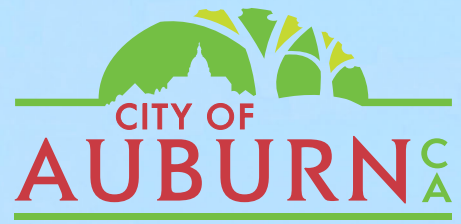


City Manager



**BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

Located at the crossroads of Interstate 80 and Highway 49, Auburn is the County Seat of Placer County. The City is located in the western foothills of the Sierra Nevada Mountain Range at elevations between 1,000 and 1,500 feet above sea level.

Auburn's location provides the advantage of being above the Valley fog and below the Sierra snow line.

Auburn's unique charm shines through its dual commercial hubs Old Town, a National Register Historic District rooted in the Gold Rush, features preserved brick buildings, the landmark Placer County Courthouse, shops, restaurants, and galleries; and the vibrant Downtown, a tree-lined, walkable district packed with modern boutiques, local galleries, and popular farm-to-table eateries.

Auburn is officially the "Endurance Capital of the World." Home to the legendary Western States 100-Mile Endurance Run and Tevis Cup 100-Mile Ride, the city hosts more endurance sporting events than any place on Earth. The Auburn State Recreation Area with its vast network of trails and water venue access points, the lakes and rivers, the many regional parks, all make Auburn a destination for endurance athletes and visitors of all levels and interests.

The Auburn Municipal Airport serves as an important economic asset, supporting aviation services and an adjacent business park that is home to innovative aerospace, technology, and bioscience companies. Auburn truly combines a nostalgic small-town lifestyle with robust economic energy. To learn more about the City of Auburn, please visit www.auburn.ca.gov and www.exploreauburnca.com for additional community information.

THE CITY

Auburn is a full-service city operating under a Council-Manager form of government, providing a comprehensive range of municipal services through its Police, Fire, Public Works, Community Development, Planning and Building, Finance, and Human Resources departments. These services are delivered by a dedicated workforce of approximately 80 full-time employees and supported by an annual operating budget of \$33.6 million. Encompassing 7.5 square miles, Auburn is home to approximately 14,000 residents and serves as the commercial, cultural, and governmental hub for a broader urban area of more than 30,000 people. Rich in Gold Rush history while focused on the future, Auburn continues to experience steady growth and



investment, with expanding opportunities for economic development, housing, and community enhancement.

THE POSITION

The City of Auburn is seeking an exceptional, visionary leader to serve as its next City Manager. This is a unique opportunity to lead one of California's most welcoming and historic communities known for its exceptional quality of life, engaged residents, strong sense of community, and commitment to thoughtful, sustainable growth.

Reporting directly to the five elected City Councilmembers, the City Manager serves as the City's chief executive officer and trusted strategic advisor, responsible for implementing the Council's vision while overseeing the effective delivery of municipal services. The City Manager provides thoughtful leadership, sound fiscal stewardship, and innovative solutions that balance the needs of a growing community with Auburn's small-town character and exceptional quality of life.

The next City Manager will foster a high-performing organizational culture built on collaboration, accountability, transparency, and outstanding customer service. This leader will work closely with the City Council, employees, residents, regional partners, and the business community to advance key strategic initiatives, strengthen economic vitality, support responsible development, enhance public safety, invest in critical infrastructure, and preserve Auburn's unique historic charm and natural beauty.

Beyond overseeing the City's daily operations, the City Manager will lead long-range planning efforts, ensure the City's long-term fiscal sustainability through sound financial



management and revenue strategies, advance capital improvement and infrastructure initiatives, and promote responsible economic development. The City Manager will also strengthen regional partnerships and position the organization to meet future challenges while preserving Auburn's rich history, unique character, and exceptional quality of life. This is an outstanding opportunity for an accomplished local government executive to help shape Auburn's future while honoring the community's historic legacy and small-town charm.



THE IDEAL CANDIDATE

The ideal candidate will be a strategic, decisive, and collaborative leader with a strong understanding of municipal planning, finance, budgeting, labor relations, and day-to-day local government operations. The successful candidate will bring experience navigating the complexities of local governance, including annexations, sphere of influence updates, economic development initiatives, and long-range community planning. A strong financial background is preferred, with the ability to understand complex fiscal issues, make sound resource allocation decisions, and support the City's long-term financial sustainability.

A visible and engaged community leader, the next City Manager will be passionate about public service and committed to building strong relationships throughout the organization and the community. The successful candidate will be an approachable and effective communicator who listens carefully, builds trust, and fosters a culture of transparency, accountability, and customer service. With a calm demeanor and a reputation for professionalism, the ideal candidate will quickly establish credibility and respect while leading with integrity, humility, and sound judgment.

The selected candidate will be a strong leader who empowers employees, encourages innovation, and creates an environment where individuals are motivated to achieve organizational goals. The City Manager will recognize and support professional excellence, mentor future leaders, promote continuous improvement, and encourage collaborative problem solving and thoughtful risk-taking. The successful candidate will have a proven ability to develop high-performing teams and maintain



constructive labor-management relationships, including experience with California labor negotiations.

Able to connect with individuals at all levels of the organization and across the community, the ideal candidate will be an accomplished relationship builder, consensus builder, and negotiator. The successful candidate will possess exceptional verbal and written communication skills and the ability to clearly articulate a vision, explain complex issues, and develop creative "win-win" solutions. Maintaining active involvement with community organizations, regional partners, and professional networks, the City Manager will identify opportunities to share best practices and strengthen partnerships.

The Auburn City Council seeks an innovative, energetic, and forward-thinking City Manager who appreciates the unique characteristics and exceptional quality of life that define the Auburn community. The successful candidate will be a visionary leader who can translate ideas into action, effectively communicate priorities, and inspire confidence among elected officials, employees, residents, and stakeholders. Experience with economic development, public safety, and the opportunities and challenges associated with a municipal airport and business park will be highly valued.

The ideal candidate will demonstrate unquestionable integrity, political acumen, and the ability to remain objective while working effectively within a dynamic public environment. The next City Manager will be a

thoughtful and adaptable leader who can quickly understand the organization, anticipate challenges, make informed decisions, and guide the City toward continued success.

EDUCATION

A Bachelor's degree with major course work in public administration, business administration, or a related field is required; a Master's degree is desirable.

COMPENSATION AND BENEFITS

The salary for the incoming City Manager is anticipated to be \$240,000 and is negotiable upon qualifications and experience. The City of Auburn also provides an excellent benefits package including:

Retirement – Classic CalPERS members are eligible for 2% @ 55, and PEPRAs members are 2% @ 62.

Medical Insurance – The City contracts with CalPERS for medical benefits, and the 2027 family coverage plan pays up to \$3,009 per month. Health In Lieu is available up to \$890.00 per month.

Dental/Vision Insurance – City paid dental and vision coverage for employees and eligible dependents.

Holidays – 13 paid holidays annually, plus 12 hours of floating holiday.

Sick Leave – 96 hours accrued annually.

Vacation – 144 hours accrued annually.

Life & AD&D Insurance – City paid life and AD&D insurance with a benefit of \$400,000.

Management Leave – 80 hours each fiscal year, with cash out provisions.

Other benefits include auto allowance, city contribution toward deferred compensation, cell phone allowance, technology stipend, and negotiable relocation costs.

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

**Filing Deadline:
September 13, 2026**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Auburn. Candidates will be advised of the status of the recruitment following selection of the City Manager. If you have any questions, please do not hesitate to call Gary Phillips at:

(916) 784-9080

