larger cities, to enhance service delivery and position Redding for long-term growth.

EDUCATION

Any combination of training and experience providing the required knowledge, skills, and abilities is qualifying. Typical education includes a Bachelor's degree from an accredited institution in public or business administration or a related field.



EXPERIENCE

Typical experience includes 10 years of progressively responsible leadership in a municipal organization serving a population of 50,000+ or managing complex budgets and operations, with implementation and supervision of varied work programs. Preference may be given to candidates with California municipal experience or familiarity with municipal electrical utility management.

COMPENSATION AND BENEFITS

The annual salary range for the City Manager position is up to a maximum of \$336,348.00. The starting salary will be determined based on the selected candidate's qualifications and experience and is not expected to begin at the maximum level. In addition, the City offers a comprehensive benefits package to attract exceptional leaders, including:

- **Retirement:** Participation in CalPERS (2% at 55 for classic members; 2% at 62 for new members). The City does not participate in Social Security.
- **Medical Insurance:** City pays 80% of "base plan" coverage for employees and dependents, with an opt-out provision. Dental and vision coverage provided.
- **Administrative Leave:** Up to 80 hours annually.

- **Vacation:** Initial accrual of 80 hours per year.
- **Sick Leave:** 12 working days per year and unused sick leave may be credited toward retirement.
- **Holidays:** 13.5 paid holidays per year.
- **Deferred Compensation Plan:** Available to interested employees.
- A copy of the City Employment and Benefit Policies for Unrepresented Employees can be found [here](#).
- **Additional Benefits:** Relocation assistance or professional development opportunities may be negotiated.

Appointment will be based on best fit, education, training, competency, and experience, subject to a thorough background investigation and reference checks.

SEARCH SCHEDULE

Filing Deadline: October 15, 2025

Preliminary Screening: October 16–24, 2025

Recommendation of Candidates: Week of October 27, 2025

Finalist Interviews: Week of November 3, 2025

Plan your calendar accordingly. Seize this opportunity to lead Redding into a dynamic future. Apply today and help shape a thriving community!



THE RECRUITMENT PROCESS

Submit your cover letter and resume (with employment dates in month/year format) as a single PDF via Peckham & McKenney by October 15, 2025. All applications will be handled with the utmost confidentiality to respect candidate privacy. Initial interviews may be conducted virtually, with finalists invited for in-person interviews with the City Council.

Peckham & McKenney
www.peckhamandmckenney.com

For questions, contact Carl Cahill, Executive Recruiter, at (866) 912-1919, (650) 504-3515, or carl@peckhamandmckenney.com.



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