

# City of California City



*invites your interest in the position of*

## City Manager

Recruitment Services Provided by Ralph Andersen & Associates



# The City of California City

California City is located in northern Antelope Valley which is in Kern County, California. It is 100 miles north of the City of Los Angeles and has a population of just over 14,000. Covering 200 square miles, California City has the third-largest land area of any city in the state of California.

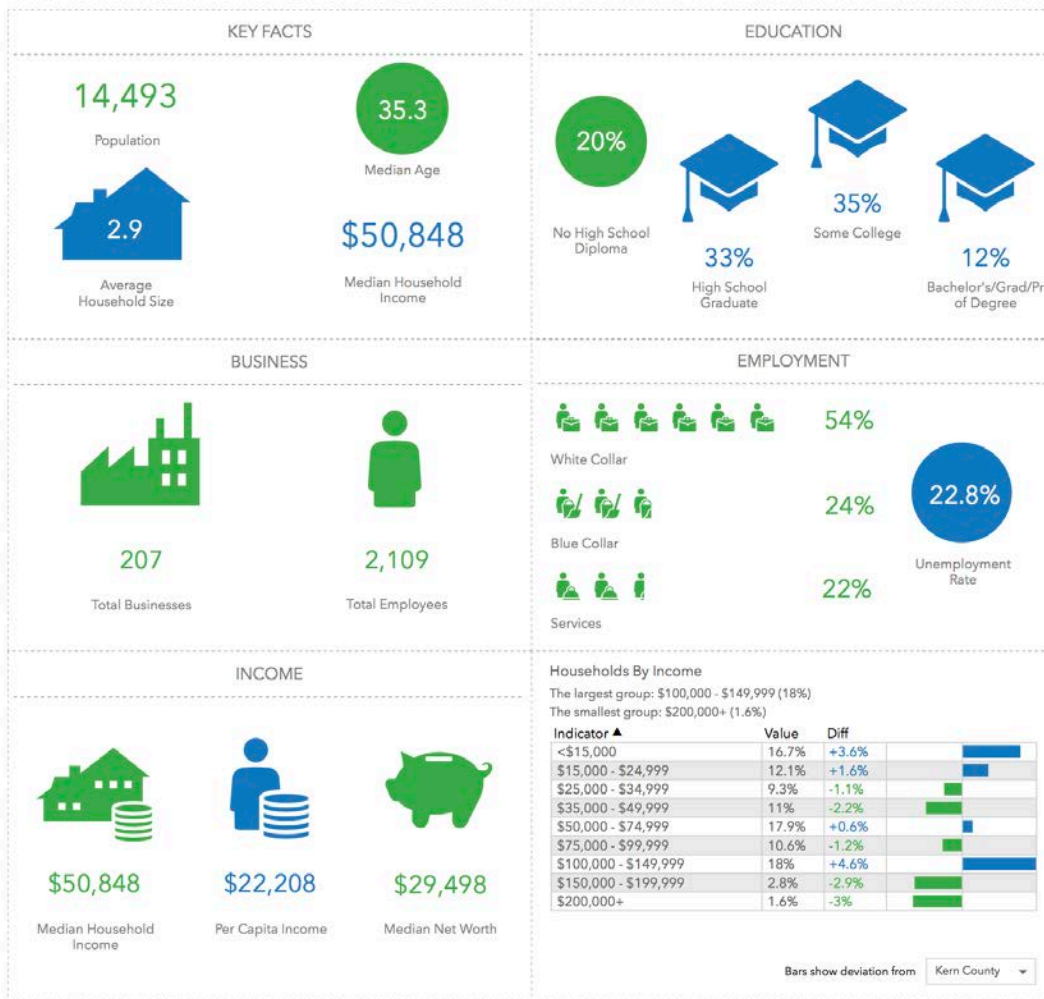
Founded in the 1950s, California City was intended to rival Los Angeles in size covering a geographic area of 203 square miles. It is the third largest land area of any city in California; however, it has retained a small-town appeal. In 1958, 82,000 acres of land was purchased in the Mojave Desert, about 100 miles north of Los Angeles, and founded the optimistically named California City. With around 14,000 residents, California City is far more than a stop along the way. This community offers safe, small-town, high desert living with the resources and amenities of nearby major recreational areas and significant opportunity for growth.

Life in Southeastern Kern County is slower paced with fresh air, stress-free communities, and sunshine. There is access to activities for every outdoor enthusiast from some of the state's best hiking and camping, including state and national parks, to off-roading and everything in between. In addition to outdoor recreation, world-class entertainment, beaches, and museums are only a two-hour drive away or a short flight from our municipal airport.

Residents enjoy a high quality of life, affordable housing, clean air, and a range of dining venues. The Mojave Unified School District serves approximately 2,250 students and maintains 2 elementary schools, a junior high school, and a high school. Cerro Coso Community College closed escrow on 22 acres in the heart of California City for a community college to serve Edwards Air Force Base, California City, Mojave, Boron, North Edwards, and the entire high desert in the Antelope Valley.

To learn more about the City of California City, please visit [www.californiacity-ca.gov/CC/](http://www.californiacity-ca.gov/CC/).

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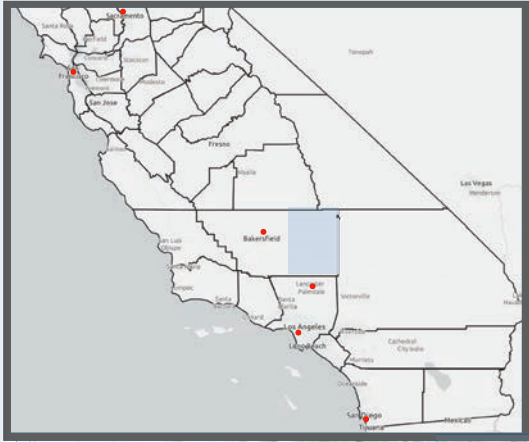


This infographic contains data provided by Esri, Esri and Infogroup. The vintage of the data is 2020, 2025.

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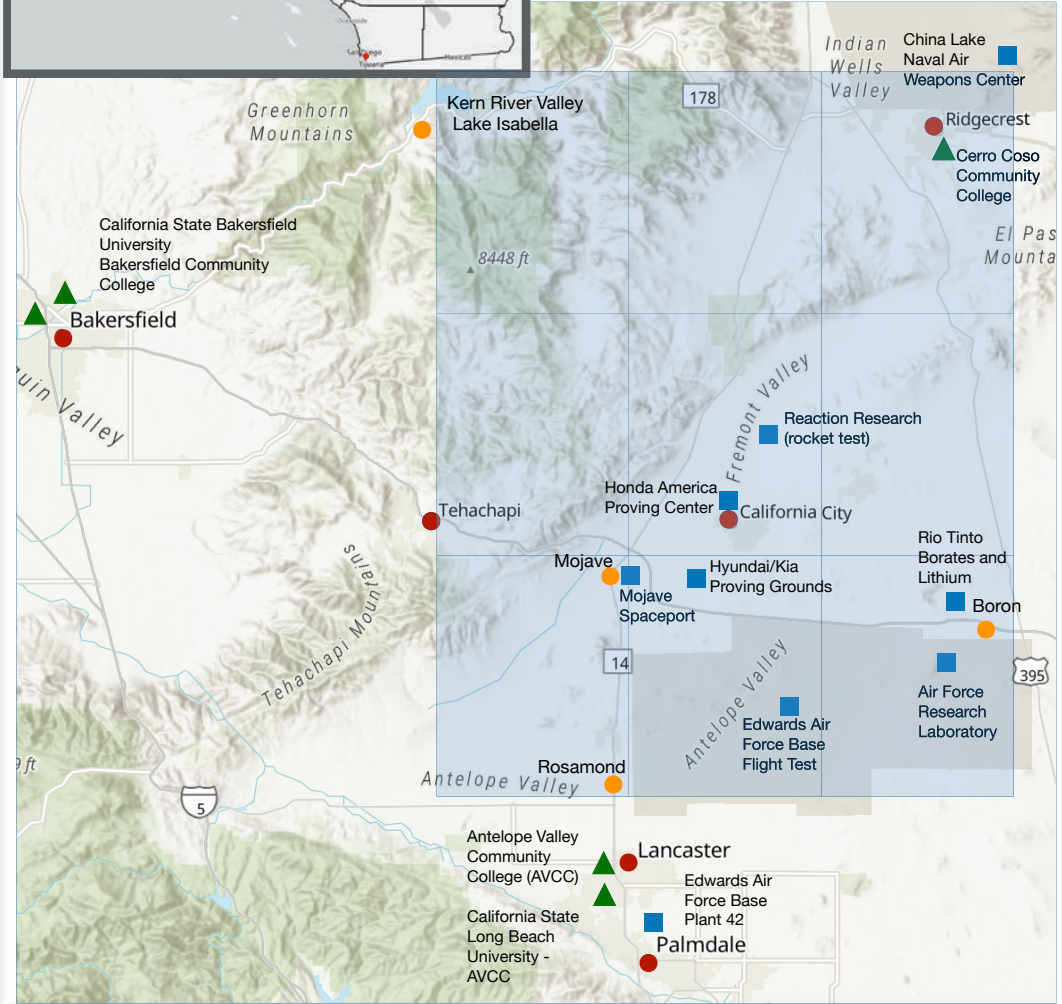


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## East Kern County

- Major Industry/Research/Employers
- Unincorporated Communities
- Incorporated cities
- ▲ College/University



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## The Organization

The City of California City operates under a Council/Manager form of government. The City Council, as the legislative body, represents the entire community and formulates citywide policies. The City Council is elected for four-year overlapping terms. The Mayor is elected at-large for a two-year term. As the presiding officer of the Council, the Mayor is the official head of the City for all ceremonial functions.

The City Manager is appointed by the Council and serves as the Chief Executive Officer, responsible for day-to-day administration of City affairs and implementation of Council policies. The City Attorney, also appointed by the Council, advises, and represents the City and Council in all legal affairs. The City's annual budget is approximately \$8.5 Million and there are approximately 150 City staff members.

The City's departments include City Manager, City Clerk, Finance, Human Resources, Community Development, Public Works, Parks and Recreation, Police, Fire, Off Highway Vehicle Program (OHV), Airport, and Tierra Del Sol Golf Course.

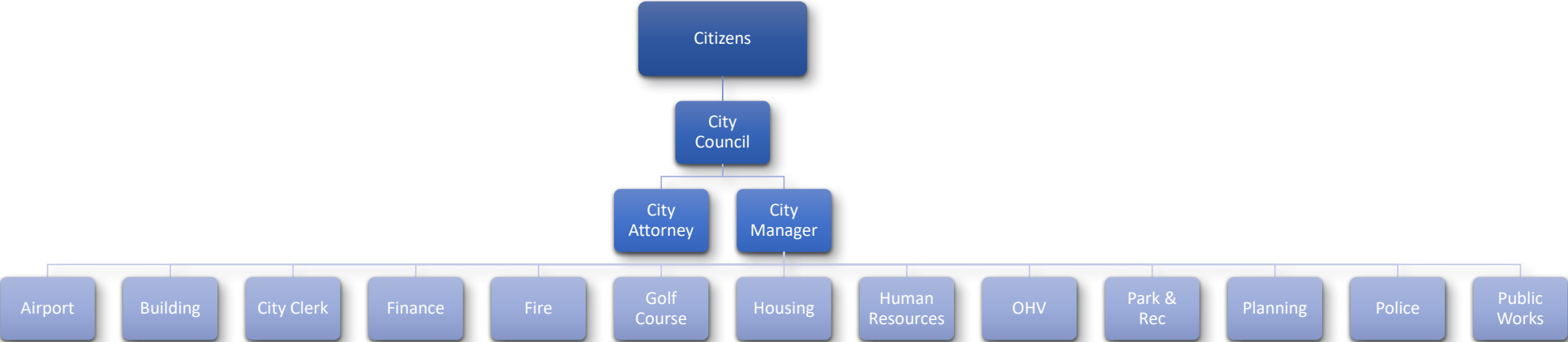
Economic development, community development, the need for new housing, and additional commercial and industrial development are pressing issues.

The community is dynamic, and the ideal candidate should not underestimate the level of citizen involvement here.

## Vision Statement

The creation of a livable, viable, and visually attractive community through efficient and effective continued growth and sustainable development that will result in a model city within eastern Kern County.

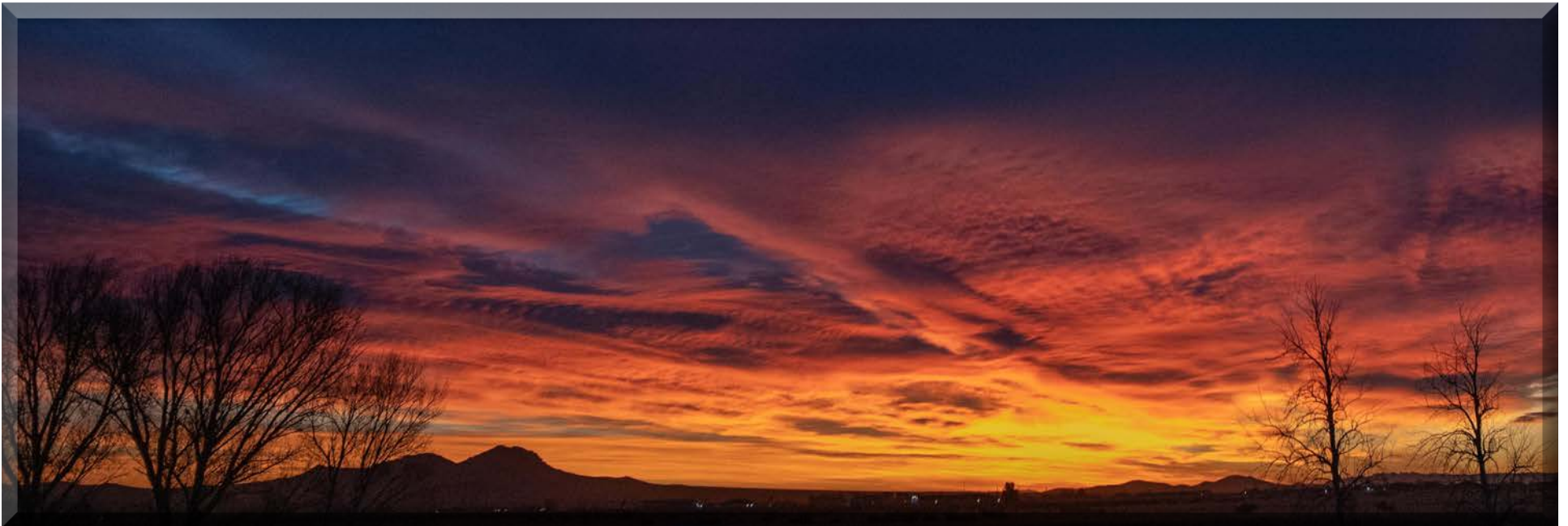
# The Organization *continued*



## The Position

The City has much potential for economic growth and development. The City Manager will play a key role in addressing the City's short- and long-term needs and provides strategic planning that utilizes available resources efficiently and effectively. The next City Manager must hit the ground running in this demanding position. The successful candidate will take a fresh look at the organization, analyze the strengths and weaknesses of every City department, and make appropriate recommendations.

The new City Manager will join at a time of both unique challenges and opportunities. California City is in the midst of a major commercial and residential expansion. The City has 45 active cannabis projects in planning review and anticipate an additional 45 this year. The City expects significant growth in revenues from this business opportunity in the coming years but would like to attract more economic development and business to the community. The City has also seen explosive growth in new housing starts in the past year.



# The Ideal Candidate

The City of California City seeks a forward thinking, self-motivated professional with strong leadership skills to serve as the new City Manager. The ideal candidate will foster a culture of accountability throughout the organization. He or she must inspire others and be decisive and strong, with the ability to stand his or her ground and say “no”, both inside and outside City Hall. The ideal candidate is capable of making hard decisions, risk-taking, and failure, but also has true humility and is open to new ideas

The chosen City Manager will be a customer service focused people person with an open-door policy for communication with Council members, staff, and residents. The ideal candidate will be actively involved with the community, seeking to increase the City’s community engagement and to establish relationships and a presence in the City.

The ideal candidate will also possess the following characteristics:

- Results-driven approach to municipal finance, public safety, and all aspects of municipal service delivery;
- Appreciation for effective and efficient operations, transparency, service delivery that exceeds community expectations, and overall community access;
- Open and accessible style that promotes candid discussions among Staff, Council, and Commissions and encourages the review of options and alternatives for the City Council’s consideration;
- Ability to provide leadership to both the City Council and staff with the ability to motivate as well as set goals and objectives; and
- Experienced in all aspects of economic development and growth including commercial, industrial, and residential development opportunities.

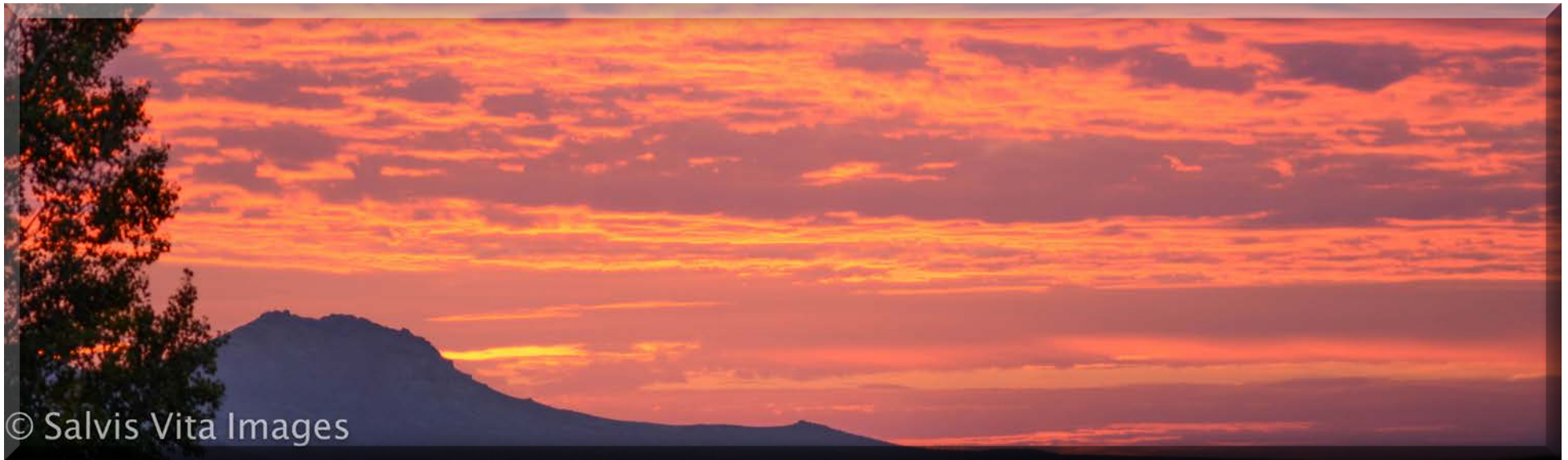
The next City Manager is a person of integrity with a strong work ethic and strong administrative skills. He or she has business sense and a firm foundation in community and economic development as well as public finance and budgeting.

The individual will have general knowledge in the scope of services provided by the City. An additional focus on staff development and mentorship will also be important in this role as the City will look to improve their efforts retain and develop staff. The new leader must have a hands-on style, yet still empower department heads to make good decisions and lead with humility.

## Desired Qualifications

**Education:** Bachelor's degree from an accredited college or university with major course work in business administration, public administration, or a related field required.

**Experience:** Four (4) years of increasingly responsible experience in a local public agency in an administrative and managerial capacity involving the development and administration of organization-wide policies and procedures and the supervision of management level employees.



## Compensation

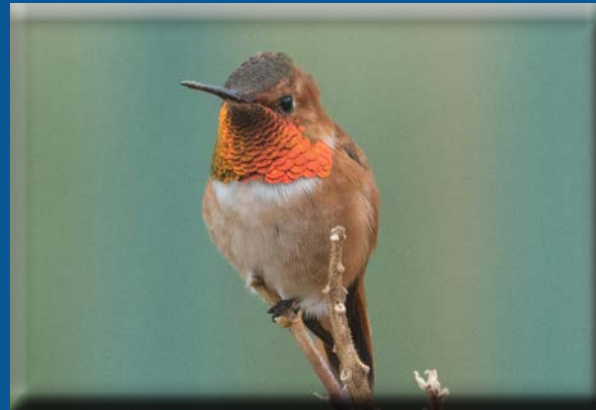
The salary range for this position is \$106,000 to \$188,700 with hiring dependent upon experience and qualification. In addition, the following benefits are provided: CalPERS retirement plan is 2% @ 62 for PEPRAs members and 2.7% at 55 for classic members (employee pays employee portion). The City does not participate in Social Security. The City offers competitive vacation and other annual leaves and a \$950 to \$1,500 cafeteria benefit payable toward City-offered health, dental, and vision insurance plans. This is a contract position.

# Recruitment Process

Interested candidates should apply by submitting a compelling cover letter, comprehensive resume, and five professional references via email to [apply@ralphandersen.com](mailto:apply@ralphandersen.com) no later than **Wednesday, February 1, 2023**.

This is a confidential recruitment and will be handled accordingly throughout the various stages of the process. Candidates should be aware that references will not be contacted until mutual interest has been established.

Confidential inquiries are welcomed and should be directed to Fred Wilson, Ralph Andersen & Associates, at (916) 630-4900.



*The City of California City is an equal opportunity employer.  
The City values diversity and encourages all qualified  
candidates to apply for consideration.*