

Peckham & McKenney  
"All about fit"



**City Manager**  
CITY OF KING, CALIFORNIA



## THE COMMUNITY

King City's City Manager position provides the right candidate with a unique combination of quality of life and a rewarding professional opportunity. King City is a small friendly town set in a beautiful environment amongst tree-lined streets, rolling hills, farms, and vineyards. It is within an hour drive to Pinnacles National Park, the Monterey Peninsula visitor attractions, Monterey and Paso Robles wine regions, Nacimiento and San Antonio Lakes, and the San Antonio Mission. King City is rich in history and home to many amenities for a small town, including a local hospital, Salinas Valley Fair, San Lorenzo Regional Park, Monterey County Agricultural and Rural Life Museum, movie and performing arts theatres, and a quaint downtown with a variety of restaurants and stores. A variety of housing options are available and are relatively affordable when compared to other areas of the Central Coast region. Local education facilities include a community college satellite campus, high school, middle school, and three elementary schools.

The City is a **Blue Zones Project** community and the City of King is a Blue Zone Project approved worksite. The Blue Zones Project is a community well-being initiative designed to implement



built environment improvements, food practices, and more active oriented lifestyles associated with areas around the world where people live the longest.

For more information, visit the City's website at [www.kingcity.com](http://www.kingcity.com).

## THE ORGANIZATION

The City of King is a full-service charter city with a council-manager form of government. It was incorporated in 1911 and now serves a population of approximately 14,000 people. The 5-member City Council is elected by districts to 4-year staggered terms. The Council selects one member to serve as the Mayor every two years. Volunteer boards and commissions are appointed by the City Council to provide recommendations to ensure important policy items reflect community input and interests. King City provides its own police, fire, community development, recreation, public works, and wastewater services. Fire response services are provided by a volunteer fire department.

The City operates a wastewater treatment plant, municipal pool complex, small community recreation center, municipal airport, golf course, and 8 park facilities. King City is also one of the smallest jurisdictions in California to have formed its own community choice power program to provide the power generation supply, which is known as King City Community Power. The fiscal year 2025 / 2026 General Fund Budget is approximately \$12.3 million and total City budget is \$37.2 million, which supports 44 full-time positions.

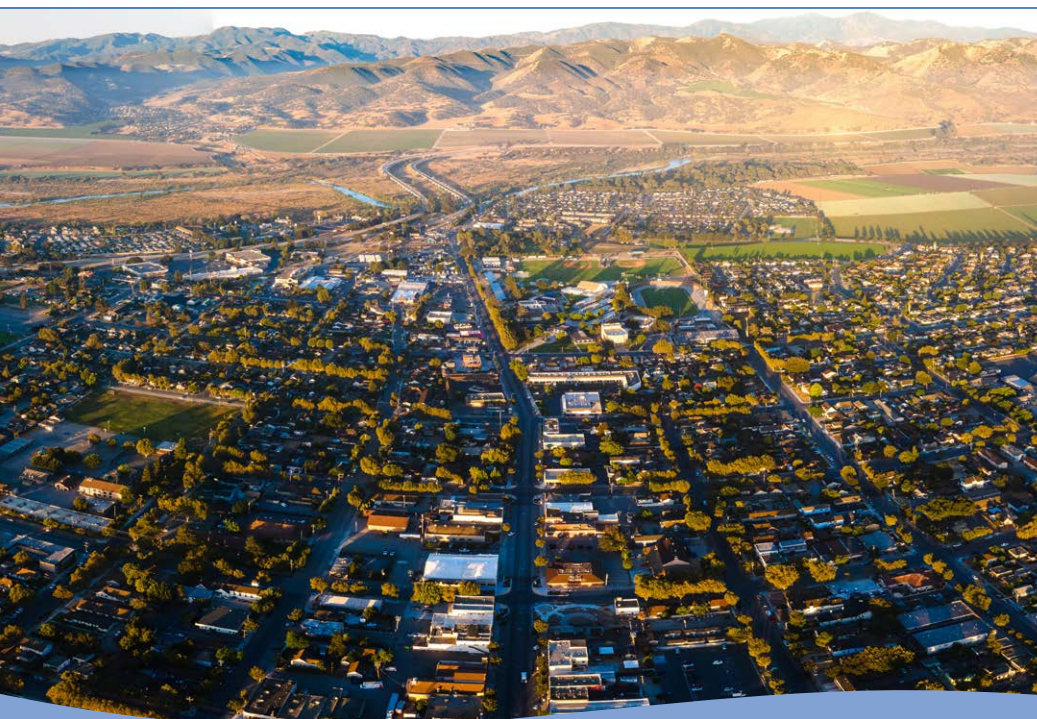
## THE POSITION

This is a special professional opportunity for someone who is motivated by making a difference in their career and being part of a positive work environment. The City Council is supportive of staff, united in their support for the City's direction and efforts to improve the community, value professional and collaborative meetings, and respect everyone's respective roles in the council-manager form of government. Staff are dedicated to the City's mission and values, sincerely care about the community, and share a common focus and direction. King City is a disadvantaged and underserved community, so there are many meaningful challenges and needs to address, and the community is generally supportive of the City and its efforts to address needs in the community.

The new City Manager will also have an opportunity to be involved with several exciting projects currently in the planning and design stages. Existing capital project goals projected to take place during the next few years include

## ORGANIZATIONAL VALUES

- Build Trust – through ethics, integrity, accountability, and communication.
- Respect – everyone at all times.
- Effectiveness – through dedication and commitment to the community.



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installation of a series of roundabouts, design and construction of two dedicated bike paths, restoration of the Golf Course from recent flood damage, construction of a new wastewater treatment plant, development of a new park, and construction of a multimodal transit station to include a new Amtrak stop. Key programmatic goals include expansion of public safety efforts



identified in the City's Comprehensive Plan to End Youth Violence, economic development efforts, strategies to increase housing opportunities, and plans for a sales tax measure.

### THE IDEAL CANDIDATE

The successful candidate will possess broad municipal leadership experience in a rural agency of similar size, demographics, and social economic status. In addition, he/she will demonstrate that he/she is community focused and passionate about serving an underrepresented population. He/she will value all members of the community and will establish and maintain relationships with less engaged, underrepresented, and disenfranchised community members. He/she will be engaging, inviting, empowering, empathetic, and support and develop programs that build a sense of community for all.

In addition, the ideal candidate will be:

- Ethical, respectful, compassionate, caring, personable, and authentic.
- A collaborative leader who is inclusive, approachable, encourages

staff's feedback, and fosters a family-oriented team environment. An effective delegator who plays to team's strengths and does not micromanage but ensures the work plan is organized and the team is meeting their objectives.

- An outstanding communicator who is a good listener, inquisitive, and builds connections with others.
- Hands on, driven, and self-motivated with a positive life / work balance.
- Strategic and visionary, understanding the community's need for smart, balanced, and reasonable growth. Pragmatic and will work to maintain and protect the identity of this "one High School" town.
- Fiscally conservative and knowledgeable about municipal finance including two-year budgets, long-term financial planning, grants, and other outside funding sources.
- Able to foster and maintain positive relationships with unions and employee associations.
- Candid and politically astute while operating in an apolitical and objective fashion; able to develop and maintain the unwavering trust of the City Council by being fair, impartial, candid, and transparent; responsive and respectful while implementing Council policy direction; and offering honest and frank advice that reflects community interests and best practices for innovative municipal governance; has the strength of character to say no when necessary and offer alternative courses of action.
- Confident, transparent, honest, and not afraid to: a) work directly with the public; b) say "I don't know;" and c) to seek out help from others including peers and legal counsel.

- A problem solver who is pragmatic, creative, resourceful, and removes obstacles to achieving success. The ideal candidate will not set false expectations when a particular avenue is not possible and will explain the "whys" around decision making.
- Engaged regionally, keeps their finger on the pulse of the region and places an emphasis on coordinating and working with other Cities and partner agencies.
- Inclusive and infuses diversity, equity, and inclusion in all aspects of the role; possess a high degree of emotional intelligence and be sensitive to the multicultural environment and diverse needs of the City's staff, residents, and business owners.
- Sensitive to the "fishbowl/magnifying glass" aspects of public service.
- Vested in the community and sees serving as the City Manager as an opportunity to commit to the community long term.
- Respectful and understanding of the history of the City and mindful that trust is delicate and can be quickly broken.

Candidates who possess the following traits / experience will be valued: bilingual; multicultural experience; engaged and visible in the community; willing to live within the City; California experience; experience at the City Manager / Assistant City Manager with a background in Public Works, Community Development and/or Economic Development; and experience with Police Departments and **Youth Violence Prevention Plans**.





## EXPERIENCE/EDUCATION REQUIREMENTS

Any combination equivalent to five years of directly related experience at an administrative, management, or staff level in municipal government; two years as a manager or supervisor; and a Bachelor's degree in Public Administration, Business Administration, Public Finance or a related field. A Master's degree and direct experience working with a Council, Board, or Commission is highly desirable.

## THE COMPENSATION PACKAGE

The annual salary range for this at-will position is \$236,557.04, depending on qualifications.

The City offers the following excellent benefits:

### CALPERS DEFINED BENEFIT PENSION:

- Classic members 2% @ 55 - Employee contribution is 7%.
- PEPRA members 2% @ 62 - Employee contribution is 7.75%.

### SOCIAL SECURITY / MEDICARE:

The City participates in Social Security and the employee contribution is 6.2% of salary up to \$176,100. The employee Medicare contribution is 1.45%, plus 0.09% when wages exceed \$200,000/year.



## SEARCH SCHEDULE

Filing Deadline: ..... October 5, 2025  
Preliminary Interviews (telephonic): ..... October 14 & 15, 2025  
Meeting to Review all Candidates: ..... October 28, 2025  
Panel Interviews (In-Person): ..... November 7, 2025  
Finalist Interviews (In-Person): ..... November 8, 2025

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

**DEFERRED COMPENSATION:** The City will match contributions up to 2% of salary which is negotiable.

**MEDICAL AND DENTAL INSURANCE:** Employee pays \$165.15 per month for employee only coverage and an additional \$52.84 per month per dependent enrolled (up to 3 dependents total).

**LIFE INSURANCE / AD&D:** City paid basic life/AD&D insurance equal to 2% x annual salary up to \$125,000.

**SHORT TERM DISABILITY:** City pays 100% of employee's share towards State Short Term Disability.

**LONG TERM DISABILITY:** After a 90-day waiting period, City paid long-term disability income payments are based on the employee's actual salary, reduced by any deductible benefits.

**VACATION AND SICK LEAVE:** Vacation starting at 80 hours per year (accrual tier negotiable) with 20 hours cash-out available; Sick leave: 96 hours per year accrued at 3.96 hours per pay period.

**ADMIN LEAVE:** 80 hours of admin leave per year with 20-hour cash-out available

**HOLIDAYS:** 24-hours of floating holiday per year with 13 paid holidays. City Hall is closed during the December holidays starting on or around Christmas Eve through the end of December.

**SICK LEAVE INCENTIVE PLAN:** At separation, the employee will receive payment for unused sick leave based on their years of service with the City up to 40% after 20 years of continuous service.



## THE RECRUITMENT PROCESS

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

**Peckham & McKenney**  
[www.peckhamandmckenney.com](http://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 at [Roberta@PeckhamandMcKenney.com](mailto:Roberta@PeckhamandMcKenney.com) if you have any questions regarding this position or the recruitment process.

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EXECUTIVE SEARCH

[www.peckhamandmckenney.com](http://www.peckhamandmckenney.com)