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"All about fit"



20
years

PECKHAM
&
MCKENNEY
EXECUTIVE SEARCH

City Manager
CITY OF SANTEE, CALIFORNIA

COMMUNITY

With its plentiful open space, vibrant local economy, low crime rate, and connectivity to several major transportation corridors, the City of Santee (population approximately 60,000) is a phenomenal community to live, work and enjoy the outdoors. Situated just 18 miles from San Diego's premier beaches to the west and the **Cleveland National Forest** in the backdrop to the east, and having **over 260 days a year of sunshine**, recreational opportunities in Santee are abundant. Excellent schools, competitive housing, vibrant shopping districts like Town Center and Trolley Square, and a variety of local small businesses enhance Santee's unparalleled quality of life in San Diego County.

As a family oriented community that prides itself on its low crime rate, excellent schools, exceptional special events and a location where businesses desire to be, the community shares a vision, informed by its **evolution and history**, for today and the future that is articulated and guided by the City of Santee **Mission, Vision and Values**. The community embraces a mission that the City honor the public trust and serve the community by providing quality services and programs that promote economic prosperity, safety, social well-being and a healthy environment.



THE ORGANIZATION

The City of Santee is a **Charter** City operating under a Council/Manager form of government. The City is recognized as a very stable and lean organization with an excellent and highly committed professional team that provides high level, effective and efficient public services. The five members of the City Council, comprised of the Mayor who is elected at-large and four Council members elected by district, are responsible for appointing the City Manager, City Attorney, and City Clerk. The City Manager serves the Mayor and City Council and is responsible for implementing the City Council's goals and policies, providing policy recommendations, administering the Charter, and overseeing the effective and efficient delivery of day-to-day public services. The City Council models civility,

collaboration, and innovation, fostering good governance and effective public service delivery. The City Council, with a conservative mindset, works exceptionally well together and is committed to excellence.

Through both contract services and in-house personnel, the City provides a broad range of municipal services. Police, animal control, water and wastewater services are provided through third-parties. The current **2024-25 fiscal year budget** consists of approximately \$61 million in General Fund expenditures and a \$13 million General Fund undesignated reserve. The **5-year capital improvement budget** includes a total of 68 projects totaling approximately \$375 million of which \$116 million is funded. A total of 156 funded positions provides services through 13 Departments identified in the budget: City Council, City Attorney, City Manager, Information Technology, Animal Control, City Clerk, Human Resources and Risk Management, Finance, Engineering, Planning and Building, Community Services, Law Enforcement Services, and Fire and Life Safety. The City of Santee contracts for police services with the San Diego County Sheriff's Department, and Animal Control is provided by contract with the San Diego Humane Society. Water and wastewater services are provided to the City through a separate special district, the Padre Dam Municipal Water District. The City has one bargaining group and is currently in the negotiation process.

For more information about the City, please visit: www.cityofsanteca.gov.



THE CITY MANAGER POSITION

The City Manager is responsible for managing the City's budget, ensuring the day-to-day delivery of public services through staff oversight, and implementing the City Council's priorities and policies. For fiscal years 2023-24 and 2024-25, the City Council's priorities include:

- 1) Improve fire station facilities and services.



- 2) Research, and if feasible, facilitate the annexation of West Hills Parkway and surrounding parcels.
- 3) Expand road paving and other infrastructure improvements.
- 4) Develop and diversify economic development opportunities through the **Arts & Entertainment District**.
- 5) Drive full adoption of implemented permitting software across all end users, overcoming resistance and ensuring successful organization-wide utilization. Ensure implementation of other technological improvements including new website and financial system upgrade.
- 6) Continue and expand the City's resolution to address **local homelessness**.
- 7) Reduce pension unfunded liability.
- 8) Complete the Community Center and Cannabis projects.

THE IDEAL CANDIDATE

- An experienced, dynamic, visionary, strategic, communicative, proactive and results-oriented collaborator and leader.
- Leads in a manner that attracts others to be part of the team and solution.
- Recognizes that surprises to the City and within city administration are not advantageous to effective governance.
- Embraces both innovation and technology to streamline operations, leveraging systems like Microsoft 365, EnerGov, and financial software to enhance efficiency.
- Prioritizes public safety with strategic, community-focused solutions to ensure Santee remains a safe and welcoming community.
- Demonstrates expertise in contract negotiation and management to secure favorable outcomes for the City.
- Proactively seeks solutions, builds consensus, and finds ways to say "yes" to advance City goals.
- Leads through fostering collaboration, motivating and inspiring others, and is skilled in guiding department heads to formalize strategic plans, track milestones, and maintain accountability, while making tough staffing decisions when necessary to uphold performance standards. Has courageous conversations.
- Serves as a team leader that values training, coaching, empowerment, and professional staff development.

The role of the Santee City Manager offers a unique opportunity to lead with impact, driven not only by the City's distinguished legacy of exemplary City Councils, but also by its inclusive, professional, and collaborative

organizational culture, and the vibrant, engaged community. The ideal candidate will be motivated by the desire to effect transformative change and establish a lasting legacy. Santee provides abundant opportunities for development, champions innovation, and upholds the highest standards of effective governance. The City Manager will be a visionary leader who prioritizes public safety, ensures fiscal integrity, and actively promotes Santee's distinctive qualities and attributes. The ideal candidate will:

- Make reasoned, educated, convincing and defensible recommendations and decisions. Welcome and wholeheartedly support, promote, defend, and implement City Council decisions, regardless of personal agreement.
- Embrace change, recognize and pursue creative solutions, leverage best practices, and employ new technologies to achieve objectives while removing roadblocks to success.
- Demonstrate emotional intelligence, remain apolitical and build and maintain trust with others.
- Engage in conversations with community members and embrace diversity.
- Be a lifelong learner and encourage the same for the staff team, serving as a resource and trusted advisor.
- Possess the attributes of a kind, genuine, honest, and integrous leader.
- Ensure responsiveness to constituent concerns.
- Treat others with respect.
- Pay attention to detail.



DESIRED QUALIFICATIONS

The preferred candidate will have at least 5 years of leadership and financial planning experience as a municipal Chief Executive Officer, Assistant/Deputy Chief Executive Officer, or Department Head of comparable complexity. A typical way of obtaining the knowledge, skills and abilities for the position includes 1) graduation from a college or university with a Bachelor's degree in Public Administration or a related field, 2) progressively responsible experience in a supervisory and managerial capacity, and 3) familiarity with CEQA and development related issues.

COMPENSATION

The salary, currently approximately \$262,000, may be negotiated based on qualifications and experience. The City of Santee provides a **wide range of excellent benefits** including the following:

RETIREMENT: The City participates in the California Public Employees' Retirement System (CalPERS). CalPERS members between 1/19/2012 – 12/31/2012 are at the 2% @ 55 retirement formula, and employee pays 8% of the contribution. All other members are at the 2% @ 62 retirement formula, and employee pays 7.75%. The City does not contribute to Social Security. Other contract provisions include: 1959 Survivor Benefit – Level 3, Military Service Credit for Public Service, Credit for Unused Sick Leave, and \$500 Post-Retirement Death Benefit.



SEARCH SCHEDULE

Filing deadline July 18, 2025
Supplemental process (as necessary) July 21 – August 1, 2025
Recruiter meeting with City to review all applicants August 4, 2025
In-person finalist interview process August 11 and 12, 2025

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

HEALTH INSURANCE: City contributes to Medical and Dental coverage provided by **Cigna**. Vision benefits are available at the employee's cost.

Other Insurance:

- **Group Term Life:** One times employee's annual salary up to \$50,000.
- **Long Term Disability:** Provides 2/3 of base monthly salary when disabled, after a 60 day waiting period.
- **Accidental Death and Dismemberment:** One times employee's annual salary up to \$50,000.

Leaves

- **Vacation:** Accrued based on years of service with up to 25 working days a year with 24 years of service.
- **Sick:** 12 days (96 hours) per year.
- **Holidays:** 11 fixed holidays and 1 floating holiday per year. Holiday Closure: Workdays between observed Christmas Eve holiday and observed New Year's Day holiday.
- **Administrative:** 64 hours/fiscal yr.

VEHICLE ALLOWANCE:

\$350 per month.

TUITION REIMBURSEMENT: up to \$2,500 per year.

RELOCATION EXPENSES: Negotiable.

Other Benefits Available:

- Flexible Spending Account.
- 457 Deferred Compensation or Roth IRA.



THE RECRUITMENT PROCESS

To apply for this exciting career opportunity, please visit our website:

Peckham & McKenney
www.peckhamandmckenney.com

Please do not hesitate to contact Anton "Tony" Dahlerbruch at (310) 567-1554 or (866) 912-1919 if you have any questions regarding this position or recruitment process.



www.peckhamandmckenney.com