



City of
Los Banos
At the Crossroads of California

invites your interest in the position of

City Manager



Recruitment Services Provided by Ralph Andersen & Associates

Career Opportunity

The City of Los Banos, California seeks qualified applicants to serve as its next City Manager. Top candidates are expected to have proven leadership, verbal and written communication skills, be a problem solver and mediator, and demonstrate a commitment for public service. This talented professional will have the ability to facilitate and build quality teams and be an effective hands-on manager for a staff of 200 and a total budget of \$119 million (General Fund budget \$28.4M). Ideally, the top candidate will be a generalist complemented by a working knowledge of finance and community development. This position is ideal for a dedicated leader to help shape the City's future while fostering collaboration and the delivery of quality services.

The Community

Located in the geographical center of the state and surrounded by key connecting highways, Los Banos is "at the crossroads of California." Situated on the west side of Merced County, it's conveniently located about two hours' drive from the cities of San Francisco, Oakland, and Sacramento, as well as Yosemite National Park. California's Monterey Peninsula and the Pacific Ocean are accessible in one and a half hours, as well as the Valley's major cities of Stockton and Fresno. The Silicon Valley is located just more than an hour away. Los Banos is much more than meets the eye. From bird watching to water skiing, fishing to elk watching, Los Banos offers thousands of acres of recreational fun and enjoyment opportunities for the young and young at heart.

Established in 1889, and incorporated in 1907, Los Banos has long served as the regional hub to residents and visitors of west Merced County. The City offers a full array of services and amenities and within its 10 square miles are 63 parks and recreation centers and is adjacent to the San Luis Reservoir State Recreation Area.

A combination of new enterprise, local government, and agriculture-based operations all contribute to the City's economy, which continues to provide residents with a variety of amenities to enjoy. In addition to public services, including water, sewer, parks and recreation, and strong public safety departments, the City of Los Banos also offers a variety of retail and entertainment venues for its residents. With its rich culture, prosperous business community, and thriving agricultural industry, you'll find a family friendly environment ideal for work or play.

For more information about the City of Los Banos, please visit: www.losbanos.org.

Governing Structure / City Leadership

Los Banos is a full-service city dedicated to partnering with the community to provide excellent services and amenities. With a Council-Manager form of government, it has an elected Mayor, four City Council Members, City Clerk, and City Treasurer. The Mayor serves a two-year term while Council Members serve four-year terms with half of the Council seats open for election every two years.

The City Manager oversees an organization with approximately 200 employees across several departments including Fire, Police, Public Works (including the Los Banos General Aviation Airport), Community & Economic Development, Building, Human Resources, Finance, and Parks & Recreation. The General Fund Operating Budget is \$28.4M for FY 2024-2025, with a total budget of \$119M. Notably, the City's 30% General Fund reserve is maintained and is consistent with the Five-Year General Fund Fiscal Model projections.

To view the City's 2024-2025 Budget click [here](#).



The Position

The ideal candidate will be a generalist with local governmental experience. A well-rounded candidate would also bring other skills including knowledge of revenue generation, customer service, and intergovernmental relations.

The desired candidate will have a strong finance and operations background as well as experience with public works and community development. The new City Manager will also embrace the culture of the organization and continue to promote the values held by the community for highly ethical, responsive, and efficient delivery of services. Approachability, attention to detail, patience, responsiveness, and follow-through are essential keys to success in this community.

A critical aspect of this role is establishing rapport and a positive relationship with the entire City Council, community, and staff. An effective working relationship will be the result of proactive and regular communications with all constituents.

The City Manager will also possess outstanding communication, listening, and interpersonal skills. It is expected that the individual selected will be a strategic and proactive thinker. The City Manager will also have proven intergovernmental relation skills and will enjoy working with community partners throughout the region. It is expected that the City Manager will be excited to engage the community to participate in civic affairs and will enthusiastically reach out to local businesses.

The top candidate will be an outgoing leader with a hands-on management style who will actively involve the small team of Department Directors in support of the City Council's goals. Additionally, the selected candidate will take a collaborative approach and work to gain consensus while remaining apolitical. Presenting all options for consideration to the elected body will also be important and supported by well-documented and completed staff work.





The Position *continued*

The ideal candidate will possess the following personal characteristics and attributes:

- ❖ Results-driven approach to the successful management of an organization including a key understanding of municipal finance, public safety, and all aspects of municipal service delivery;
- ❖ Confident style that will promote candid discussions and encourage diversity of thought by providing an environment that emphasizes the review of options and alternatives for the City Council's consideration; and,
- ❖ Ability to provide leadership to both the City Council and staff with the ability to set goals and objectives, be able to motivate others of varying levels, and contribute effectively to their timely achievement and successful performance.

Essential functions of the City Manager may include, but are not limited to, the following:

- ❖ Provides leadership to the management team working to develop and retain highly competent staff who excel in their public and customer-service roles through selection, compensation, training, and day-to-day management practices that support the City's mission, operating plans, and objectives.
- ❖ Discusses problems with, provides information to, and plans and receives directions from members of the City Council and the Mayor to develop goals and the regulatory framework for the City.
- ❖ Represents the City and works closely with the City Council and a variety of public, private, and community organizations and citizens groups to develop and implement programs to achieve City priorities and solve community problems with a focus on meeting those needs effectively, efficiently, and with high-quality municipal services.



The Ideal Candidate



The City of Los Banos is seeking an experienced administrator and proven manager to provide effective leadership while coordinating the activities of a municipal organization.

The Council is seeking a candidate who will communicate directly and openly and be transparent, consistent, and equitable in his or her dealings with all elected officials. A service-minded individual who listens and is approachable, accessible, and open to suggestions will therefore be ideal.

The City will benefit from a City Manager who understands and values the needs of the organization as well as the community and is willing to make a commitment to Los Banos. The incoming City Manager will be expected to take an active interest in the community and maintain effective working relationships with all elected officials, City staff, regional partners and outside organizations, and the general public. As a highly visible representative of Los Banos, the City Manager should be a skilled communicator, capable of exercising discretion, confidentiality, and tact when dealing with sensitive matters or communicating with internal and external stakeholders.

The new City Manager will be a supportive, compassionate, and caring individual who listens to staff and provides good feedback, demonstrates a lead-by-example work ethic, and makes training and professional development a priority. Strong communication and relationship-building skills, diplomacy, the courage to make tough decisions, and the ability to hold staff accountable are essential to success in this assignment. A candidate that has dealt successfully with organizational development and recruitment and retention issues will be valued.

Required Experience and Education

Experience: Candidates with applicable experience in a comparable size organization are encouraged to apply. The City Council will consider a broad spectrum of highly qualified, talented individuals with a preference for municipal service in California.

Education: A bachelor's degree in planning, public, or business administration, or a closely related field is required. An advanced degree is preferred.

Compensation

The annual salary range for the incoming City Manager is open and dependent upon qualifications. The City also offers a highly competitive benefit package that includes CalPERS retirement, health/vision/dental insurance, bilingual and education incentive pay, sick leave, vacation time, and administrative leave in addition to paid holidays.

Additional information about the compensation and benefits offered can be obtained by clicking [here](#).



To Be Considered

This recruitment is confidential and will be handled accordingly throughout the various stages of the process. Candidates should be aware that references will not be contacted until mutual interest has been established. Candidates are encouraged to apply immediately, with the recruitment closing on **Monday, July 7, 2025**. Electronic submittals are strongly preferred via email to apply@ralphandersen.com, and should include a compelling cover letter, comprehensive resume, and five professional references. Ralph Andersen & Associates will work in concert with the City to conduct the initial evaluation of submitted materials to determine the best overall match with the established criteria as outlined in this recruitment profile. Confidential inquiries welcomed to Mr. Fred Wilson, Ralph Andersen & Associates, at (916) 630-4900.

The City of Los Banos is an Equal Opportunity Employer

www.losbanos.org

