



California City Management Foundation (CCMF)

CCMF was founded over 30 years ago. The organization promotes professional city management and is grounded in the philosophy of the importance of ethics, transparency and public service. CCMF is governed by a Board of Trustees whose members are city managers, assistant city managers or private sector representatives who offer unique skills that can guide or inform CCMF's Board.

Mission

The mission of CCMF is to promote and support excellence in professional city management. CCMF's essential roles are:

- 1 Celebrate individual city managers, their accomplishments and the value of our profession.
- 2 Support policies statewide that make for successful, manageable and enduring cities.
- 3 Promote the profession so that it remains attractive to the best talent.
- 4 Help current and future city managers advance their careers with education, training and career transition.
- 5 Encourage and support managers through difficult times and during transitions.

Recent CCMF News

In the aftermath of the City of Bell scandal, CCMF joined with other professional associations (ICMA and the League of Cities) to source qualified and ethical professionals that could clean up the mess in the City of Bell.

Ken Pulskamp, retired Santa Clarita City Manager, was appointed CCMF Executive Director in January 2014. Ken's leadership in the industry before his retirement in 2012 was well recognized by his peers. He brings significant experience to CCMF to lead a diverse group of public management executives in an ethical and professional manner.

Ken served as the President of the City Manager Department of the League of California Cities during the City of Bell fiasco and worked with state & local leaders and the media to use this awful event as an opportunity to promote transparency in government.

Professional Education

The crown jewel of the Foundation's ongoing professional enhancement efforts is the New and Future City Manager Seminar. This seminar brings young city management professionals into contact with seasoned city managers to provide seminar-style training on the nuances of the profession. While there are many quality educational programs that serve as the launch point for city management careers, there is nothing like experienced professionals offering practical insights and advice on the challenges and joys of the city management profession. CCMF also provides scholarships in support of education in the profession with its Wes McClure Scholarships.

Career Support

The job of a city manager in California is challenging. Political changes at both the city level and state level create a unique challenge for a senior executive to fulfill the stressful duties placed on him or her by a council, the staff and the public at large. The result is that city managers tend to have shorter durations in their posts since they serve at the will of the council and can often cycle through several cities as city managers. The stresses of job transition, particularly in such a public fashion, create a special bond among city managers; CCMF offers career advice and transition support to these professionals, including the Manager in Transition booklet that provides a valuable resource guide to city managers.

CCMF provides additional member support publications about working with difficult city councils and making the most of the first 100 days in a new city.

Promoting and encouraging *excellence* in city management

CCMF and Pension Reform

CCMF has been very concerned about the unfunded liabilities facing California cities and has been engaged in helping shape policies to reform public pensions at the city level.

- Wade McKinney, City Manager of Indian Wells and longtime City Manager of Atascadero, also serves as CCMF President. City Managers led the efforts for Pension Reform.
- This Pension Reform Task Force, which included CCMF members, was integral to shaping the League's position on pensions and informing other stakeholders who crafted the historic pension reform legislation.
- CCMF assisted in the creation of, and endorsed, the Compensation Guidelines created by the League of Cities.
- CCMF encourages transparency about City Manager compensation and recommends full disclosure on city websites.

Representing Member Interests

CCMF makes educational tours to Sacramento a couple times each year to connect with elected leaders on issues impacting the city management profession. To ensure it is doing its best to represent CCMF members' concerns, CCMF recently surveyed its members regarding the impact of the Public Employee Pension Reform Act (PEPRA) of 2013, and other challenges that still exist for the city management profession. Input ranged from "There are now three tiers of retirement in our city which is confusing for payroll and budgeting" to "We got quite a set-back in our ten-year financial planning and our deficit period has been extended."

Observing the Legislature

In the wake to the City of Bell scandal, the often-unseen profession of city management was suddenly center stage. Many legislators, concerned with the illegal & unethical behavior exhibited in the City of Bell, moved to take dramatic steps to respond to the story. CCMF's Board wanted to better understand and evaluate the unintended potential consequences of legislation that was swiftly moving through Sacramento related to legislation that could impact the profession. They formally engaged Joe A. Gonsalves & Sons to help monitor legislative activity in Sacramento and provide updates to CCMF and our membership.

CCMF is a resource to decision-making in Sacramento, providing information on best practices for city management. CCMF also reviews legislative proposals and provides insight on how implementation will affect city operations and the profession, and continues to propose ideas that will promote excellence in city management.

Offering a Model Contract

CCMF has advocated for city manager employment contracts since its original formation over 30 years ago. The complex relationship between a city council and its chief executive is best memorialized in a formal, transparent agreement. This provides a clear opportunity for community members, media and council members to readily see and understand the employment provisions. In light of legislative changes, CCMF launched a process to revise the model contract incorporating the lessons learned in the Bell fiasco. Attorney Craig Scott—with the assistance of several seasoned attorneys from the private sector who routinely address public sector management contracts—developed a model contract in 2014, which is available to our members.



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