



# The City of Malibu

*invites your interest for the position of*

**CITY MANAGER**



## The Community

Malibu is an iconic, world-class city in Southern California. Stretching for more than 20 miles along the Pacific Ocean, Malibu is a quintessential coastal community that combines the peace and tranquility of a rural town with the benefits of being a stone's throw away from the second largest city in the country. Known for its Mediterranean climate and access to some of the most beautiful beaches and state parks in California, the community offers an unsurpassed quality of life.



Malibu has a population of approximately 10,000 and despite its reputation as a home to multiple celebrities and tech billionaires, the fact is Malibu has a very diverse population that come from all walks of life and income levels. Considered to have perfect waves, Malibu's Surfrider Beach was named the first World Surfing Reserve while nearby Zuma Beach is a sun magnet for locals and families. In winter, Point Dume, at Malibu's north end, provides an ideal perch for spotting migrating grey whales. The community is also close to the breathtaking Santa Monica Mountains National Recreation Area.

## City Government

The City of Malibu is a general law city and operates under the council-manager form of government. The five-member City Council is elected at-large to serve four-year terms. The Mayor's office is rotated every 9.5 months among all councilmembers. The City Council is the legislative authority of the City and sets the policies under which the City operates. Duties of the City Council include enacting legislation, such as local laws and ordinances, approving city programs, adopting the city's budget, and appropriating the funds necessary to provide service to the City's residents, businesses, and visitors.



The City Council provides leadership through policy development regarding the current practices and future direction of the City. The City Council appoints the City Manager, City Attorney, and City Treasurer/Auditor, as well as members of the City's commissions, committees, boards, and task forces.

The City has a FY 21-22 All Funds budget of \$91.4 million and a General Fund budget of \$40.4 million. The city organization includes the department functions of management and administration, city clerk, community services, environmental sustainability, planning, public safety, and public works/engineering.

## Position and Ideal Candidate

Malibu is seeking a dynamic and visionary leader to manage the City at a crucial time in its history. The new manager will need to be a seasoned executive with a collaborative management and community engagement approach as well as high-level project management and administration skills.

Malibu is continuing to rebuild and emerge from the aftermath of the Woolsey Fire and the new City Manager will need to continue to shepherd the community through that process. Like many communities emerging from the COVID-19 pandemic, a key focus also will be continuing to secure the City's long-term financial security. Additionally, the new City Manager will need to foster close relationships with both the state and county agencies that control Malibu's beaches as well as the Pacific Coast Highway which runs through the community. Lastly, the City Manager will need to balance the dynamics of retaining Malibu's rural charm while adopting and adapting to changes necessary to continue the community's vitality in an era of disruptive technology and change.

The community desires a City Manager who understands Malibu's Vision and Mission of retaining its rural character and is committed to civic engagement and open dialogue. The new City Manager should be a seasoned consensus builder with a track record of strong community engagement and a focus on getting things done. A key to developing and sustaining a strong and effective relationship with the City Council and the community will be regular, transparent, and honest communication.

The City Manager will be expected to lead by example and nurture a high-performance culture within the work environment where a cohesive and motivated team of professionals are enthusiastic about providing first-class services. 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, an Executive Director of a complex public sector organization, or a Senior Executive Officer in the private sector. A BS/BA in a related field is essential and an MS/MA/MPA/MBA is highly desired.

The City of Malibu is focused on achieving a diverse applicant pool and is committed to equity in the hiring process.



The City of Malibu is focused on achieving a diverse applicant pool and is committed to equity in the hiring process.

## Compensation and Benefits

The salary for this position is open, depending on qualifications. The most recent base salary was \$248,000. The City of Malibu offers a competitive benefits package that includes:

- ◆ **Retirement:** The City participates in the Public Employees' Retirement System (PERS). Classic CalPERS members 2% at age 55 retirement formula, one-year average. City pays employer and employee contributions for classic members. New members to CalPERS, new PEPPRA formula 2% at age 62, three-year average. Employee pays 7.25% member contribution. The City does not contribute to Social Security.
- ◆ **Deferred Compensation:** City will contribute 6% of salary to a qualified compensation plan.
- ◆ **Health Insurance:** Medical, Dental, Vision Care, and EAP benefits are offered through the City. A selection of medical plans are available, and the monthly premiums are covered 100% for employee and family, up to the PERS Choice PPO medical plan level. Dental, Vision and EAP premiums are covered 100% for employee and family.
- ◆ **Other Insurance:** Term Life insurance coverage up to \$400,000. Long Term/Short Term Disability coverage.
- ◆ **Sick Leave:** 12 days (96 hours) per year.
- ◆ **Vacation:** 22 days (180 hours) per year.
- ◆ **Administrative Leave:** 10 days (80 hours) per year.
- ◆ **Holidays:** 11 fixed holidays per year.
- ◆ **Vehicle Allowance:** \$400 per month in lieu of mileage reimbursement.
- ◆ **Credit Union:** Option to participate in the Ventura County Federal Credit Union.



## The Process

To be considered for this exceptional career opportunity, please visit the Avery Associates Career Portal on our website at [www.averyassoc.net/current-searches/](http://www.averyassoc.net/current-searches/) to upload your letter of interest, resume and contact information, including email addresses for five work-related references (who will not be contacted until after an interview occurs).

Bill Avery or Bill Lopez  
Avery Associates  
3½ N. Santa Cruz Ave., Suite A  
Los Gatos, CA 95030  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)



The final filing date for this position is September 30, 2021.

If you have any questions regarding this position, please contact Bill Avery at 408.399.4424 or [bill@averyassoc.net](mailto:bill@averyassoc.net) or Bill Lopez at 408.888.4099 or [williaml@averyassoc.net](mailto:williaml@averyassoc.net).