

*Peckham & McKenney*  
*“All about fit”*



**PECKHAM**  
&  
**MCKENNEY**  
EXECUTIVE SEARCH

**City Manager**  
CITY OF SAN LUIS OBISPO, CALIFORNIA

## THE COMMUNITY

The City of San Luis Obispo (SLO), population approximately 47,500, is in the heart of California's majestic Central Coast, midway between San Francisco and Los Angeles. San Luis Obispo covers 13.6 square miles, is the largest city in San Luis Obispo County, and serves as the County seat. San Luis Obispo offers endless outdoor recreation opportunities among a vast network of parks and award-winning hiking and biking trails. The City protects and maintains over 7,000 acres of open space and natural areas, including over 65 miles of trails.

Nestled within a backdrop of rolling hills, San Luis Obispo is a community that embraces its future while respecting its past through core values of civility, sustainability, diversity, inclusivity, regionalism, partnership, and resiliency. As such, the City is committed to being a place where all people feel valued and respected. The City prioritizes being an **inclusive community** that welcomes and celebrates its residents, business communities, and visitors of all backgrounds, identities, cultures



and abilities, striving to advance representation and embrace all people in their diversity and individuality.

As a well-known residential community, business hub, vacation and visitor destination, the City of San Luis Obispo is neighbor to California Polytechnic State University (Cal Poly) and Cuesta Community College. Cal Poly is situated on 9,200 acres just outside the City; approximately 60% of the 22,300 student population live off-campus within the City.

San Luis Obispo's robust technology, medical, and specialty manufacturing industries are rapidly expanding, and its regional airport, operated by the County, is one of the fastest growing in the country, providing connections to several major airport hubs. The City's charming downtown is filled with exceptional restaurants,

shopping, galleries, businesses, and an award-winning Thursday evening Downtown Farmers Market, continuously running for 40 years. San Luis Obispo also offers a vibrant cultural scene that includes local theatre, symphony, museums, and visual arts. Moreover, the City's numerous volunteers and non-profit organizations collaborate to promote the City's spirit and enhanced quality of life. One can visit countless places of interest within a short drive (or bike ride) of San Luis Obispo including Hearst Castle, miles of beaches and coastline, great mountain hikes, and the vast Central Coast wine regions.

## THE ORGANIZATION

The City of San Luis Obispo is a **Charter City** that operates under the Council-Mayor-City Manager form of government with a Mayor and four Council Members who are elected at-large. The Mayor is elected every two years, while Council Members are elected to staggered four-year terms. In November 2024, an election will be held for the Mayor and two Council Members. The City Council appoints the City Manager and City Attorney. The City Manager serves the Mayor and City Council, community, and region with a collaborative, communicative, visionary, innovative, equitable, inclusive, and stable presence to achieve goals and priorities. The City Manager works closely with community partners, local organizations, the school district, Cal Poly and other local colleges, and both County and State officials and agencies to advance the City Council's vision, policy, and direction. Moreover, with oversight of all citywide operations, the City Manager leads a team of experienced, high performing, and dedicated local government professionals to accomplish City Council objectives, complete an



aggressive Capital Improvement Program (CIP) and work plans, and ensure the delivery of day-to-day core responsibilities and public service.

San Luis Obispo is a full-service City with 10 distinct departments that provide police, fire, water, wastewater, parks and recreation, street maintenance, planning and building, and other essential public



services. The City employs a full-time staff of 475 and a part-time staff of approximately 200 who work collaboratively to enhance the quality of life for the community. The **2023-2025 Major City Goals** are Economic Resiliency, Cultural Vitality and Fiscal Sustainability; Diversity, Equity and Inclusion; Housing and Homelessness; and Climate Action, Open Space & Sustainable Transportation.

The City operates under a **two-year Financial Plan** and adopts annual balanced budgets for its General Fund and four Enterprise Funds (Water, Sewer, Parking, Transit). The annual General Fund budget is \$115 million and the total budget is \$240 million. The City has a five-year CIP with a planned investment of \$465 million to maintain or replace existing assets and build new assets to address the needs of our growing community.

## THE IDEAL CANDIDATE

The successful candidate must value, be committed to, and understand the City's unique culture and character, as well as be committed to advancing the City's local and regional objectives, priorities, and partnerships. Specifically, the ideal candidate will demonstrate an understanding of managing a community with: a university; high levels of engagement; an aggressive work plan; a team-oriented culture; a commitment to creating safe spaces and engaging the underserved and underrepresented.

The City Manager will serve as a trusted advisor and resource for the Mayor and City Council; present recommendations, consequences, and alternatives for informed decision making; provide information accurately and timely; and have excellent community engagement and public relations skills. In addition, the ideal City Manager will be a thoughtful and honest individual with a demonstrated record of effectively completing a variety of projects simultaneously, and facilitating community wide communication. Priorities of the City include infrastructure construction, facilitation of **housing developments**, preservation of open space, grant-funded projects, homelessness, and economic development. A few of the major projects the City is currently advancing include: Prado Road Bridge, Cultural Arts District Parking Structure, homelessness projects, including the Calle Joaquin Homekey project, public safety facilities, creative improvements to the public transit system, bicycle and pedestrian infrastructure, and regional transportation.

The City Manager, to be successful in San Luis Obispo, will have the skills and vision to lead and inspire the organization to new heights; implement



innovation and best practices; and maintain the principles of ethical, responsive and fiscally responsible government. The successful candidate will be a "north star" who is:

- Apolitical and politically astute in facilitating policy development and implementing programs.
- Emotionally intelligent and leads with respect and authenticity, confidence, humility, humor, composure, kindness, and patience.
- Effective in communicating and aligning resources with City goals and programs.
- Knowledgeable and experienced in policy, programs, and construction related to public works projects and community development.
- Experienced in high level municipal budgeting and financial planning.
- A resource for bringing new ideas and inspiration into our community.
- Confident and comfortable in front of the public and media.
- Experienced to guide, empower, and support the staff team.
- Solution and action-oriented.
- Adept at addressing the complexities of continuous change specifically involving projects, finances, and community growth.
- Equipped to understand, relate, engage and build partnerships in the local and regional community.
- A model of high standards, professionalism, and accountability.

## SEARCH SCHEDULE

Filing Deadline .....	May 17, 2024
Supplemental Process, as needed: .....	May 20 – 31, 2024
Recommendation of Candidates: .....	June 13, 2024
In-person interviews:.....	June 25 and 26, 2024

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

To serve as City Manager, applicants must have experience in the duties and responsibilities of serving as a City/County Manager/Administrator, Deputy/Assistant, or Department Head with supervisory responsibilities in a full-service agency of similar size, complexity and demographics for at least five (5) years, and ideally in California. The minimal education requirement includes a Bachelor's degree, a Master's degree is desired. Relocation to the San Luis Obispo City limits is preferred.

## THE COMPENSATION

The City Council is prepared to offer an attractive and competitive salary that will be determined based on the experience and qualifications you bring to the City of San Luis Obispo. In alignment with our comparative cities, the City is prepared to offer up to \$308,000. The starting salary for the selected candidate will reflect the candidate's work experience and track record of career success. The City of San Luis Obispo offers an outstanding benefits package, including:

**LEAVES:** 11 city observed paid holidays plus two (2) floating holidays. 80 hours of annual Administrative leave. Sick leave is accrued at eight (8) hours per month. Accelerated vacation accrual

will be provided based on completed public sector years of experience.

**INSURANCE AND BENEFITS:** City provides a cafeteria plan and monthly allowance toward medical insurance. Cash back (\$200) is available for employees that opt out of the cafeteria plan. Dental and vision is paid by employees. Up to \$3,200.00 per year provided in a 125 Flexible Spending Account (FSA) for unreimbursed medical expenses and \$5,000 for dependent care expenses. Long term life and AD&D insurance is also provided.

**RETIREMENT:** CalPERS Classic members 2% @ 60; Classic members pay the full employee 7% contribution (pre-tax). CalPERS PEPRA members 2% @ 62; PEPRA members pay 50% of the normal cost of the CalPERS contribution. Classic and PEPRA members pay and an additional 3% towards the employer portion of retirement costs.

**DEFERRED COMPENSATION:** The City contributes five (5%) percent of salary towards a 401(a) plan and there are several 457 plans offered.

**CAR ALLOWANCE:** Negotiable.

**RELOCATION ASSISTANCE:** Negotiable for candidates relocating.

**BILINGUAL INCENTIVE:** Negotiable.

**CELL PHONE:** Provided by City.



## THE RECRUITMENT PROCESS

To apply for this key position and exciting career opportunity, please visit our website at:

**Peckham & McKenney**  
[www.peckhamandmckenney.com](http://www.peckhamandmckenney.com)

Resumes are acknowledged within two business days. Contact Anton "Tony" Dahlerbruch at 310.567.1554 or toll-free at 866.912.1919, if you have any questions regarding this position or the recruitment process.



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