

CAREER OPPORTUNITY

CITY MANAGER

Culver CITY, CA

Salary Up To: \$379,702.22 DOE/DOQ

CLICK TO
APPLY BY
SEPT. 24!

The **City of Culver City, CA (City)** is seeking a fiscally minded, innovative and collaborative **City Manager** to help guide one of Southern California's most vibrant and engaged communities into its next chapter. Home to approximately 40K residents, Culver City is renowned for its cultural diversity, creativity, and commitment to thoughtful, sustainable growth. As the City plans to welcome 10–15K new residents over the next decade, it is proactively preparing for expanded housing options, modern infrastructure, and inclusive public spaces that will support a high quality of life for all. The next City Manager will lead a dedicated team of approximately 800 staff across 12 departments, managing an annual Fiscal Year 25–26 budget of approximately \$370 million. With a strong appetite for innovation, this leader will ensure the City's master and specific plans are well-coordinated, realistically funded, and effectively implemented—aligning people, resources, and vision to deliver lasting results. The ideal candidate will inspire trust through transparent decision-making and collaborative leadership, working in partnership with the City Council, staff, and community members to create fiscal stability for the City. This is an opportunity to shape the future of a city that values inclusion, sustainability, creativity, and high-quality public service—ensuring Culver City remains one of Southern California's most desirable places to live, work, and visit for generations to come.

If you're ready to lead with vision, innovation, and collaboration, we invite you to explore this unique opportunity to serve Culver City and help shape its bright future.



A CONNECTED, CREATIVE & EVOLVING COMMUNITY

The City of Culver City (City) is a dynamic urban community in the heart of Los Angeles County, home to approximately 40k residents who enjoy a unique blend of small-town charm and big-city amenities. Walkable neighborhoods, historic architecture, and a vibrant downtown make it a sought-after place to live, work, and visit.

The City's lively center features popular destinations like Culver Steps, Ivy Station, and the historic Culver Hotel, offering dining, shopping, and gathering spaces. As the "Heart of Screenland," Culver City hosts major employers such as Sony Pictures Studios, Apple Studios, Tik Tok, Pinterest, and Amazon Studios, supporting a thriving creative economy and small business scene.

Residents enjoy abundant parks, bike paths, and the Culver City Arts District, showcasing public art, galleries, and cultural events. With excellent transit connections via the Metro E Line and major freeways, Culver City offers easy access to the region while maintaining its own distinctive identity.

Guided by its 2045 General Plan, the City is preparing for sustainable growth that anticipates welcoming 10,000–15,000 new residents over the next decade, with expanded housing options and modern infrastructure. Culver City looks to remain a welcoming, inclusive, and livable community for generations to come.



40K

APPROX.
POPULATION SIZE



5.14

CITY SQUARE
MILES



20+

MAJOR TECH &
MEDIA COMPANIES



262

AVERAGE DAYS
OF SUNSHINE

COUNCIL - MANAGER FORM OF GOVERNMENT

Culver City operates under a Council-Manager form of government. Its **five-member elected City Council** provides policy direction, sets priorities, approves the budget, and appoints the City Manager, City Attorney, Police Chief, and Fire Chief.

The City Manager serves as the City's Chief Executive Officer, overseeing day-to-day operations and leading approximately 800 dedicated employees across **12 departments** with an Fiscal Year 25-26 annual budget of approximately \$370 million. This talented and committed workforce delivers a wide range of high-quality services that support the City's vision of an inclusive, sustainable, and thriving community.

Departments reporting to the City Manager include: Finance, Human Resources, Information Technology, Housing and Human Services, Planning and Development, Parks, Recreation and Community Services, Transportation, and Public Works.

The City Manager's Office is responsible for leadership and coordination across departments to ensure the effective delivery of programs and services, foster collaboration, and maintain transparent and responsive communication with the City Council and the public.

CLICK BELOW
TO LEARN MORE:



Fiscal Year 25-26 Budget



Citywide Master Plans



City Organizational Chart



Culver CITY

CITY COUNCIL PRIORITIES

THE CITY COUNCIL HAS SET A CLEAR VISION FOR PROACTIVE, STRATEGIC LEADERSHIP THAT ENSURES CULVER CITY'S CONTINUED SUCCESS AND LIVABILITY

- **Strengthen Long-Term Financial Sustainability:** Combat a fiscal deficit by collaborating on sustainable revenue strategies and ensure responsible stewardship of public resources.
- **Invest in Public Infrastructure and Community Spaces:** Advance planning and improvements that support safety, accessibility, and long-term community needs.
- **Deliver High-Quality Public Services:** Drive efficiency and excellence in City operations while maintaining responsiveness to the community.
- **Enhance Housing and Homelessness Services:** Build on existing programs and partnerships to expand housing opportunities and deliver effective, coordinated services.
- **Promote Diversity, Equity, and Inclusion:** Ensure policies and programs reflect Culver City's values of fairness, belonging, and opportunity for all.
- **Deepen Community Engagement:** Expand outreach tools, improve transparency, and strengthen connections with residents and businesses.

THE CITY MANAGER POSITION

A STRATEGIC & INCLUSIVE LEADER

Appointed by the City Council, the City Manager serves as Culver City's Chief Executive Officer, responsible for implementing Council policy and managing daily operations to meet the evolving needs of the community.

This role requires the ability to develop and communicate a clear vision for the future while aligning City resources, staff, and community partnerships to achieve it. The City Manager will lead efforts to advance the Council's priorities, maintain sound financial management, and deliver exceptional services that enhance quality of life for all residents.

KEY RESPONSIBILITIES INCLUDE:

- Providing executive leadership for all City departments and staff.
- Advising and supporting the City Council in developing policy goals and evaluating performance.
- Preparing and administering the City's annual operating and capital budgets, and maintaining sound financial management.
- Leading the implementation of strategic initiatives and Council priorities.
- Advancing the City's commitment to equity, transparency, and community engagement.
- Representing Culver City in intergovernmental relationships, regional partnerships, and legislative advocacy.
- Overseeing the City's response to declared emergencies, including the local emergency on homelessness.
- Maintaining clear and consistent communication with Council, staff, and the public.
- Driving organizational culture change toward accountability, innovation, and trust.

This role requires a strong understanding of a Council-Manager form of government, exceptional leadership, financial acumen, and a collaborative approach to managing complex challenges and opportunities in a highly engaged community.

IDEAL CANDIDATE COMPETENCIES

Culver City is looking for a City Manager who brings a strong emphasis to innovation, is collaborative, innovative, and dedicated to public service. The ideal candidate will inspire trust through transparent decision-making, strong relationships, and a clear vision for the City's future. They will demonstrate a genuine interest in being part of the Culver City community—ideally living, working, and engaging here to better understand and serve its residents, businesses, and unique character.

They will be a proactive leader ready to advance strategic planning and investment that support long-term sustainability and community well-being. The City seeks someone who understands the importance of coordinating multiple Master Plans and Specific Plans—ensuring they move forward effectively, are well-managed, inform one another, and are supported by realistic funding strategies.

Financial acumen, experience with housing initiatives, and the ability to guide complex infrastructure planning are highly valued. Equally important is the ability to cultivate an organizational culture of trust, desire and willingness to explore new ways of conducting business, accountability, and professional growth, while championing equity and inclusion throughout City operations.

In addition, the ideal candidate will bring experience with...

- Reform and modernization
- Meet and confer experience with labor groups
- Modernization and centralization processes
- HR technology proficiency
- Budget and resource management skills
- Talent acquisition efficiency (ideally in the arena of Civil Service)
- Policy development proficiency

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MINIMUM QUALIFICATIONS

Any combination equivalent to training and experience that could likely provide the required knowledge, skills and abilities would be qualifying.

A typical way to obtain the knowledge, skills and abilities would be: a Master's Degree from an accredited college or university in public administration and ten years of responsible experience at the Assistant City Manager level or five years Assistant City Manager and five years Department Head.



SALARY & BENEFITS

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PLUS A GENEROUS BENEFITS PACKAGE THAT INCLUDES:

- **Retirement:** California Public Employees' Retirement System (PERS) defined benefit retirement plan, which is coordinated with Social Security. 2%@60 for "Classic" members and 2% @62 for new members as defined by PEPRA. Subject to employee contribution. Both the City and the employee contributes toward CalPERS retirement contributions. The City also participates in Social Security.
- **Health Dental, & Vision Insurance:** Choice of CalPERS medical plans for employees and eligible dependents. HMO & PPO are available. City provides up to \$2037 per month towards health benefits for the 2025 plan year.
- **Retirement Health Savings Plan**
- **Management Education Incentive:** \$4,800 per fiscal year for master's degree or higher from an accredited organization.
- **Life Insurance:** \$250,000 and additional AD&D coverage.
- **Disability Insurance:** Short- and Long-Term Disability Insurance provided by the City.
- **Physical Well-Being Allowance:** \$750 each fiscal year.
- **Phone Allowance:** \$60 per pay period.
- **Vacation:** 80 hours annually for first four years, increasing with years of service.
- **Floating Holiday Leave:** 57 hours of paid Floating Holiday Leave each fiscal year.
- **Administrative Leave:** 126 hours per year.
- **Sick Leave:** Four (4.0) hour accrual per pay period up to 104.0 hours annually.
- **Holidays:** 8 designated holidays per year.
- **Transportation Allowance:** \$600 per month.
- **Deferred Compensation:** The City contributes \$160 per pay period for mandatory employee contribution of \$76.25 in the 401(a) Plan, A Voluntary 457 plan is also available.
- **Other:** Negotiable Relocation and Housing Assistance, Optional Flexible Spending Account (FSA), and Flexible/Hybrid Work Schedule Available



HOW TO APPLY:

For first consideration, apply by
September 24, 2025, at:

 www.tristargovsolutions.com/careers

SAVE THE DATES: Interviews have been firmly scheduled to take place **in-person** on **October 30th and 31st**. Candidates must be available for both interview dates.

QUESTIONS? Please contact your recruiter, Sam Sackman, with any questions:

- Email: sam@tristargovsolutions.com
- Website: www.tristargovsolutions.com
- Phone: 408-605-0790

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