

Peckham & McKenney  
"All about fit"

20  
years

PECKHAM  
&  
MCKENNEY  
EXECUTIVE SEARCH

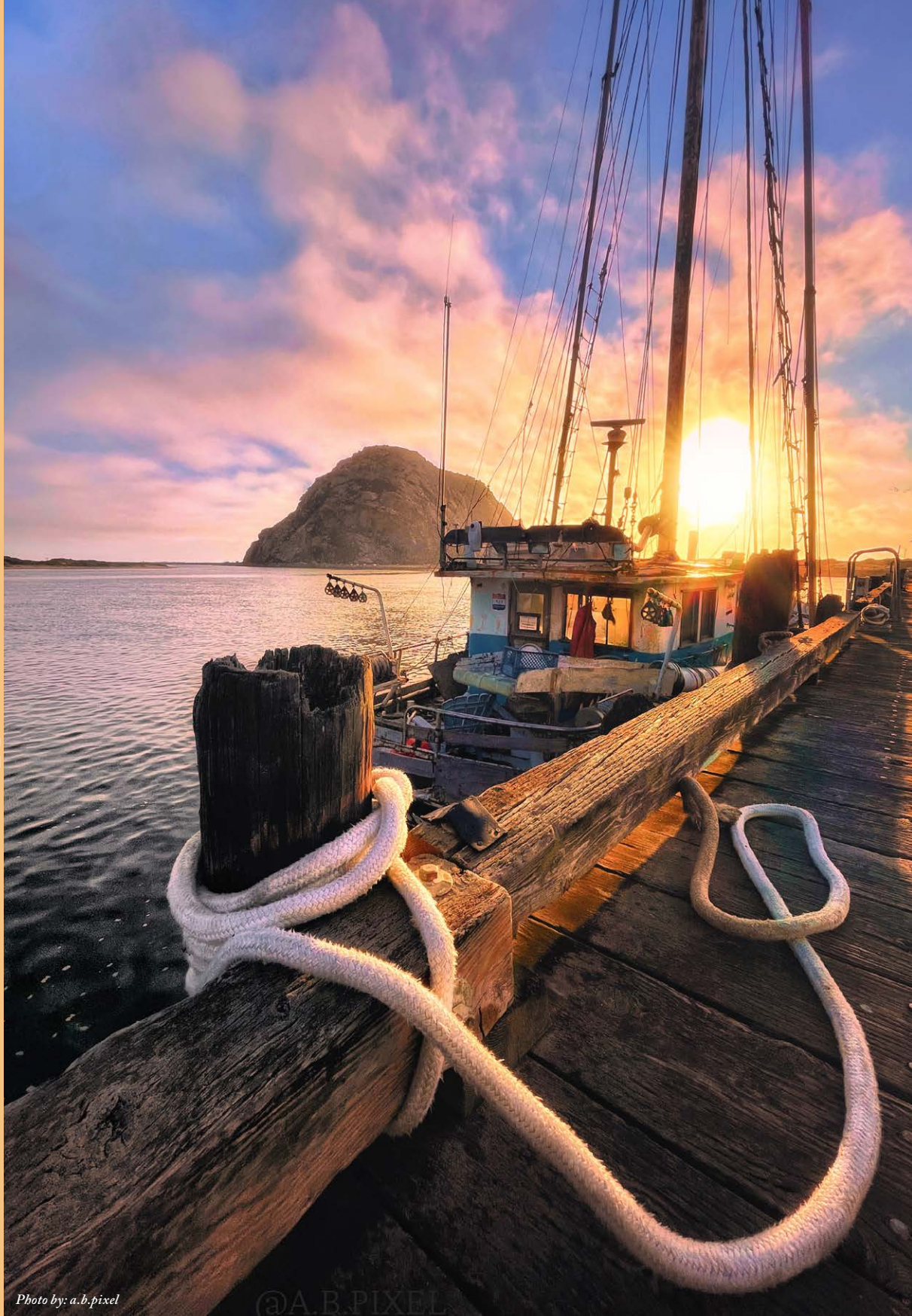


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City Manager  
CITY OF MORRO BAY, CALIFORNIA

## THE GATEWAY TO THE NORTH COAST

The City of Morro Bay is a vibrant, welcoming coastal community with a deep connection to its natural surroundings. Located on California's picturesque Central Coast, halfway between Los Angeles and San Francisco, the City boasts a close-knit community of approximately 10,500. Morro Bay is instantly recognizable to anyone who has traveled the California Coast thanks to Morro Rock, a 500-foot extinct volcano that serves as a breathtaking attraction for visitors and long-time residents alike. On a given day, you can find paddlers enjoying the glassy water of the bay, bird watchers observing the estuary, fishing boats heading out of the harbor or travelers choosing a campground or hotel room within walking distance of the harbor.

The City of Morro Bay receives 800,000 visitors annually from all over the world, who are drawn to its natural beauty, slow pace, and quaint atmosphere. The area has many opportunities for both road bikers and mountain bikers, being near Montana

Photo by: Rachael Hendricks



de Oro State Park, and Morro Bay State Park. The community is a perfect temperate-climate home base for travelers who want to stay in an affordable location along the Pacific Ocean but also want to see amazing sights throughout San Luis Obispo County, whether it be a play at Cal Poly's Performing Arts Center, touring Hearst Castle, the San Luis Obispo Children's museum or wineries north in Paso Robles.

Community members enjoy many wonderful parks and a uniquely Morro Bay downtown atmosphere full of small shops that include everything from a used book store to arts and crafts to coffee shops, restaurants, a movie theatre, thrift stores, and more! From the historic harbor to scenic parks and tight-knit neighborhoods, Morro Bay is a truly special place to live and work.

For more information, please visit the City's website at: [City of Morro Bay - Official Website](#) | [Official Website](#).

## THE ORGANIZATION

Morro Bay is a full-service City with a **FY 25/26 budget** of \$53.4 million and healthy reserves. Services are provided by a staff of 115 FTEs, organized in the following departments: City Manager's Office (City Clerk, and Human Resources), Finance, Community Development, Fire, Harbor, Police, and Public Works as well as a Recreation Division.

## THE IDEAL CANDIDATE

Under policy guidance of the City Council, performs high level of administrative, technical, and professional work in directing and supervising the administration of city government.

The successful candidate will have a record of success in complex and fast paced organizations, documented success managing projects to completion, and a tactical and strategic long-term vision. The ideal candidate will have the equivalent of broad municipal leadership experience and experience in economic development and/or community development and working with capital improvement projects. They will be hands-on, action-oriented, and able to quickly anticipate and address issues.

In addition, the ideal candidate will be:

- Ethical, respectful, and personable. Confident, transparent, visible; and good at connecting and building relationships with others.
- An outstanding communicator who is a good listener, inquisitive, calm, and doesn't take things personally.
- Hands on, high energy, driven, and self-motivated. Courageous and will stand up for their convictions.



Photo by: Danna Joy Images

# Peckham & McKenney

## "All about fit"

- A problem solver who is flexible, creative, resourceful, and can be a "maverick" who doesn't just think in terms of what other jurisdictions do, but breaks down the status quo, thinks outside the box and is willing to take chances.
- Organized, responsive, strategic, and mission oriented. Able to



Photo by: Rachael Hendricks

facilitate constructive policy discussions with the City Council and help the Council be accountable to stay on track with advancing strategic priorities. Clear on the City Manager's role with respect to managing staff and implementing Council policy.

- A collaborative and dynamic leader who clearly defines the mission and vision, is inspirational, inclusive, approachable, and creates a culture where staff can thrive and reach their full potential. A teambuilder who is even handed, levelheaded, motivates the team to execute and achieve goals, and does not micromanage but ensures the work plan is organized and the team meets their objectives.
- Able to foster and maintain positive relationships with unions and employee associations.
- Able to impart a public service philosophy and measure the

effectiveness of the organization, processes, and procedures.

- Proactively engaged with the community and finds ways to engage those who aren't actively engaged; able to build connections and consensus with people who have different perspectives. The City's biggest fan and cheerleader; passionate about the community and vested in serving the community long term.
- 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. Able to build relationships at the State and Federal level to advocate on behalf of the City.
- Financially astute with an in-depth understanding of municipal finance and experience delivering structurally sound and sustainable budgets.
- Able to help the City evolve and take advantage of revenue and economic development opportunities without losing Morro Bay's charm, old town fishing village feel, and character.

While experience in working in California is highly desirable, the City also welcomes interest from candidates outside the state who possess a strong understanding of key California issues such as affordable housing, homelessness, the California Coastal Commission, natural habitat management, tourism, and the dynamics of small coastal towns.

## EXPERIENCE/ EDUCATION REQUIREMENTS

This position requires the equivalent of graduation from an accredited four-year college or university with a degree in Public Administration, Political Science, Business Management or a closely related field and five years of experience in municipal government as an Assistant / Deputy City Manager, City Manager, or department head of comparable complexity. A Master's degree is preferred.



Photo by: Dave Pabinquit

## THE COMPENSATION PACKAGE

The annual salary range for this at-will position is up to \$265,000, depending on qualifications.

The City offers the following excellent benefits which are negotiable:

### CALPERS DEFINED BENEFIT PENSION:

- Classic members 2% @ 55 - Employee contribution is 12%.
- PEPRA members 2% @ 62 - Employees pay the full 7.75% employee contribution.
- Social Security / Medicare: The City does not participate in Social Security. The City does participate in Medicare.

**DEFERRED COMPENSATION IRS 457 PLAN:** The City will contribute up to \$3,500 annually to the employee 457 plan.

## HEALTH INSURANCE:

- Medical Benefits – CalPERS Health Insurance with 100% City paid employee only coverage for PERS Gold Anthem PPO, 90% City paid for employee + 1, and 89% City paid for family coverage.
- Dental & Vision – Principal insurance covered 100% by the City for employee and family through 2025.

**LIFE INSURANCE / AD&D:** City paid basic life/AD&D insurance of \$50,000

**LONG TERM DISABILITY:** After a 90-day waiting period, City paid long-term disability coverage of up to \$5000 per month.

**ANNUAL LEAVE:** Vacation up to 20 days based on years of service in the public sector (accrual tier negotiable); 96 hours sick leave; 80 hours of admin leave; and 14 paid holidays.

**RELOCATION ASSISTANCE:**  
Negotiable.

*The City of Morro Bay is an Equal Employment Opportunity employer. It is the City's policy to ensure equal employment opportunity for all persons*



Photo by: Danna Joy Images

## SEARCH SCHEDULE

Filing Deadline: ..... September 21, 2025  
Preliminary Interviews (telephonic): .....September 29 & 30, 2025  
Meeting to Review all Candidates: ..... October 14, 2025  
Panel Interviews (In-Person): .....November 14, 2025  
Finalist Interviews (In-Person):.....November 15, 2025

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



*seeking employment or promotion to assure equal employment opportunity based upon ability and fitness to all persons regardless of race, religious creed, color, national origin, ancestry, sex, childbirth, breast-feeding, age, physical or mental disability, medical condition, sexual orientation, marital status, gender identity, gender expression, genetic characteristics or information, military or veteran's status, and/or any other category protected by federal and/or state law.*

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.

## THE RECRUITMENT PROCESS

To apply for this key position and exciting career opportunity, please submit a current resume and

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