



# CITY MANAGER



**BOB MURRAY  
& ASSOCIATES**  
*Experts In Executive Search*

## THE COMMUNITY

The City of Marina is located on the beautiful central coast on Monterey Bay and is the fastest growing city in the region. Marina's 22,500 residents enjoy an exceptional quality of life, with some of the more affordable housing on the coast along with all the sights and attractions of Monterey Bay, Carmel by the Sea, and the Big Sur coast. Marina, as a city, has a strong sense of community with significant volunteerism opportunities.

Marina is ideally suited for those who enjoy recreational and outdoor activities, hiking and biking opportunities, or walking along its trail system or miles of undeveloped coastline and scenic trails. There is also an abundance of nearby activities such as golf, biking, kayaking, hang-gliding, paragliding, whale watching, and horseback riding making Marina an ideal place to live.

Marina will be celebrating its 50th year anniversary this year. Initially, it served as a bedroom community for the Peninsula. Thousands of acres of land were transferred from the Army from the former Fort Ord Army base which closed in 1994. Since then, the City has been actively engaged in redevelopment. The City is home to Joby Aviation at the Marina airport (international leader of EVTOL aircraft), California State University Monterey Bay, an \$80M expansion of the Monterey Peninsula College, new major retailers, including Trader Joe's, a new Mercedes Benz dealer, hotels, medical clinics and offices, restaurants, and an equestrian center. Over 2,200 new housing units are planned or under construction.

The City is making significant investments in parks, recreational opportunities, downtown vitalization, and infrastructure to improve its quality of life. Some of the current strategic initiatives and priorities under construction include:

- \$35 million invested in the construction of new parks, including a sports & aquatic center and reconstruction of existing parks.
- \$42 million for the construction of a new indoor Aquatic and Sports Center.
- \$57 million in road infrastructure and street improvement projects.
- Downtown vitalization plan investing millions in creating new streetscapes that will create a pedestrian and bike friendly downtown commercial district with new landscaped medians, lighting and community areas.
- Championing the City's Diversity, Equity, and Inclusion (DEI) Taskforce initiatives and implementing Council-directed and Taskforce-recommended strategies to integrate DEI principles throughout the organization.
- Plans to replace aging city facilities including a new police and fire station, new senior and community center, and new city offices and council chambers.
- City led development project on 200 acre property to create a master planned development for "missing middle" class affordable housing



The City's solid financial growth has given Marina the ability and means to invest in the community today and in the future.

## THE ORGANIZATION

Incorporated in 1975, the City of Marina is a full-service Chartered City that operates under the Council/Manager form of government. The Mayor is elected at-large for four years, while the four City Council members are elected by districts to four-year staggered terms. The City Council has a healthy and highly effective working relationship with City staff and is committed to excellence in governance.

The City's FY 2025 operating budget is \$35 million with an additional \$100 million budgeted for capital projects. City services are provided by 135 full-time employees plus part-time employees in eight City departments: Administration, Community Development, Finance, Human Resources, Public Works, Recreation and Cultural services, Fire, and Police.

The City of Marina, in partnership with its community, is committed to fostering diversity and enhancing quality of life. It strives to create a positive environment, support a vibrant local economy that sustains fiscal stability, and cultivate a fulfilling workplace where dedicated employees can make a meaningful impact.

Top priorities include economic development and job creation, environmental sustainability, public safety, and improvements to streets, facilities, parks, and open spaces. The City also recognizes that diverse backgrounds, cultures, and perspectives bring the vision and skills needed to drive innovation, solve complex challenges, and strengthen the community.

## THE POSITION

Under the guidance of the City Council, the City Manager serves as the City's Chief Executive Officer, leading all operations, departments, and programs with vision, integrity, and purpose. This pivotal role translates Council policies into action, ensuring efficient, transparent governance

and the delivery of high-quality services that meet the evolving needs of our community. The City Manager champions Marina's unique identity; its coastal charm, rich history, vibrant culture, and diverse population, while safeguarding natural resources and promoting equitable opportunities for all residents. Key responsibilities include but are not limited to the following:

- Serving as the City Council's chief advisor, attending meetings and providing clear, timely, and balanced recommendations.
- Celebrating and championing Marina's neighborhoods, cultural diversity, coastal character, and historic legacy.
- Translating policy direction into strategic priorities, operational plans, and measurable outcomes.
- Guiding fiscal management, including annual budgets, long-range financial planning, and resource alignment with community priorities.
- Overseeing compliance with the Municipal Code, ordinances, resolutions, and relevant laws.
- Leading coordinated responses to challenges affecting Marina's environment, land use, and infrastructure.
- Providing executive oversight for specialized city operations, including the Marina Municipal Airport, aligning development with regulations and economic goals.
- Promoting ethical governance, transparency, and accountability.
- Fostering a results-oriented, service-driven organizational culture focused on excellence, collaboration, and continuous improvement.
- Leading and developing a high-performing leadership team through coaching, succession planning, and professional growth opportunities.
- Building and sustaining public trust through equitable, transparent access to information, services, and engagement.
- Ensuring technology is effectively incorporated throughout the organization, modernizing public works, maintenance tracking, agenda management, engaging and accessible public communications.
- Strengthening organizational effectiveness through innovation, data-informed decision-making, and continuous improvement.
- Cultivating staff stewardship of Marina's public spaces, infrastructure, and facilities, emphasizing responsiveness, pride, and community service.
- Representing the City in regional, state, and federal forums, building partnerships and advocating for Marina's interests.



## THE IDEAL CANDIDATE

The City seeks a City Manager who will champion equity, diversity, and a culture of inclusion throughout Marina. The ideal candidate will be highly collaborative and technologically savvy, with the ability to lead with vision while effectively coordinating citywide operations. This individual will balance key priorities such as economic development, environmental protection, housing needs, and preservation of community character.

Working closely with the City Council, the City Manager will implement policy direction, analyze complex issues, and deliver clear, actionable recommendations. They will build and sustain strong relationships with City staff, elected officials, community stakeholders, developers, and regional partners, fostering an inclusive and collaborative organizational culture aligned with the City's values.

The successful candidate will recruit, develop, and lead a high-performing executive team, ensuring accountability while delegating effectively. They will guide the organization with integrity and a commitment to modern municipal management practices.

The City manager role will require expertise in federal, state, and local laws including the Brown Act and the California Public Records Act, as well as experience in community and economic development, public-private partnerships, real estate development, infrastructure planning, multimodal transportation systems, environmental stewardship, and the adaptive reuse of former military installations and other decommissioned federal properties. The new City Manager will focus on modernization of existing Recreation and Sports facilities, including ball fields and equestrian center.

The ideal candidate will also demonstrate strong proficiency in public



finance, budget development, human resources management, labor relations, land use planning, housing policy, technology, cybersecurity and public communication. These skills will enable them to engage diverse audiences effectively while promoting transparency, efficiency, and excellence in local government.

Qualified candidates should possess a combination of education and experience that demonstrates the required knowledge and abilities. Typically, this includes a bachelor's degree from an accredited college or university with major coursework in public administration, business administration, or a closely related field, with a master's degree in a relevant discipline being highly desirable. Candidates should have at least ten (10) years of progressively responsible municipal management experience, including roles such as City Manager, Assistant City Manager, or Department Head in a California community of similar or larger size and complexity. Preferred experience includes redevelopment of acquired land or managing complex land use initiatives, municipal or regional airport operations or strategic oversight, and leadership within culturally diverse communities, with bilingual proficiency considered highly desirable.

## COMPENSATION

The outgoing City Manager had an annual salary of \$268,000; salary is negotiable 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's and employee's shares of the premium are dependent upon the plan selected, with the City paying equivalent to 75% of the lowest offered plan's monthly premium amount. Additionally, the City will pay 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 + 2.

**Vision Insurance** - City-paid coverage up to \$20 per month for employee and eligible dependents.

**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.

**Dependent Care and Medical Flexible Spending Accounts** - Available for employee participation with pre-tax contributions.

**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.

**Education Incentive** - City pays tuition up to \$2,000 annually for education programs subject to job-related relevancy and prior approval of the City Manager.

## TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

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

**Filing Deadline:  
May 6, 2026**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Marina. Candidates will be advised of the status of the recruitment following selection of the City Manager.

If you have any questions, please do not hesitate to call Ms. Valerie Phillips at:

(916) 784-9080

