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EXECUTIVE SEARCH

Finance Director
CITY OF MARINA, CALIFORNIA

The Community

The City of Marina is located along the beautiful Central Coast in the Monterey Bay region and is recognized as the fastest growing city on the Monterey Peninsula. Home to approximately 22,500 residents, Marina offers an exceptional quality of life with a unique combination of coastal living, outdoor recreation, economic opportunity, and community investment. Residents enjoy access to the natural beauty and attractions of Monterey Bay.

Marina is ideally situated for those who appreciate an active and outdoor lifestyle. The community offers miles of undeveloped coastline, scenic trails, and recreational amenities that support hiking, biking, kayaking, surfing, whale watching, horseback riding, hang-gliding, paragliding, and other outdoor activities. The City serves as the gateway to the Fort Ord National Monument and provides direct access to the Monterey Bay Coastal Recreation Trail, making Marina an ideal place to live, work, and recreate.

The City is actively investing in its future through several once-in-a-generation capital projects and community initiatives that are reshaping Marina's identity and enhancing quality of life for residents. Current priorities include significant investments in parks and recreation, downtown revitalization, transportation infrastructure, and



replacement of aging public facilities. Among the most exciting projects is the planned \$42 million Sports and Aquatic Center, envisioned as a regional destination project that will provide recreational, wellness, and community gathering opportunities for the broader Monterey Bay region.

The City's strong financial growth and thoughtful planning have positioned Marina to continue investing in the community today while preparing for future generations. This is an exciting opportunity to join a forward-thinking organization during a transformational period of growth and help shape the future of one of California's most dynamic coastal communities.

The Organization

The City Council and executive leadership team maintain a collaborative and highly effective working relationship focused on transparency, innovation, fiscal sustainability, and excellence in public service. Incorporated in 1975, the City of Marina is a full-service Charter City

operating under a Council/Manager form of government.

The City currently operates with an FY 2025 operating budget of approximately \$38.5 million and a total budget exceeding \$200 million. Municipal services are provided through eight departments and supported by approximately 132 full-time employees, all working together to advance the City's strategic priorities and deliver high-quality services to the community. The organization values collaboration, strategic thinking, and innovative approaches to service delivery and operational effectiveness. The City is actively modernizing municipal operations through investments in technology, long-range financial planning, capital improvement strategies, asset management, and redevelopment initiatives that will shape the community for decades to come.

For executive leaders, Marina presents a rare opportunity to help guide a growing coastal city through a transformational period of growth while contributing to impactful projects that will define the community's future.

The Department

The Finance Department serves as a strategic partner to the City Council, City Manager, executive leadership team, and all operating departments in supporting the City's financial health, operational effectiveness, and long-term strategic goals. The Department oversees the City's core financial operations, including accounting, payroll, budgeting, treasury management, financial reporting, debt management, business licensing, purchasing, and financial policy development, while also playing a key role in supporting organizational strategy, capital planning, and economic development initiatives.

The Department is staffed by a collaborative and experienced team consisting of a Finance Manager, two Financial Analysts, and two Finance



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Technicians. The City is seeking a Finance Director who values teamwork, mentorship, and collaboration and who is excited to work alongside an engaged and capable staff. This is an especially exciting opportunity as recent efforts in modernizing and strengthening many of the City's financial processes and operational practices. As a result, the incoming Finance Director will have the opportunity to build upon a strong operational foundation while helping guide the organization through a transformational period of growth and investment.



The Department is currently engaged in several impactful initiatives tied to the City's long-range financial strategy and organizational priorities. Current Fiscal Year 2025-26 and 2026-27 workplan goals include partnering with the City Manager on financing alternatives for the Preston Park loan and future City facilities, evaluating lease versus purchase options for the City's vehicle fleet, and assisting with implementation of the Preston Park and Abrams Park asset management and reserve study. Additional priorities include implementing new capital asset and lease management software modules to support evolving accounting standards and operational efficiency, enhancing the City's purchasing and procurement processes through expanded use of purchase orders, and updating key financial management policies related to credit cards, travel, surplus property, capital assets, and budget amendments.

This position presents a rare opportunity for a forward-thinking finance executive who is energized to collaborate and enjoys solving complex financial opportunities in a fast-growing

and evolving municipal environment. The ideal candidate will appreciate the opportunity to contribute beyond traditional accounting functions and serve as a trusted strategic advisor to help shape the City's future.

The Ideal Candidate

The City of Marina is seeking an experienced and forward-thinking municipal finance professional who understands the importance of balancing innovation, service delivery, and long-term fiscal sustainability. The ideal candidate will be a collaborative and solution-oriented leader who enjoys solving complex financial opportunities and can effectively navigate the evolving challenges and opportunities facing a rapidly growing organization.

The successful candidate will be excited by the opportunity to:

- Lead financial strategy during a period of significant growth and redevelopment
- Participate in transformative community investment projects
- Help guide major capital and infrastructure initiatives
- Partner closely with executive leadership and elected officials
- Modernize financial systems and operational practices
- Build long-term fiscal sustainability strategies for a growing community

The ideal candidate will possess strong communication and relationship-building skills and will be comfortable presenting complex financial information in a clear, concise, and approachable manner. The City values leaders who are approachable, emotionally intelligent, politically astute, and capable of building

strong relationships across the organization and community.

The successful candidate will thrive in a collaborative environment and appreciate the opportunity to mentor staff, support organizational development, and contribute strategically beyond traditional accounting and finance functions. This is an exceptional opportunity for a finance leader seeking meaningful and rewarding work in a community actively investing in its future through innovation, redevelopment, infrastructure investment, and once-in-a-generation capital projects.

Experience and Training Guidelines

Any combination equivalent to experience and education that would likely provide the required knowledge, skills and abilities would be qualifying. A typical way to obtain the knowledge, skills and abilities would be:

Education: Baccalaureate or higher degree from an accredited college or university in Accounting or Business Administration with an accounting concentration.

Experience: Eight (8) years increasingly responsible experience in governmental accounting, budgeting and financial reporting including five (5) years of management and/or supervisory experience

License and certification: Possession of a valid California Driver's License or ability to obtain one within one (1) month of starting is required. Licensure as a Certified Public Accountant preferred.



Compensation & Benefits

The City of Marina offers a competitive salary and benefits. The expected annual salary range for the Finance Director is \$180,000 to \$220,000. Placement within the range is dependent on qualifications and experience.

The City also offers an excellent benefits package, including but not limited to:

PERS RETIREMENT - Classic Members: 2% @ 55 with 7% employee contribution; New members: 2% @ 62 with 6.75% employee contribution. The City does not participate in Social Security.

MEDICAL INSURANCE - The City offers a choice of health plans for employees and eligible dependents. The City pays 75% of the lowest offered plan's monthly premium amount as well as a health allowance of \$575 per month for a Cafeteria Plan.

DENTAL INSURANCE - Employee pays: \$30/month for employee only; \$56/month for employee + one; \$70/month for employee + two.

VISION INSURANCE - City-paid coverage up to \$20 per month for employee and eligible dependents.

Search Schedule

Filing Deadline: June 14, 2026

Preliminary Interviews (telephonic): June 24 & 25, 2026

Meeting to review candidates: July 2, 2026

Panel Interviews (In-Person): July 13, 2026

Finalist Interviews (In-Person): TBD

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

HOUSING ASSISTANCE - up to six (6) months of housing may be provided in a City-owned property.

LONG-TERM DISABILITY - City-paid.

LIFE INSURANCE - City pays \$100,000 policy for Directors. Additional optional coverage available.

HOLIDAYS - 10 holidays per year plus winter break (Dec. 24-Jan. 1).

VACATION/PERSONAL LEAVE - Begins at 22 days a year. Prior years of service may be considered for an elevated leave accrual up to 32 days maximum.

ADMINISTRATIVE LEAVE - Generous administrative leave program with annual cash out option.



The Recruitment Process

To apply for this key position and exciting career opportunity, please submit a current resume with month and year of employment and compelling cover letter through our website at:

Peckham & McKenney
www.PeckhamAndMcKenney.com

Resumes are acknowledged within two business days. Contact Roberta Greathouse at 831.998.3194, toll-free at 866.912.1919, or via email to Roberta@PeckhamandMcKenney.com if you have any questions regarding this position or the recruitment process.



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