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EXECUTIVE SEARCH

City Manager
CITY OF McCALL, IDAHO

THE COMMUNITY

Nestled in Idaho's picturesque west central mountains, McCall is a vibrant resort town approximately 100 miles north of Boise. McCall is known for its small-town charm and friendly, welcoming atmosphere. Named after its founder, Tom McCall, the city is situated on the southern shore of beautiful Payette Lake at 5,021 feet in elevation and is bordered by towering, pine-covered mountains averaging 8,000-9,000 feet tall. As the largest city in rural Valley County, McCall encompasses 10 square miles and has a population of approximately 3,686 residents that can more than triple during the summer months, special events and holidays. Founded on forestry, mining, and agriculture, industry that is still an integral part of the community's economy, McCall today is an all-season tourist destination for outdoor recreation and adventure enthusiasts.

With the highest average snowfall in the state, McCall is known in the winter for its snowmobiling and alpine, Nordic and backcountry skiing. Area ski resorts boast a combined 2,600



skiable acres featuring vertical drops ranging from 1,800 to 2,800 feet. Its annual Winter Carnival has grown into an iconic Idaho event. Carnival goers are captivated by snow sculptures, Torchlight and Mardi Gras Parades, live music, comedy shows, art auctions, the Idaho Sled Dog Challenge (Iditarod qualifier), and more.

In the summer, McCall's warm, sunny days and cool nights provide the perfect setting to enjoy outdoor music, lakeside public parks, the annual July 4th Lakeside Liberty Fest, and water-related activities on Payette Lake. The north fork of the Payette River flows through McCall and offers fishing and floating in town and world class whitewater rapids to the south. Payette Lake is flanked by soaring pines and lush wetlands that provide excellent opportunities for wildlife viewing. There are numerous hiking and mountain biking trails in

and around McCall, as well as five golf courses in the area. Residents of McCall value this precious resource and are enthusiastic about protecting this beautiful environment and being part of the solution to preserve it for future generations.

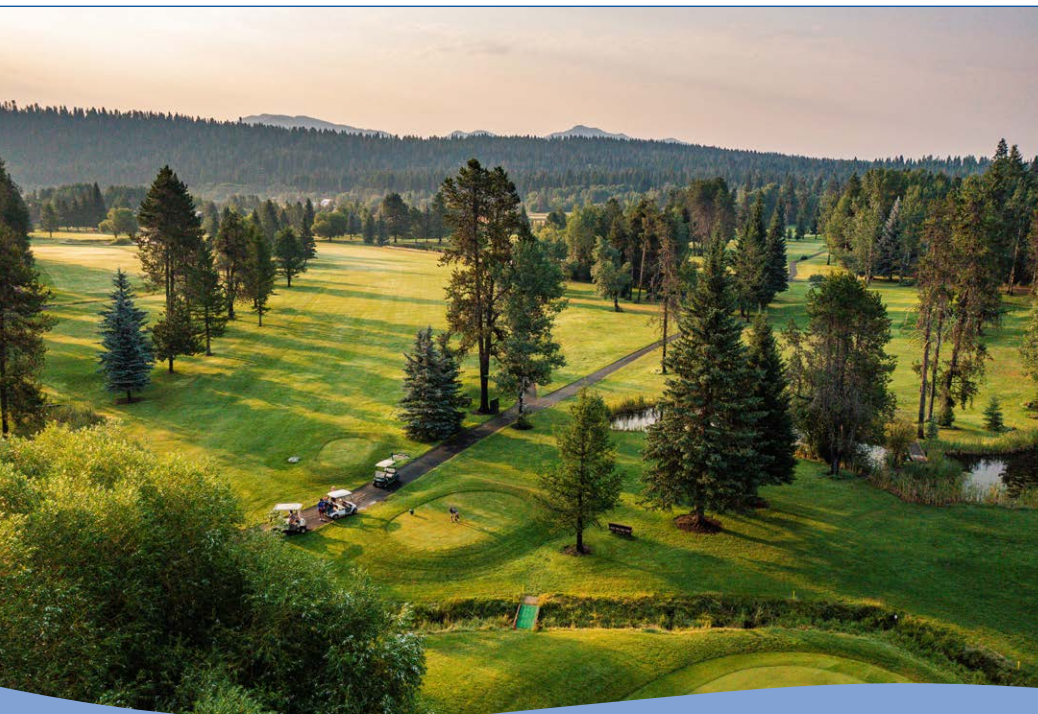
Residents of McCall enjoy a high quality of life with many amenities, including shopping, dining and cultural opportunities, and an excellent school system (America's Top 1,000 High Schools). Additionally, McCall has a full-service hospital and medical clinic within the St. Luke's network, municipal general aviation airport, a nationally recognized municipal golf course, and a wide range of city-sponsored recreation and sports opportunities.

McCall is strongly influenced by the large number of second homes and the involvement of seasonal residents in the community. There is strong community engagement from year-round residents, and it has long been understood that if a need is not being met in McCall, then there is a ready group of volunteers that will work together to meet that need.

For more information about the City of McCall, please visit <http://www.mccall.id.us>.

THE ORGANIZATION

The McCall City Council is made up of 5 council members whose mayor is elected by the council from among its membership for a two-year term of office. The City of McCall operates under the Council-Manager form of government with a City Manager appointed by the City Council, responsible for implementing the City Council's policies and goals, and managing the day-to-day operations of the City. The City's values are reflected in its Mission and Vision Statements:



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- **OUR VISION** - McCall is a diverse, small town united to maintain a safe, clean, healthy, and attractive environment. It is a friendly, progressive community that is affordable and sustainable.
- **OUR CHARACTER** - Encourage the mountain character that is unique to McCall, representing a small-town feel, while highlighting the natural setting and a quality-built environment.



- **OUR ECONOMY** - Support public agencies, local businesses, entrepreneurship, and recreational tourism, while providing a variety of housing types to meet varied income levels and stages of life.
- **OUR CONNECTIONS** - Foster a sense of exploration and seek to enhance the recreational experience and mobility within the City for visitors and residents through safe walkable places, diverse transportation modes, and efficient transit choices.

The City of McCall is a full-service city employing approximately 80 dedicated and award-winning staff. The organization is comprised of eleven departments consisting of: Police, Community & Economic Development, Public Works (including Streets, and Water), City Clerk, Finance, Parks and Recreation, Airport, Library, Golf Course,

Information Systems, and City Manager (including Communications and Human Resources). The General Fund budget for Fiscal-Year 2024 (Oct – Sept) is \$11.4 million with the Total Budget (including special revenue and enterprise funds) being \$44.1 million. The total budget is approximately 50% Operational and 50% Capital.

The City is known for award-winning planning, and has a track record for successful implementation of its plans. The City has adopted the McCall Area Comprehensive Plan, numerous Master Plans, a Municipal Fiber Utility Strategic Plan, an ADA Transition Plan, as well as various other planning documents and has begun its Climate Action Plan process. Several of these plans have won state and national level American Planning Association awards. The team has been successful at writing and receiving state and federal grant funds and executing cutting-edge projects. The City is nearing completion of their Downtown Core infrastructure and streetscape project and the new public library building, after which the City will begin construction of a new community meeting space and Council Chambers. Additionally, a revenue bond measure is scheduled for the May ballot to fund improvement and expansion of water treatment and storage facilities. A top priority for the City Council is local workforce housing, and coordinating and maintaining close working relationships with regional agencies is key to the success of these future housing projects.

THE POSITION

This position is a wonderful and exciting career and a lifestyle opportunity for an individual with the expectation of becoming part of the fabric of the community, actively involved with and easily accessible to the residents. The ideal City Manager will have a close, trusting working relationship with the City Council, City staff, the community at large, and state and regional partners (e.g., special service districts for wastewater and Fire/EMS, the National Forest Service, County, Tribal, and others). The City is seeking an experienced, professional leader that values integrity, unquestionable honesty, and community. Applicants should be experienced in the policy areas of financial stewardship, community planning and infrastructure, community engagement, environmental stewardship, emergency planning, and workforce housing particularly in a year-round resort community.

The incoming City Manager will inherit an excellent team of strong, creative, and experienced Department Heads who are accustomed to being full partners in the planning and decision-making for the organization. The City Manager will be expected to foster a collaborative and respectful work environment with Department Heads and City staff, as well as the City Council. The ideal candidate should be a natural people person, approachable, genuine, and easy



to engage; an exceptional communicator; a motivational leader that is able to listen and guide their team; honest and forthright with the ability to hold those around them accountable and equally comfortable with being held accountable. As a key member and leader of the McCall team, it is important that the City Manager is a strategic thinker that is equally a creative problem solver and supporter of new ideas and innovations.

The City Manager is likewise expected to foster a strong relationship with the community at large. As the “face of the City” and easily recognized in Town, residents are accustomed to easy access to the City Manager, and the incoming Manager should plan to embrace the role of listening to citizen concerns and actively addressing them. Moreover, the City Manager serves as the ambassador and liaison to the City’s regional partners and should be skilled at proactively fostering and maintaining positive external relationships. It is further important that the next City Manager be politically astute and an experienced legislative advocate for the City.

The position requires a Bachelor’s degree in public or business administration or a related field; Master’s degree preferred. Ten (10) years of experience in municipal government which must include at

least: one (1) year as a City Manager; three (3) years as an Assistant/Deputy City Manager; or five (5) years in a Department Head or equivalent level position with supervisory experience; or any equivalent combination. Residency is required within 12 months of the start date.

THE COMPENSATION

The salary range for this City Manager opportunity is \$132,800 to \$182,000. Appointment will be dependent upon qualifications and experience. The City provides an attractive benefits package, including Public Employee Retirement System of Idaho (PERSI); vacation and sick leave; health, dental, vision, and life insurance; a Health Reimbursement Account (HRA); and a voluntary Flexible Spending Account.

SEARCH SCHEDULE

- Filing Deadline:May 3, 2024
- Preliminary Interviews:May 6-17, 2024
- Recommendation of Candidates:May 23, 2024
- Finalist Interview Process:June 6 (*Virtual*) and June 24-25 (*In-person*)

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



THE RECRUITMENT PROCESS

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

Peckham & McKenney
www.peckhamandmckenney.com

Resumes are acknowledged within two business days. Contact Tara Schultz at 626-644-1398 or 866-912-1919, if you have any questions regarding this position or the recruitment process.

Photos by the City of McCall, McCall Area Chamber of Commerce and Chad Chase.



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