CITY OF
COMPTON
Incorporated in 1888

CITY MANAGER



BOB MURRAY
& ASSOCIATES
Experts In Executive Search

THE COMMUNITY



Located in the heart of Los Angeles County, the City of Compton is a diverse, historic community of approximately 90,500 residents within 10 square miles. Incorporated in 1888, Compton is centrally located between Los Angeles and Long Beach and is known as the "Hub City" for its strategic position and transportation connections. Compton has a strong and distinctive cultural identity, with deep roots in music, arts, community activism, and Southern California history. The community is predominantly Latino and Black, with approximately 73 percent of residents identifying as Hispanic or Latino, 24 percent as Black or African American, and more than 31 percent foreign-born.

The City is also home to a growing economic and employment base, with transportation and warehousing, manufacturing, retail, business services, and other commercial and industrial uses. Compton offers 16 parks totaling approximately 118 acres, along with community centers, athletic facilities, aquatic amenities, and recreational programs. Recent investments include improvements at Dr. Walter R. Tucker, Sr. Park, one of several park renovations completed by the City.

Compton provides convenient access to the cultural, recreational, educational, and employment opportunities of the greater Los Angeles region while maintaining a strong sense of community and identity.

THE CITY

The City of Compton was incorporated on May 11, 1888, and operates as a Charter City under a Council-Manager form of government. The five-member City Council consists of the Mayor and four District Council Members and establishes policy direction for the organization. The City Manager is responsible for implementing Council policies and overseeing the City's day-to-day administrative operations in accordance with the City Charter and applicable law.

Compton is a full-service municipal organization serving more than 90,000 residents. The City has a broad range of municipal responsibilities and is supported by departments and functions encompassing public safety, public works, municipal utilities, community development, recreation, finance, human resources, and other essential services. The City Manager's Office is responsible for implementing fiscal and administrative policies, promoting organizational efficiency, and strengthening communication and transparency between the City and its residents.



The City has identified several priorities for continued progress, including:

- **Economic Development:** Attracting and retaining businesses, supporting local entrepreneurs and small businesses, and leveraging Compton's strategic location to encourage investment and job creation.
- **Infrastructure and Public Facilities:** Maintaining and improving streets, bridges, water infrastructure, parks, transit areas, and other public assets.
- **Transparency and Accountability:** Strengthening communication, administrative processes, organizational performance, and public confidence in City government.
- **Community Revitalization:** Improving commercial corridors, neighborhood appearance, public spaces, and the overall quality of the City's built environment.
- **Homelessness and Housing:** Identifying resources and partnerships to address homelessness and related housing needs.
- **Long-Term Planning:** Establishing a clear vision and measurable long-term goals for the City's future.
- **Regional Partnerships:** Working with regional and statewide organizations and governmental agencies to advance Compton's interests and leverage outside resources.
- **Public Safety:** Strengthening public safety through effective emergency response, prevention efforts, and coordination with law enforcement and community partners.

The City has continued to make investments in its infrastructure and public spaces, including street maintenance and resurfacing and improvements to parks and recreational facilities. In 2026, the City celebrated improvements at Dr. Walter R. Tucker, Sr. Park, including a new playground and picnic shelter. Compton also participates in regional organizations and partnerships that provide opportunities to collaborate on transportation, economic development, infrastructure, housing, and other issues that extend beyond City boundaries. The next

City Manager will have an opportunity to build on these efforts, strengthen organizational capacity, improve service delivery, and help establish a clear and sustainable vision for Compton's future.



THE POSITION

Under the policy direction of the City Council, the City Manager serves as the Chief Executive Officer of the City of Compton and oversees the administration of City affairs consistent with the City Charter and applicable law. The City Manager provides executive leadership and strategic direction, implements Council policies and priorities, oversees City departments and employees, and ensures the efficient, ethical, accountable, and effective delivery of municipal services. The City Manager serves as the principal administrative advisor to the City Council on municipal operations, organizational performance, fiscal management, policy implementation, and long-range planning. The position oversees the City's budget and financial condition, personnel and labor relations, administrative policies, and organizational performance, while fostering a culture of accountability, professionalism, transparency, and continuous improvement.

The City Manager represents Compton with governmental agencies, regional organizations, businesses, community groups, and other stakeholders and works to advance the City's interests and priorities. The position also oversees recruitment and management of department heads and staff, labor relations and collective bargaining in coordination with Human Resources and legal counsel, and responsible stewardship of public resources. The City's total budget is approximately $287.2 million, with approximately 350 full-time equivalent employees.

THE IDEAL CANDIDATE

The City of Compton is seeking an experienced, collaborative, and community-focused municipal executive who can provide strong leadership while effectively implementing the policy direction and priorities of the City Council. The ideal candidate will bring a demonstrated record of leading a complex public-sector organization, building high-performing teams, managing public resources responsibly, and delivering responsive, customer-focused municipal services.

The successful candidate will be a strategic thinker and visionary leader who is proactive, politically astute, culturally competent, and trustworthy. The City Manager will build productive relationships with residents, employees, businesses, community organizations, and local, regional, State, and federal partners while advancing economic and community development, fiscal sustainability, organizational excellence, and community pride.



The successful candidate will have:

- **Executive Leadership:** Proven experience leading complex organizations and executing Council priorities.
- **Municipal Expertise:** Strong knowledge of local government operations, laws, budgeting, personnel, and municipal services.
- **Economic & Community Development:** Experience supporting existing businesses, attracting new investment, and working in diverse, working-class communities.
- **Fiscal Management:** A strong record of responsible financial management, budgeting, and fiscal sustainability.
- **Council-Manager Relations:** Experience effectively managing Council-Manager dynamics and communicating with elected officials.
- **Team Leadership:** Ability to recruit, develop, mentor, and retain high-performing teams, with a focus on succession planning.
- **Labor Relations:** Experience managing labor relations in a public-sector environment.
- **Community Engagement:** A demonstrated record of meaningful community engagement, effective outreach, and building community pride.
- **Intergovernmental Relations:** Ability to build strong partnerships and advocate effectively for Compton and its residents.
- **Customer Service & Innovation:** Experience improving business processes, municipal services, and organizational effectiveness.
- **Public Safety:** Proven experience fostering a culture of public safety across Fire, Sheriff, and Code Enforcement services that prioritizes the health and safety of residents and visitors.

- **Adaptability:** Ability to identify and respond effectively to changing conditions and emerging issues.

Public works and environmental experience are desirable.

MINIMUM QUALIFICATIONS

- Bachelor's degree from an accredited college or university in public administration, business administration, or a related field. A master's degree in public administration, public policy, business administration, or a closely related discipline is highly desirable.
- A minimum of eight (8) years of progressively responsible executive or senior-level management experience in local government or a comparable public-sector organization.
- Demonstrated experience in municipal finance, budgeting, personnel administration, and policy implementation.
- Prior experience as a City Manager, Assistant or Deputy City Manager, or department director in a complex public organization is preferred.
- Experience working in a unionized environment is strongly preferred.
- Possession of, or ability to obtain, a valid California Class C Driver's License.

COMPENSATION AND BENEFITS

The salary range for the incoming City Manager is $308,510.20–$361,748.10, negotiable depending on qualifications and experience. The City of Compton also provides an excellent benefits package, including:

CalPERS Retirement: Classic (pre-2013) – 2.7% at 55; PEPRA – 2% at 62.

Auto Allowance – $390 per month.

Phone Allowance – $100 per month.

Retiree Medical – Lifetime medical coverage, fully funded by the City after five years of service with CalPERS.

Health Insurance – Choice of 11 CalPERS health plans, with City-paid premiums for employees and eligible dependents up to the annual Kaiser family rate.

Dental and Vision – Employer-paid dental and vision for employees and eligible dependents.

Life Insurance – Employer-paid UNUM life insurance of $85,000 for the City Manager.

Flexible Spending Accounts – Healthcare and dependent-care FSA options through American Fidelity.

Supplemental Benefits – Optional life, disability, 457(b) deferred compensation, accident, and other coverage.



Paid Time Off – Vacation, sick leave, and 16 paid holidays per fiscal year.

Flexible Work Schedule – Most administrative positions based at City Hall work on a 4/10 schedule, with Fridays off.

Educational Reimbursement – Up to $5,000 per fiscal year for tuition and books.

Employee Assistance Program – Confidential personal and professional support services.

Professional Development – Ongoing training and professional development opportunities.

TO APPLY

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

www.bobmurrayassoc.com

Filing Deadline:
November 8, 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 may 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 conducted with the City of Compton. Candidates will be advised of the status of the recruitment following selection of the City Manager.

For questions regarding this recruitment, please contact:

Ms. Stacey Stevenson
(916) 784-9080

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