



PASADENA
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CITY MANAGER

RECRUITMENT PROFILE

A CITY AT AN INFLECTION POINT

The City of Pasadena is looking for a City Manager who is ready to help write the next chapter of one of California's most distinctive cities.

Pasadena carries an unusual combination of assets: a full-service municipality that owns and operates its own water and power utility; one of only three city-based Public Health Departments in California; a global reputation for innovation anchored by Caltech and the Jet Propulsion Laboratory, the roots of Pasadena's national "City of Roses and Rockets" identity; and a civic calendar built around the Rose Bowl Stadium, the Tournament of Roses Parade, and the Rose Bowl Game, with the 2028 Olympic and Paralympic Games now on the horizon.

Pasadena also has significant room to grow. More than 50 acres of city-owned land along the former 710 corridor, known as the "710 Stub," now supported by an Enhanced Infrastructure Financing District created to help finance the work, represent one of the last large-scale redevelopment opportunities in a fully built-out city, with the potential to extend economic opportunity into corridors that have historically been underserved. The City Council has paired that potential with clarity of purpose, translating its vision into five adopted priorities that now serve as organizational directives for the entire enterprise.

The next City Manager will oversee an annual operating and capital budget of approximately \$1.5 billion and a dedicated staff of about 2,200, in partnership with an experienced and committed City Council and an engaged community of roughly 140,000 residents. Beyond the municipal organization, they will also help guide the City-owned Rose Bowl Stadium, the Pasadena Convention Center and Visitors Bureau, and Pasadena Media, the City's community information and streaming service. This is a rare opportunity for a seasoned public sector executive to lead a sophisticated, well-resourced organization at exactly the moment it is ready to move.

If you bring considerable executive leadership experience, think creatively about complex challenges, are passionate about serving a diverse community, and are driven by measurable impact, Pasadena wants to hear from you.

Learn more about the community at visitpasadena.com and cityofpasadena.net.



THE COMMUNITY

Pasadena's history reflects cultural diversity and reinvention. Nestled in the west foothills of the San Gabriel Mountains just 15 miles north of downtown Los Angeles, the City is home to more than 140,000 residents in a community that is both ethnically and economically diverse.

The community reflects that diversity directly: 34.9% Latino, 34.6% White, 18.1% Asian, 8.3% African American, 3.7% other, and 0.4% American Indian or Alaska Native.

The City's economy draws strength from its educational and entrepreneurial character. The California Institute of Technology (Caltech), Art Center College of Design, and Pasadena City College anchor a growing innovation ecosystem spanning the biomedical and life sciences, arts, culture, and design, an economic base with real room to diversify beyond traditional office and retail models. Historic homes and landmarks line Pasadena's streets, giving the community a strong sense of heritage even as it looks toward the future. The Metro L Line's six Pasadena stations connect residents easily to the San Gabriel Valley, downtown Los Angeles, and destinations across the region.

Pasadena is internationally known for the Rose Bowl, the Tournament of Roses Parade, and the Rose Bowl Game. Its cultural landscape includes the Pasadena Playhouse (the State Theater of California), the Pasadena Convention Center and Civic Auditorium, the Norton Simon Museum, the USC Pacific Asia Museum, and the Gamble House, along with open-space assets such as Brookside Park, Eaton Canyon Nature Center, and three community centers.

The community's resilience was on full display during the region's recovery from the Eaton Fire, a reminder of both the risks Pasadena must plan for and the strength of the community that will rally behind the right leader. Pasadena has extraordinary potential to help shape the future of urban communities in America, and it is seeking a City Manager who can help it realize that potential.

THE CITY

Pasadena is a full-service municipality governed by a City Charter under the Council/Manager form of government. The governing body consists of an elected Mayor and seven City Councilmembers elected by district, each serving a four-year term. The City has benefited from consistently strong and stable elected leadership and is committed to the values of responsiveness; honesty and integrity; accountability; excellence; open, clear, and frequent communication; innovation; and equity, inclusiveness, and belonging.

Pasadena is one of only three cities in California with its own Public Health Department. It also benefits from the economic stability and environmental stewardship that come with owning its own electric and water utility, which delivers electricity to more than 65,000 customers and water to almost 38,000 households and businesses across Pasadena and surrounding communities. The City Council has set a goal of 100% carbon-free energy through Pasadena Water & Power by 2030, a commitment already translating into measurable progress: the portfolio's carbon-free share is targeted to climb from roughly two-thirds today toward three-quarters within the City Manager's first 18 to 24 months.





THE JOB

The City Manager will oversee a General Fund budget of \$365 million and a total budget of approximately \$1.5 billion, including \$446 million for capital improvement projects and \$110 million in appropriations for the City's three operating companies — the Rose Bowl Operating Company, the Pasadena Center Operating Company, and the Pasadena Community Access Corporation. As the City's Chief Administrative Officer, the City Manager will lead 15 departments and approximately 2,200 staff, partnering with and supporting the City Council on policy development while directing the day-to-day administration of a complex organization.

The ideal candidate (a leader who) brings a strong understanding of local, state, and federal regulatory requirements; a track record of managing complex, multi-function public-sector organizations; and the fiscal and political acumen to lead calmly, fairly, and equitably. With roughly 70% of the General Fund tied to personnel costs and revenue pressures shifting with tourism and the broader commercial landscape, the next City Manager must develop creative, sustainable solutions rather than manage the budget on the margins.

Just as important, the selected candidate will become part of the Pasadena community — someone who champions what makes Pasadena remarkable, listens to and engages staff and constituents alike, and becomes woven into the City's business, civic, and neighborhood life. They will have strong communication skills and exemplary conflict-resolution skills and know how to leverage everything Pasadena has to offer: great people, a high-performing leadership team, a thriving civic culture, natural beauty, cherished annual traditions, and a rich base of historic infrastructure.

THE IDEAL CANDIDATE

The next City Manager will be expected to partner with the City Council, the Executive Leadership Team, City staff, labor, Commissions, local organizations, businesses, institutions, and the community to successfully tackle a wide-ranging agenda. The Council is looking for an outstanding leader with a deep and successful track record in the following areas:

Core Leadership Competencies

- **Strategic, human-centered leadership** — Leading with empathy, emotional intelligence, integrity, and accountability, while balancing decisiveness with collaboration and trust-building. Trust here is earned through visible presence and consistency, not assumed on day one.
- **Innovation and adaptability** — Challenging conventional approaches, embracing and managing change, and ensuring Pasadena remains a leader in meeting new challenges rather than simply reacting to them.
- **Operational excellence in a complex city** — Managing a full-service organization that includes public safety, utilities, large venues, and regional assets, while empowering department heads to run their operations and delivering high-quality services citywide.
- **Workforce excellence and labor relations** — Rebuilding momentum and confidence across a talented staff that has weathered consecutive citywide crises, maintaining labor peace, and recruiting, developing, and retaining top executive and staff talent.
- **Effective Council–Manager partnership** — Serving as a thought partner to the Council by supporting policy development, implementing Council direction, and navigating political complexity with professionalism, transparency, and steady composure. The leader must translate the City Council's recently clarified strategic objectives into visible, credible results.

What the Next City Manager Will Take On

- **Fiscal stewardship and long-term sustainability** — Managing structural budget pressures, rising costs, and constrained revenues through disciplined financial management, creative revenue strategies, and innovative financing tools.
- **Economic evolution and diversification** — Advancing a modern economic development strategy that leverages Pasadena's strengths in higher education, research, biomedical and life sciences, arts, culture, and design, while moving beyond traditional office and retail models.
- **Land use, redevelopment, and placemaking** — Leading redevelopment of the former 710 corridor and other key areas to support housing, mobility, economic vitality, and neighborhood identity.
- **Housing stability and homelessness solutions** — Advancing coordinated, compassionate strategies that address affordability, housing supply, and year-round shelter and transitional housing for unhoused residents.
- **Infrastructure, facilities, and capital investment** — Modernizing aging infrastructure and public facilities, including fire stations, utilities, roadways, and civic assets, through thoughtful capital planning and execution.
- **Mobility, safety, and public realm improvements** — Improving roadways, enhancing pedestrian and bicycle safety, and strengthening streetscapes and public spaces.
- **Climate, sustainability, and energy leadership** — Advancing environmental goals, including the transition to carbon-free energy through Pasadena Water & Power, while ensuring affordability, reliability, and long-term resilience.
- **Regional and global engagement** — Preparing Pasadena to successfully host major events, including the 2028 Olympic and Paralympic Games, and leveraging global visibility for lasting economic and community benefit.

FIVE COUNCIL BUDGET PRIORITIES

The City Council adopted the following five priorities to inform the budget process last year. They look to the City Manager to move the needle on Council priorities by mobilizing department leadership across the organization and making the difficult decisions to reallocate and expand resources to achieve their budget goals:

1. **Modernize Fire Department facilities and enhance fire prevention.**
2. **Improve roadways and implement pedestrian/bike safety strategies.**
3. **Invest in a year-round homelessness shelter and transitional housing.**
4. **Move Pasadena decisively towards a carbon-free future.**
5. **Implement the Economic Development Strategic Plan with placemaking focus.**

Delivering on these five directives, while keeping the broader organization healthy, funded, and well led, is a critical part of the job.



EMPLOYMENT STANDARDS

Any combination of experience and training that would provide the required knowledge, skills, and abilities would be qualifying; however, a typical way of obtaining these is:

- Graduate degree in public/business administration or a related field.
- Eight years of progressively responsible management experience in the planning, organization, coordination, and administration of varied municipal activities, of which three years were at the executive level.
- Experience as a City Manager, preferably in California.
- Possession of, or the ability to obtain, a Class C California driver's license and a satisfactory driving record.

Desired: The selected candidate is expected to live in Pasadena.

SALARY & BENEFITS

- The salary range for this position is **\$380,000—\$425,000** DOE/DOQ. In addition to salary, the City of Pasadena offers a competitive benefits package that includes, but is not limited to:
- Retirement. 2.5% @ 55 CalPERS formula for Classic members (employee pays 8%); employees additionally contribute 2% of pensionable compensation toward retirement on a pre-tax basis as cost-sharing under Government Code 20516(f). New members receive the 2% @ 62 CalPERS formula (employee currently pays 7.75%).
- Life, Short-Term, and Long-Term Disability Insurance. Provided at City expense.
- Health Insurance. The City provides an allowance to assist with medical premiums. The 2026 monthly allowance is \$917.91 for Employee Only, \$1,835.82 for Employee + 1, and \$2,386.57 for Employee + 2 coverage, adjusted annually.
- Dental Insurance. The City contributes 100% of the employee-only PPO premium; employees covering a dependent receive an additional \$80 per month toward the premium.
- Generous Leave Packages. Includes vacation, management time off, 11 paid holidays, and sick leave, with the option to cash out vacation leave.
- Vehicle Allowance. Available with City Council authorization.
- Incentive Bonus. Eligible for a lump-sum incentive bonus each year at the sole discretion of the Council.
- Housing & Relocation Assistance. Available, with a strong preference for candidates willing to relocate to Pasadena.
- Personal Development Expenses. Dues, subscriptions, conferences, travel, seminars, and similar professional development costs.
- Technology. City-provided cell phone, tablet, and other computer support, plus monthly expenses for those devices.
- Schedule. City administration operates on a "9/80" schedule, closing on alternate Fridays.



HOW TO APPLY

The nationwide search for the City Manager is being conducted by **The Byers Group**. To be considered, candidates should electronically submit a resume and letter of interest to Pasadena.CM@byersgroupca.com. The letter should describe the candidate's interest in the role, relevant accomplishments, and the leadership attributes the candidate would bring to the City of Pasadena. The first review date of consideration will be **October 16, 2026**. The position will remain open until filled.



THE BYERS GROUP
EXECUTIVE SEARCH AND C-SUITE CONSULTING

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