



THE CITY OF LEMOORE  
INVITES YOUR INTEREST FOR THE POSITION  
OF:  
**CITY MANAGER**



# OPPORTUNITY

The City of Lemoore is seeking an executive to become its new City Manager. The City Council is looking for an innovative leader with exceptional communication skills, creative solutions-seeking skills, and highly developed fiscal management skills.



Photo Courtesy of Naval Air Station Lemoore



Photo Courtesy of West Hills College Lemoore

# THE COMMUNITY

Lemoore is a growing community with approximately 27,000 residents and is located at the heart of the San Joaquin Valley, equidistant between San Francisco and Los Angeles. Home to Lemoore Naval Air Station, a modern Master Jet Base, the community prides itself on its safe, friendly, small-town environment, active volunteerism, numerous community events, volunteer fire department, and high-quality education. Lemoore is also home to West Hills College Lemoore and one of world's largest cheese processing facilities, Leprino's Lemoore West plant.

The City offers six parks, numerous youth activities, including a fully equipped Recreation Center, skate park, and a leased 18-hole golf course.

Yosemite, Sequoia and Kings Canyon National Parks, as well as the scenic Central Coast, are all within a two-hour drive.

# CITY GOVERNMENT



Incorporated in 1900, the City of Lemoore is a charter city municipality operating under the Council-Manager form of government with four Council Members and one appointed Mayor. Council positions are elected by district and serve four-year overlapping terms. The Council appoints the City Manager, who is responsible for carrying out policy enacted by the Council, supervising all departments, overseeing administration of the City, and maintaining inter-governmental relationships.

Lemoore currently has a staff of 113 full-time employees. The 2024 total budget is approximately \$17.1 million for the General Fund with an approximate \$9.5 million reserve. The City provides refuse, water, and wastewater services, funded through enterprise funds. City staff currently operates the refuse and wastewater divisions, while the water division has been outsourced. The City has a staffed police department, and a fully volunteer fire department, with 35 volunteers firefighters.

## IDEAL CANDIDATE

The City Manager must thrive in a fast-paced environment with a high level of agility and patience, where multi-tasking is required, while maintaining a focus on important strategic elements to ensure that the City's mission of providing great value in return for the citizens' trust that tax dollars are appropriately spent.

Desired experience and education would include:

- Seven years of increasingly responsible experience in municipal government
- Equivalent to a Bachelor's degree with major course work in public administration, business administration or related field

An ideal candidate would possess the following traits and skills:

- High integrity and solid character; honest and direct
- Displays a leadership presence
- Excellent customer service, both internal and external
- Able to design and implement financial, budgeting and control systems
- Superior communicator who can quickly cultivate and maintain trust and confidence with a variety of audiences, including City Council, community organizations, peers, subordinates and citizens
- Ability to present complex information and subject matter in a format that is concise and understandable to the lay audience
- Ability to set a positive management tone, provide guidance and motivation, while implementing change

# CHALLENGES AND OPPORTUNITIES

The City Manager will undertake a leadership role in advising the City Council on a wide variety of projects including the following:

- Potential Sales Tax Increase Initiative
- On-going economic development initiatives and actively pursuing viable opportunities that generate potential revenue
- Maintenance of healthy fiscal reserves and enhance financial reporting
- Evaluation of staffing and other areas of cost savings
- The opportunity to build a leadership team

## COMPENSATION AND BENEFITS

The City Manager's salary currently ranges from \$157,802 to \$201,400, dependent on qualifications and experience. An employment agreement will be negotiated with the selected candidate.

- Retirement -The City of Lemoore is a CalPERS participant.
- CLASSIC CalPERS: 2% at 55.
- PEPRA CalPERS: 2% at 62.
- The City participates in Social Security

- 457 Plan- 4% Contribution with an additional 2% match.
- Medical- The City contributes \$1,710 towards health, dental and vision premiums each month.
- Vacation, Sick, Float, Management Leave, and 12 Paid Holidays
- Life Insurance - \$50,000 city paid plan with option for employee buy-up
- City paid State Disability Insurance

## APPLICATION PROCESS

To be considered, please submit a cover letter and resume with references through [www.governmentjobs.com](http://www.governmentjobs.com), by email to [KNorthcraft@lemoore.com](mailto:KNorthcraft@lemoore.com) or by mail to the address provided below:

Interim City Manager- Confidential  
City Manager Recruitment  
711 W. Cinnamon Drive  
Lemoore, CA 93245



This recruitment shall be continuous until a qualified candidate is selected. This recruitment may include but is not limited to interviews, meet and greets, and pre-employment background screenings.