



CITY MANAGER



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

THE COMMUNITY

Located in the western Mojave Desert, California City offers a distinctive combination of affordability, open space, outdoor recreation, and opportunity. With approximately 15,000 residents spread across more than 200 square miles, California City is one of the most geographically expansive communities in California, providing residents with a spacious, relaxed lifestyle that is increasingly difficult to find in the state.

Founded in 1965, California City was envisioned as a planned community with room to grow. Today, its wide-open landscape, relatively affordable housing, and strong sense of community appeal to residents seeking a quieter pace of life while remaining within reach of major employment centers and regional amenities. The surrounding Mojave Desert provides a dramatic natural setting and abundant opportunities for hiking, camping, off-highway recreation, wildlife viewing, and exploring the region's distinctive desert environment.

California City's location also provides important connections to the region's aerospace, aviation, defense, and advanced manufacturing industries. Edwards Air Force Base, one of the nation's premier aerospace testing facilities, is approximately 20 miles away and is a major regional employer. The community is also near major aerospace and automotive testing facilities, creating opportunities for economic development and diversification.

Residents enjoy a variety of parks, recreational facilities, community programs, and local events, while the City's expansive geography provides significant opportunities for future development. California City is also within convenient driving distance of Lancaster, Palmdale, Bakersfield, and the greater Los Angeles region, allowing residents to enjoy the advantages of a small, close-knit community while maintaining access to larger metropolitan areas.

California City is a community with space to grow and an opportunity to shape its future. Its combination of affordability, abundant land, distinctive natural surroundings, regional employment opportunities, and entrepreneurial spirit creates an exciting environment for residents, businesses, and a City Manager ready to help lead the community into its next chapter.

THE ORGANIZATION

The City of California City operates under a Council-Manager form of government, with a Mayor and four Councilmembers elected by the community to establish policy, adopt the annual budget, and provide overall direction for the City. The Mayor serves as the presiding officer of the City Council and as the official head of



the City for ceremonial purposes. The City Manager is appointed by and reports directly to the City Council, serving as the City's Chief Executive Officer and administrative leader responsible for implementing Council policies and overseeing the day-to-day operations of the organization.

California City's municipal organization is broad in scope and provides a diverse range of services to its residents and businesses. Departments and functions include City Manager, City Clerk, Finance, Human Resources, Community Development, Public Works, Parks and Recreation, Police, Fire, Airport, Off-Highway Vehicle (OHV) programs, and the Tierra Del Sol Golf Course, along with specialized programs and enterprise activities. The City's current organizational structure also includes functions related to building and planning, housing, code enforcement, facilities, cannabis, and special revenue programs.

THE POSITION

Reporting to the City Council, the City Manager provides executive leadership and general management of the City of California City's departments, programs, and operations, carrying out the policies, priorities, and directives established by the City Council. The City Manager serves as the chief administrative officer and works closely with the Mayor, City Council, staff, residents, businesses, and community stakeholders to ensure the effective and efficient delivery of municipal services.

Key responsibilities include, but are not limited to:

- Creates assignments in accordance with the general needs and services of the City, or as suggested by various committees, commissions and civic groups.
- Reviews and edits reports and statements prepared for the attention of the City Council and/or various committees and commissions.



- Provides direction and guidance to department heads.
- Meets with City Council members and the Mayor to review and discuss projects, programs, and related matters impacting City government.
- Meets with citizens and citizen groups to exchange information and review current or proposed programs and projects.
- Coordinates activities to determine the needs of the City, and established priorities for programs and projects, on-going and proposed.
- Ensures that all laws and ordinances of the City are duly enforced and that all franchises, permits, licenses and privileges granted by the City are faithfully performed and observed.
- Attends all meetings of the City Council, unless otherwise excused.
- Performs the duties of the City Manager as described in the California City Municipal Code.
- Builds and maintains positive working relationships with co-workers, other City employees, and the public using principles of good customer service.
- Maintains knowledge of principles and practices of public administration, organization and functions of City government and current trends and recent developments in management, laws, and regulations regarding City management, City contracts for public services, budget, finance, and public personnel administration.
- Exhibits effective management techniques and employee supervision.



The City Manager will translate the City Council's priorities into meaningful and effective action while maintaining an efficient, responsive, and fiscally responsible organization. This leader will champion long-term fiscal sustainability and guide strategic initiatives related to economic development, infrastructure, planning, and community growth while preserving California City's distinctive quality of life. The ideal candidate will understand the importance of strengthening the City's economic base, identifying opportunities for investment and development, and leveraging available resources to advance community priorities. The City Manager will foster strong relationships with residents, businesses, regional partners, and other stakeholders and will be a visible, accessible, and engaged presence in the community.

A thoughtful listener and skilled relationship-builder, the successful candidate will welcome stakeholder input and encourage open, respectful dialogue, particularly when navigating difficult or competing perspectives. As a strong and confident communicator, the City Manager will promote transparency, keep the community informed, and effectively use technology and social media to enhance communication and civic engagement. Equally important, this leader will possess the political acumen and emotional intelligence necessary to navigate complex issues, facilitate meaningful discussions, build consensus, and move initiatives forward while maintaining the confidence of the City Council, staff, and community.

The ideal candidate will bring a strong foundation in strategic planning and public administration, extensive knowledge of local, state, and federal laws and regulations, and progressively responsible executive or management experience

THE IDEAL CANDIDATE

The City Council is seeking an accomplished, collaborative, and forward-thinking administrative professional with strong team-building skills to serve as California City's next City Manager. The ideal candidate will be an effective communicator who builds trust and earns the respect of the City Council, staff, residents, businesses, and community stakeholders through sound judgment, knowledge, ethics, and integrity. A confident yet approachable leader, the City Manager will value collaboration, teamwork, and staff empowerment while bringing creativity, versatility, and strong problem-solving skills to a dynamic environment characterized by diverse perspectives, personalities, and complex issues. The successful candidate will also bring a strong background in municipal finance, budgeting, and economic development, with the ability to connect sound financial management to the City's long-term goals and opportunities.



in government. A demonstrated understanding of municipal finance, budgeting, economic development, community trends and demographics, infrastructure needs, and the opportunities and challenges facing California City will be highly valued. The City Council is particularly interested in a stable and committed leader who is seeking a long-term professional home and is eager to build a meaningful and lasting tenure with California City.

Above all, the next City Manager will be a steady, ethical, and solutions-oriented leader who can work effectively with the City Council and staff to build organizational capacity, strengthen the City's financial and economic foundation, and deliver high-quality services. This leader will bring the vision, judgment, and collaborative spirit necessary to capitalize on California City's opportunities, address its challenges, and position the community for long-term success.

Qualified candidates will possess a Bachelor's degree from an accredited four-year college or university with major coursework in public administration, business administration, finance, or a closely related field, along with at least four years of management or supervisory experience, preferably within a public agency or governmental setting.

COMPENSATION

The annual salary for the City Manager is \$190,000. California City offers an attractive benefits package including but not limited to the following:

Retirement - Classic CalPERS members are eligible for 2% @ 60, and PEPPRA members are 2% @ 62. The City does not participate in Social Security.

Cafeteria Benefits - The City provides a contribution toward Health, Dental, and Vision Benefits.

Health Insurance - The City contracts with CalPERS for medical benefits, Health In Lieu is available.

Dental/Vision Insurance - Available as cafeteria benefits.

Life & AD&D Insurance - Available as cafeteria benefits.

Short- and Long-Term Disability - Provided for all employees under cafeteria benefits.

Life & AD&D Insurance - City paid life and AD&D insurance.

Holidays - 11 paid holidays annually, plus 3 floating holidays.

Sick Leave - 120 hours accrued annually.

Vacation - 96-144 hours accrued annually.

Executive Leave - 80 hours each fiscal year, with cash out provisions.

Cellular Phone and Computer - City provided.

Other - Negotiable benefits include auto allowance and relocation costs.

TO APPLY

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

www.bobmurrayassoc.com

**Filing Deadline:
October 18, 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 California City. 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:

Mr. Jon Lewis
(916) 784-9080

