



New Open!

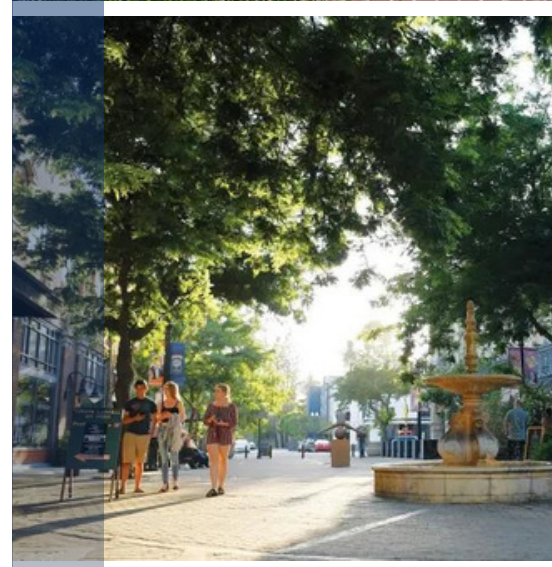
CITY MANAGER

JOB DESCRIPTION

The City of Santa Ana is seeking a dynamic and tenured City Manager to lead our vibrant and diverse community into a future filled with opportunity and growth. We seek a leader who embodies a positive and optimistic outlook, capable of making a significant impact on our staff and community. This individual must possess an unwavering commitment to neutrality and the Council/Manager form of government, treating each council member with fairness and integrity, understanding the critical distinction between the role of a City Manager and that of a council member. Our ideal candidate will have a proven track record of exceptional leadership that emphasizes innovative decision-making and a dedication to ethics and integrity, ensuring that the business of the City progresses smoothly under their direction regardless of the political and environmental realities.

As Santa Ana strives for excellence in service and economic development, we prioritize leadership qualities over technical expertise, recognizing the unique challenges and opportunities our city presents. The successful candidate will be a strong, confident decision-maker, known for their proactive communication skills and their ability to be transparent, direct, and fearless in dialogues with the Council. They will be personable, an active listener, and a generalist with experience across diverse departments, demonstrating an ability to lead with vigor and execute Council directives efficiently. A deep understanding of financial management, long-range financial planning, housing, economic development and public safety is key.

Our City Manager will be at the forefront of tackling Santa Ana's most pressing priorities, including increasing homeless enforcement, reducing crime and enhancing crime prevention measures, leveraging community assets and infrastructure, and modernizing our organizations. A background in managing cities of comparable budget, population, geography, and size, preferably in California, with bilingual skills is highly desired. This role is not just about maintaining our city but actively enhancing it, leveraging our extraordinary community assets, and fostering an environment where innovation and problem-solving flourish. The Council recognizes that the organization has a dynamic and high performing staff team and the City Manager will play a pivotal role in championing our City's workforce and protecting the well-being of our City staff. The City Manager will be empowered by the Council to assess and restructure the organization as necessary to produce successful results. A second Assistant City Manager position has just been created to further support the new City Manager.



This is a confidential recruitment. For more information, please contact Jacob Green, Executive Recruiter, Jacob Green and Associates, email Jacob@jacobgreenandassociates.com or call (909) 238-8536.



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CITY MANAGER

WHY JOIN OUR CITY?

Joining the City of Santa Ana as the City Manager offers more than just a career opportunity; it is a chance to make a lasting positive impact on a community known for its beauty, diversity, and potential. The successful candidate will be instrumental in shaping the city's future, promoting its accomplishments, and building trust across all facets of the community. We encourage a wide range of candidates to apply for this pivotal position, to bring fresh ideas, a strong sense of public sector purpose, and a commitment to making Santa Ana a model city for innovation, community engagement, and fiscal responsibility. Together, we will work towards a brighter, more prosperous future for all who call Santa Ana home.

SALARY Up to \$326,000 - Negotiable

BENEFITS

Time Off

- Sick Leave: 96 hours per year with a maximum accumulation of 2,000 hours.
- Vacation: 120 hours per year increasing to 200 hours after 19 years of service.
- Management Vacation: 100 hours per year, front-loaded.

Flexible Work Schedule

- Adaptability in work hours to balance professional and personal life.

Retirement Plans

- CalPERS 2.7% @ 55 formula for Classic members with Employer Paid Member Contribution (EPMC) which employees pay 8% toward the City's contribution as cost-sharing. CalPERS 2% @ 62 formula for New members which employees pay 7.75% member contribution.

Comprehensive Benefits

- City-funded contributions for health, dental, basic life, AD&D, and long-term disability insurance
- Retiree Medical Subsidy / Retirement Health Savings Plan – 1.25% employee contribution and 1% City contribution towards RHS plan
- Voluntary benefits include vision, flexible spending, 457 deferred compensation plan, and additional life and AD&D
- 12 holidays + 2 floating holidays annually

Additional Compensation

- Option of a monthly vehicle allowance of \$500 or a city vehicle
- Bilingual pay of \$175 per month (if applicable)
- Option of a City-issued mobile device or \$100 per month stipend



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