



OFFICIAL MEDIA & PRESS KIT

Updated February 2024

This information packet will help you learn more about CCMF.

For further information, please visit our website at

www.CACityManagers.org

or contact Ken Pulskamp at 844-226-3411

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BACKGROUND

CCMF Mission Statement

The mission of the California City Management Foundation is to promote and encourage excellence in city management in all of California's 480+ incorporated cities and towns.

Expanded Mission Statement

Through our extensive peer network, we offer guidance, support and advice for City Managers in all stages of their careers. Working with the International City/County Management Association (ICMA), we help establish ethical standards in the industry. We sponsor luncheons and conferences, provide legal advice, and maintain a library of resources for our members. We do a lot of things; but, above all, we foster a community of City Managers, both online and off.

There are five essential roles for CCMF to play in the lives of City Managers:

1. Celebrate individual City Managers and our profession
2. Support policies that make for successful, manageable and enduring cities
3. Ensure the profession remains attractive to the best talent to ensure good City Managers are available to cities
4. Help current and future City Managers advance their careers with education, training and career transition
5. Encourage and support managers through difficult times.

By focusing on these key areas, CCMF will have a sustainable mission in the years ahead and add value to our members' lives.

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A Brief History of CCMF

In the 1980s, the tenure of California City Managers began to dramatically shrink, from typically over ten years in the 1960s and 1970s to terms as short as just a few years, with the average term quickly dropping into the five-year range.

The California City Management Foundation was founded in 1985 with a three-fold mission:

- Strengthen the City Manager profession
- Improve City Management education
- Promote the Council-Manager form of local government

In service of this mission, the Foundation focused substantial effort on education for and about City Managers. By 1995, CCMF had published a number of groundbreaking documents for the profession as well as the first version of the CCMF Model Employment Contract.

In the 1990s, the Foundation began an outreach program for City Managers who had left their city employment and were seeking a new position with another city. This formalized “Managers In Transition” (MIT) program included an extensive information packet with counseling and legal service referrals, as well as the provision of general advice on appropriate lines of action. The MIT program, along with the Model Employment Contract, met a critical need for the profession that had previously been ignored.

As the organization grew, so did its expenses. In 1996, in order to create a stable funding source, CCMF decided to become a membership-based organization. The modest dues paid by members, as well as the income generated by the organization’s new Golf Tournament fundraiser, allowed CCMF to further expand its efforts.

In 2000, CCMF launched www.CACityManagers.org to more easily facilitate the dissemination of information to its members. Shortly thereafter, Bill Garrett was hired as Executive Director.

Since then, CCMF has begun hosting the [New & Future City Manager Seminar](#) to help train and support new generations of City Managers. The Model Employment Contract has become the standard in the industry, the MIT Program provides City Managers with a network of support during challenging times, and the [Wes McClure Scholarship](#) (established in 2011) gives funds annually to promising young leaders.

In 2013, CCMF hosted its first career development webinar for members. Working with industry professionals, we continue to build new online educational opportunities through our growing series of webinar presentations.

In 2014, CCMF's Executive Director, with the support of the Board of Trustees, launched the organization's [Professional Résumé Review service](#): an exclusive, member-only resource for the CCMF community. Working with recruitment professionals in the local government sector, individuals can update their resumés with confidence, whether they are an Assistant City Manager looking to make the jump to City Manager, or a long-time professional looking to change cities. This is just one of many ways in which CCMF continues to support California's City Managers at all stages of their careers.

In 2015, CCMF continued to build bridges and connections with sister organizations in order to further support the City Manager profession, especially the future generation of city managers. The Foundation published a Member Resource titled ["Women In Leadership: the #13Percent Movement"](#) — building on the findings of the 2013 survey performed by the International City/County Management Association (ICMA) Task Force on Women in the Profession, coupled with first hand advice and insights from female CCMF members from across the state. CCMF also spoke to future public servants at the University of Southern California's Sol Price School of Public Policy "State of the City" luncheon, and also led sessions focused on helping the next generation of city managers at the annual MMANC and MMASC conferences.

In 2016, CCMF delivered eight new exclusive resources to members, including [two guides on improving organizational efficacy for managers](#) and a resource on [working with recruiters](#). The organization also [teamed up with Saddleback College and Muniservices](#) to provide a municipal financial management certification program.

In 2017, CCMF partnered with MMASC and MMANC to [offer two \\$1,500 scholarships to the 2017 ICMA Annual Conference](#). CCMF also provided three new member resources: guidance on [balancing online professional and personal lives](#) as a manager, [sample evaluation forms](#) and [tips for a successful City Manager-PIO relationship](#). Additionally, the organization began offering the [Job Board service](#), which has helped dozens of cities identify candidates for managerial roles.

In 2018, then-CCMF President Wade Kinney authored [an article on the importance of diversity for Western City Magazine](#). CCMF again offered scholarships to assist with attendance fees for the ICMA annual conference and [published a member resource about the various pathways to city management careers](#). That fall, CCMF leadership and members joined forces to [support cities impacted by the Woolsey Fire](#). In September, CCMF hosted a panel session at the League of CA Cities Annual Conference on the ["Benefits of Diversity in Municipal Management."](#)

In 2019, CCMF published or updated four member resources, including a guide for [managing the shift to district council elections](#). In June 2019, Wade McKinney retired from his position as City Manager in Indian Wells and [passed the CCMF President reins to then-Vice President Ken Striplin](#). Justin Hess was appointed as the new CCMF Vice President. CCMF also [organized a luncheon](#) for local government officials in the Coachella Valley area in August. Throughout the year, CCMF hosted and moderated several panel discussions at League events: the [City Managers' Department Meeting](#), the [Mayor & Council Member Executive Forum](#), and the [Annual Conference](#).

In 2020, CCMF launched a redesigned website to make it easier for members and potential members to find benefits, resources and services. CCMF also launched the [Judy L. Kelsey Memorial Fund program](#) in 2020, which offers \$5,000 grants to two California cities or towns to fund summer internships. The grants are partially funded from the estate of July L. Kelsey, a longtime city manager and public servant in California. Additionally, CCMF expanded the [number of \\$1,500 Wes McClure Scholarship awards](#) from two to five. Once again, CCMF hosted and moderated panel discussions at the League [City Managers' Department Meeting](#) in February and at the [virtual League Annual Conference](#) in October.

In 2021, CCMF moderated a panel at the [2021 Cal Cities City Managers' Department Meeting](#) in February on the future role of police in public safety. In November of 2021, CCMF also hosted the [New & Future City Managers Seminar](#) in Pasadena.

In 2022, CCMF hosted and moderated panel discussions at CalCities in February in conjunction with the [Annual Member Appreciation Dinner](#) at the Naval Postgraduate School in Monterey where they honored retired City Manager and Decorated Vietnam Veteran, Frank Tripepi. CCMF also published its updated 2021-2023 [Strategic Plan](#).

In 2023, CCMF partnered with the [Rose Institute](#) at Claremont McKenna College to develop a new report that is the first of its kind to provide a comprehensive overview of the city management profession in California. CCMF hosted a range of presentations at the League of California Conference Events on topics including: approaches to responding to crises related to mental illness, establishing effective city manager-council relations and implementing best practices for attracting top talent. Additionally, CCMF unveiled a new logo to better reflect the organization's mission and to highlight the association's regional focus. CCMF has extended its Profile in Management series, which focuses on spotlighting individual city managers to celebrate their accomplishments. The CCMF website now features a [pin-drop map](#), enhancing member connectivity within the CCMF community. Last but not least, CCMF has introduced an enhanced membership management system called MembershipWorks, designed to provide

our members and sponsors with a more streamlined experience in updating profiles and connecting with each other.

In 2024, CCMF hosted its Annual Member Appreciation Dinner at the 2024 League of California Cities City Managers Conference in Hollywood. The dinner brought in nearly 300 members and sponsors to Hotel Roosevelt on February 8. In addition, CCMF hosted two panels at the 2024 League of California Cities City Managers Conference. The first panel, “Protecting the Profession,” addressed the rising challenges city managers face personally and professionally. The second panel, “Who are We? A Profile of the Profession,” presented the results from the [“2023 California City Manager Survey: A Profile in the Profession.”](#)

FACT SHEET

By the Numbers *(updated February 2024)*

As of this writing, CCMF has:

- 383 active members: 316 Standard, 67 Retired and In Transition
- 41 Sponsors: 4 Premier, 11 Foundation Circle, 23 Corporate Benefactor, 3 Corporate Member
- 14 Board of Trustees members and 1 Executive Director
- Over \$123,000 granted via Awards and Scholarships programs since 2011

CCMF President – Ken Striplin



Ken Striplin has worked for the City of Santa Clarita since 1995, serving in a leadership capacity in every City department during his tenure and eventually becoming City Manager in 2012. Throughout his career, Striplin has played an integral role in the fiscal and organizational success of Santa Clarita. He worked with staff to develop a successful workforce development plan and an award-winning mentoring program, which was recognized by the League of California Cities with a Helen Putnam award. Striplin is the recipient of the John H. Nail Award from the League for his work as an outstanding assistant City Manager.

CCMF Executive Director – Ken Pulskamp

Ken Pulskamp stepped into the role of Executive Director for the California City Management Foundation in January of 2014. Ken had been with the City of Santa Clarita since 1987, and served as head of every department within the city before becoming City Manager in 2002. After 10 years, Ken resigned his position in Santa Clarita in 2012, and proceeded to serve as the



Interim City Manager of Burbank.

Ken served as the President of the City Managers' department for the League of California Cities in 2010. He was awarded the "City Manager Award for the Advancement of Diverse Communities" from the League of California Cities in 2007. In 2011, Ken won the inaugural Wes McClure award from the League, honoring a city manager for leadership, transparency and creativity.

BOARD OF TRUSTEES

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CCMF MEMBERSHIP

Individual membership in CCMF costs individuals \$400 annually.
Retired managers or those in transition may purchase membership for \$150 annually.
Membership is based on a fiscal year of July 1 through June 30.

The following is an excerpt from CCMF's membership brochure. More information on individual memberships can be found at www.cacitymanagers.org/join-ccmf.

"One of the biggest benefits of joining CCMF is having the overall network, not just in our local areas, but statewide."



Jessica Binnquist
 City Manager
 Alhambra

"CCMF is for California city managers. They hone in on the issues that are important to me and my community, such as tourism, housing and transportation."

Angela Crespi
 Deputy City Manager
 Hermosa Beach



"The greatest benefit of my membership with CCMF has got to be the weekly e-newsletter. It is a great way to stay informed about new developments across the state."



Pamela Antil
 City Manager
 Encinitas



Unlock Exclusive Resources

Gain unlimited access to the members-only section of the CCMF website, featuring tools and resources tailored to city managers, including model employment agreements, evaluation forms and an extensive library of training materials focused on ethical standards and professional development.

Learning Opportunities and Career Advancement

CCMF offers funding to participate in executive training programs and a series of educational scholarship grants to local government professionals.

Connect and Celebrate

Enjoy invitations to CCMF events, including the annual Member Appreciation Dinner, golf tournaments, regional lunches and more. These gatherings offer the chance to connect with fellow members and the sponsors who passionately support the city management profession.

Stay Updated with Our Weekly Newsletter

Receive the CCMF weekly electronic newsletter, packed with timely and insightful articles relevant to all California city managers.

Join the City Manager Network

Connect with a vast community of fellow city managers through the CCMF peer network. Access a searchable database with hundreds of experienced professionals ready to offer valuable advice and support. Explore our pin drop map, displaying the locations of active CCMF members across California for networking opportunities.

Navigating Career Transitions

CCMF offers discounted memberships to retired city managers to facilitate their ongoing involvement in the industry. CCMF also offers assistance to city managers facing transitional periods in their careers, including legal advice, professional counseling and peer support.

Showcase Your Achievements

Participate in our "Profiles in Management" series, featuring interviews that celebrate the milestones and accomplishments of city managers.

CCMF SPONSORSHIP

A current list of sponsors is available online at www.cacitymanagers.org/sponsors. The following is an outline of benefits sponsors receive at the three tiers of support:

	Corporate Member	Corporate Benefactor	Foundation Circle	Premier
BRANDING OPPORTUNITIES	\$1,250	\$3,000	\$10,000	\$15,000
Recognition on CCMF website with your logo and a link to your website	✓	✓	✓	✓
CCMF social media channel announcement of your sponsorship	✓	✓	✓	✓
CCMF social media share of your social media post(s)	1/year	2/year	6/year	6/year
"CCMF Supporter" logo for your marketing purposes	✓	✓	✓	✓
Recognition in Weekly eNews and Quarterly Member Update emails with your logo and a link to your website	---	✓	✓	✓
Featured Partner announcement in Weekly eNews	---	1/year	2/year	2/year
Recognition in Golf Tournament* announcements and on signage at Tournament	---	✓	✓	✓
Recognition at post-Golf Tournament* event	---	---	✓	✓
Extensive recognition at Annual Membership Dinner	---	---	✓	✓
Recognition of top-tier sponsorship status at all CCMF-sponsored events	---	---	✓	✓
Extensive recognition at League of CA Cities City Managers Department Meeting	---	---	✓	✓
Company Profile Page on CCMF website	---	---	✓	✓

	Corporate Member	Corporate Benefactor	Foundation Circle	Premier
EVENT ACCESS	\$1,250	\$3,000	\$10,000	\$15,000
Invitation to CCMF Annual Membership Dinner	✓	✓	✓	✓
Additional five (5) representatives allowed at Dinner	---	Meal Fees Apply	✓	✓
Annual Membership Dinner registration list prior to the event	---	---	✓	✓
Free player spots at CCMF Golf Tournament*	---	2	8	8
CCMF Member Rate registration for additional Golf Tournament* players	---	✓	✓	✓
Invitation for one (1) representative to CCMF New & Future City Managers Seminar opening night dinner	---	---	✓	✓
OTHER BENEFITS	\$1,250	\$3,000	\$10,000	\$15,000
Access to Member-Only section of the CCMF website	✓	✓	✓	✓
Receive weekly eNews digest	✓	✓	✓	✓
Advertorial published on CivicBusinessJournal.com	1/year	2/year	4/year	4/year
Quote from CCMF President recognizing your support	---	✓	✓	✓
Advertorial embedded in CCMF Quarterly Member Update email	---	---	✓	✓
Right of refusal to sponsor other CCMF content or events	4th	3rd	2nd	1st
Eligible for a seat on the Board of Directors (Subject to availability & approval from the Board)	---	---	---	✓
CCMF Sponsorship runs from July 1st to June 30th *Golf Tournament benefits apply every other year				