

City of Compton



invites applications for the position of

City Manager



Recruitment Services Provided by Ralph Andersen & Associates

The City of Compton is seeking an accomplished executive to serve as its next City Manager.

City of Compton

The City of Compton is one of the oldest cities in the County of Los Angeles and, on May 11, 1888, was the eighth city in California to incorporate. Today, over 100 years later, it is home to just under 100,000 residents and is known as the “Hub City” because of its unique location in the center of Los Angeles County, the most populated County in the nation. The City is located approximately six miles north of downtown Long Beach and approximately eleven miles south of downtown Los Angeles. The Hub City is part of the Gateway region and has a 77-acre airport (Compton / Woodley) that is home to 275 based aircraft and experiences over 66,000 flight operations each year. This air transportation asset is complemented by the Hub City’s four major freeways adjacent to the city’s boundaries.

The predominant land use in the City is residential, accounting for approximately 40 percent of the City’s total land area.

The City of Compton is strategically positioned on the Alameda Corridor, along which 25% of all U.S. waterborne international trade passes. The City is emerging as an industrial center in Los Angeles County for transit and distribution, business services, high technology, home and lifestyle products, and metals. Compton is also considered an “entrepreneurial hot spot” and the City was recently listed as one of the best places in the United States to start and grow a business.

The City of Compton’s Parks and Recreation Department operates and maintains a total of 16 playgrounds for a combined 118 acres of active park space. Facilities include six community centers, seven neighborhood parks, two walking parks, two competition size swimming pools, three regulation size gymnasiums, a skate park, Jackie Robinson Baseball Stadium, and a Nine-Hole Golf Course.



City Government

As a Charter City, Compton is governed by four City Councilmembers and a Mayor, elected for overlapping four-year terms. Elections are held every two years for the Mayor with Councilmembers elected on a rotating basis. The community also elects a City Attorney, City Clerk, and City Treasurer who each serve four-year terms.

The City Council is the legislative body responsible for the overall policies of the City. The Council makes all policy determinations through enactment of ordinances and resolutions and has final authority in the implementation of these policies. The Council determines how the City will obtain and spend funds and reviews and approves the City's annual budget.

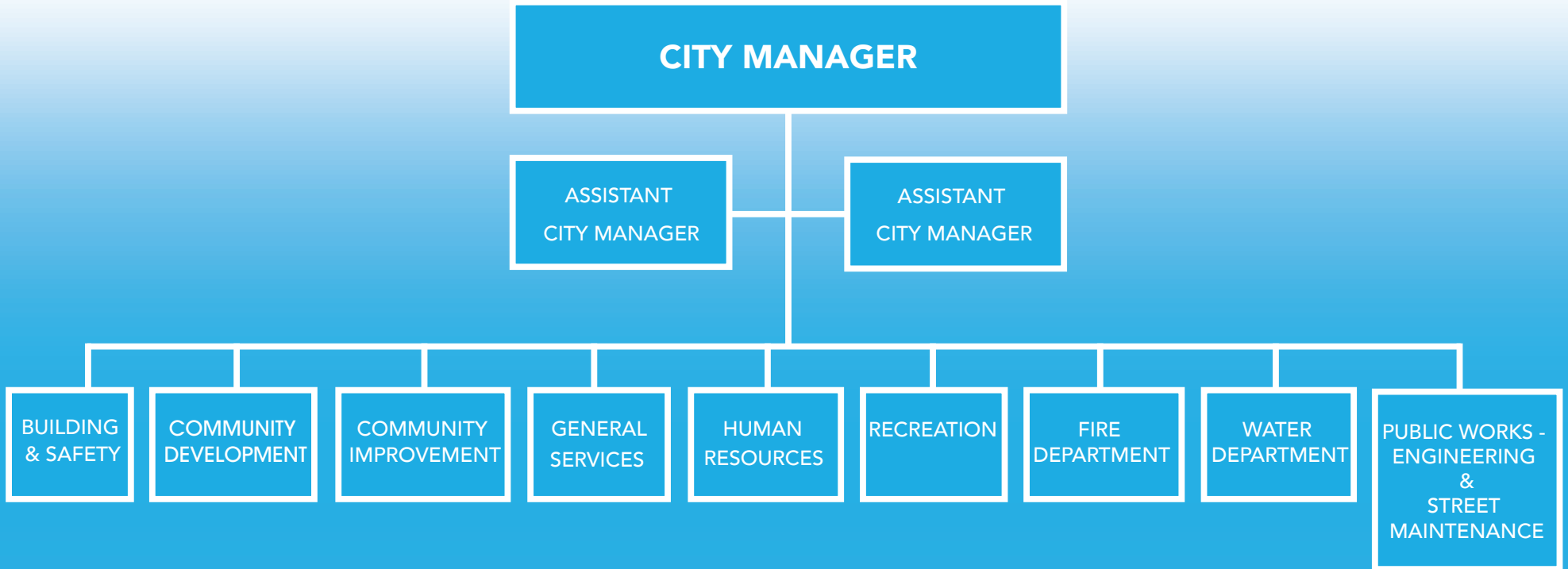
The City Council appoints the City Manager and the Controller.

The City's current priorities are to develop a fiscal sustainability plan, employ community first law enforcement, create, and update new fiscal policies and procedures, and create a long-term debt restructuring and pension financial plan.

Overall, the City is staffed with 333 FTE employees and has a current year budget of \$197.8 million, including a General Fund budget of \$56.2 million. The Measure P General Fund Resources are \$14.3 million for a total General Fund Resources of \$70,485,746.

The City's budget can be found by clicking [here](#). Candidates are encouraged to visit the City's website at www.comptoncity.org for a broader understanding of the City's organization and community.

CITY MANAGER ORGANIZATION CHART



The Ideal Candidate

The City of Compton seeks a forward-thinking, self-motivated professional with strong leadership skills to serve as the new City Manager. The ideal candidate will possess a strong sense of ethics and foster a culture of accountability throughout the organization. He or she must inspire others and be decisive, with the ability to stand his or her ground and say “no”, both inside and outside City Hall. The ideal candidate is capable of making hard decisions, risk-taking, and failure, but also has true humility, is open to new ideas, listens empathetically, is able to admit mistakes, seeks advice, and is open to constructive criticism. The chosen City Manager will be a customer service focused people person with an open-door policy for communication with Council members, staff, and residents. The ideal candidate will be actively involved with the community, seeking to increase the City’s community engagement and to establish relationships with the various demographics, demonstrative cultural sensitivity, and presence in the City. A focus on staff development and growth further developing a culturally diverse and inclusive environment will also be important in this role as the City will look to expand their efforts to retain and develop staff. The next City Manager must have a hands-on style, yet still empower department heads to take charge of projects and lead their operations.



The ideal candidate will also possess the following characteristics:

- ❖ Results-driven approach to municipal finance, public safety, emergency preparedness, and all aspects of municipal service delivery;
- ❖ Appreciation for exceptional customer service, effective and efficient operations, transparency, cultural awareness and inclusiveness, service delivery that exceeds community expectations, and overall community access;
- ❖ Open and accessible style that promotes candid discussions among staff, Council, and Commissions and encourages the review of options and alternatives for the City Council’s consideration;
- ❖ Ability to provide leadership to both the City Council and staff with the ability to motivate as well as set goals and objectives; and
- ❖ Experienced in all aspects of economic development and growth including commercial, industrial, and residential development opportunities.

This position requires a strong generalist background with a preferred significant depth of budget, financial and administration skills, and expertise in local government. The City Manager must be a proactive communicator who keeps the Council informed and is of high ethical standing.



Qualifying Education, Experience, and Certifications

The following qualifications are guidelines, as the appointing authority has broad discretion in filling positions in this classification.

Education: Bachelor's degree from an accredited college or university with major course work in business administration, public administration, or a related field. A Master's degree is highly desirable.

Experience: At least eight years of increasingly responsible experience in a local public agency in an administrative and managerial capacity involving the development and administration of organization-wide policies and procedures with the supervision of management-level employees. The City Manager must also be experienced in municipal finance and maintaining a sustainable financial structure. Prior experience as a City Manager is preferred, but the City Council also will consider candidates having experience as an Assistant or Deputy City Manager, or an Executive Director of a complex public sector organization.



Compensation and Benefits

The City of Compton offers a competitive compensation and benefits program. The salary for this position will be starting at \$250,000 and will be dependent on qualifications (DOQ). Specific details on the compensation can be discussed with Ralph Andersen & Associates.

The executive level benefits for this position include:

- ❖ **Retirement:** The City participates in CalPERS (California Public Employees Retirement Systems) with a pension formula of 2.7% @ 55 (for Classic PERS members) and 2% @ 62 formula for new PERS members. The City pays both the employer and employee contribution for Classic PERS members. The new member contribution is 6.5% of pre-tax wages.
- ❖ **Auto allowance:** \$600 per month.
- ❖ **Health:** The City participates in CalPERS Health Benefit Services with choice of eleven health plans and separate dental options. The City pays 100% of Kaiser Region 3 for Employee + 2 or more dependents. The 2021 Rate is \$1,741.58.
- ❖ **Leave Accruals:** Vacation – accrual at the rate of 7.334 hours per month. Personal Days (8 days annually), Paid Holidays (15 days annually), and Sick Leave (12 days annually).
- ❖ **Term life insurance:** Employer paid life insurance policy of \$85,000.
- ❖ **Deferred Compensation:** The City offers a 457(b) voluntary retirement plan.
- ❖ **Professional Development / Conferences:** Reimbursement of \$2,000 per year.
- ❖ **Other Benefits:** Cell phone allowance (\$100 per month).
- ❖ **Retiree lifetime medical insurance once vested after 5 years of service.**



Application Process and Recruitment Schedule

To be considered, please **apply no later than Monday, October 30, 2023** by submitting a resume, cover letter, and five work related references (who will not be contacted in the early stages of the recruitment) to: apply@ralphandersen.com.

For additional information, please contact: Fred Wilson at (714) 421-3258 or email at fred@ralphandersen.com.

Resumes will be screened based on the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultant.

The City will then select candidates to participate in City interviews. Extensive reference and background checks will be completed on the selected candidate.

The City of Compton is an Equal Opportunity Employer.