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Newman • California

invites your interest in the position of

City Manager

Recruitment Services Provided by
Ralph Andersen & Associates

Career Opportunity

The City of Newman, California in Stanislaus County seeks qualified applicants to serve as its next City Manager. Top candidates are expected to have proven leadership skills, be a problem solver and demonstrate a commitment to public service. This talented professional will be an effective hands-on manager for a staff of 49 and a total budget of $27 million. Ideally, the top candidate will be a generalist complemented by a strong working knowledge of community development and finance. The previous City Manager announced his retirement after 24 years with the City and 20 years serving as the City Manager, which created this unique opportunity to lead and manage in a collaborative environment.

The Community

Founded by Simon Newman in 1888, the City of Newman is the jewel of the West Side of California's central valley. Known for its annual Fall Festival and small-town charm, the City of Newman retains its rural flavor while keeping up with larger more-urbanized communities.

Officially incorporated in 1908, with the official slogan of "The Cream Pitcher of the Pacific", Newman has grown into a bright upstanding community and adopted an updated slogan during its Centennial Celebration in 1988; "Honoring the Past, Celebrating the Present, Building for the Future." This slogan accurately describes Newman's viewpoint; not only does the city have authentic historical value, it is also known for having California's first school bus – a converted 1916 Ford Model T; as well as being voted one of the San Joaquin Valley's "Livable Places" in the late 1990's. The City of Newman looks forward toward progress and has positive goals for the future while keeping its historical roots in place. The city has recently crafted its vision of the future by successfully completing a general plan update.

Today, Newman is home to approximately 12,000 people and continues to thrive. Thirty miles southwest of Modesto in Stanislaus County, Newman is situated in a great central location to many of the state's attractions. A two-hour drive in any given direction can take you anywhere from the Capitol to the ocean or the mountains.

With a beautiful view of the foothills leading to the coastal ranges, the City of Newman is located in an agriculturally rich and naturally beautiful geographical area. Located directly on California's Highway 33 and a mere five miles from Interstate 5; local attractions include the West Side Theatre in the heart of downtown, George Hatfield State Park three miles southeast of town and the San Luis Reservoir approximately twenty minutes to the south.

For more information about the City of Newman, please visit: **https://cityofnewman.gov/**

Governing Structure / City Leadership

The City of Newman is a General Law City and operates under the Council/Manager form of government. The City Council is comprised of five members elected for four-year terms. The City Council appoints the City Manager, who in turn serves as chief executive of the municipal organization. In addition to the City Manager's Office, the City has the following departments:

- **Administration:** Manages general operations, economic development, public information, and franchise agreements.
- **Finance Department:** Administers financial affairs, including revenue management, accounting, budgeting, investments, and utility billing.
- **Public Works:** Operates and maintains basic city infrastructure. It is split into five main divisions: Water, Sewer, Street Maintenance, Parks, and Government Buildings.
- **Police Department:** Provides law enforcement, emergency response, and community crime prevention services.
- **Fire Department:** Delivers fire protection, disaster preparedness, and citywide Emergency Management functions.
- **Community Development:** Oversees community planning, zoning restrictions, land use maps, and economic growth policies.
- **Building Department:** Manages building codes, compliance, and permits for residential and commercial construction projects.
- **Recreation Department:** Coordinates community sports programs and localized public activities.

The City of Newman is a financially stable city that has proven resilient in economic downturns, and its entrepreneurial spirit ensures that it takes maximum advantage of economic opportunities. City services are delivered with the assistance of 49 FTEs and a total Operating Budget of $27 million, including General Funds. The City of Newman is committed to excellent service through teamwork. This is reflected in a cohesive Management Team that works collaboratively and supports each other to ensure the entire organization is successful.

Newman is a well-balanced City that prides itself on a responsive municipal government and a strong sense of community. The City's small-town character allows residents to live in quiet and friendly neighborhoods. With a low crime rate, Newman is a place where residents can best enjoy hometown living.

The Ideal Candidate

The ideal candidate will be a generalist with local governmental experience. Technical strengths for the new City Manager will be best served in the areas of community development and finance. A well-rounded candidate would also bring other skills including knowledge of revenue generation and customer service. 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 enjoy working with community partners throughout the region. Newman's City Manager needs to also be approachable and inclusive. It is expected that the City Manager will engage the community to participate in civic affairs and will reach out to local businesses.

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.

The ideal candidate will also possess:

- Genuine concern for preserving the quality of life presently offered to residents of Newman with a genuine concern and appreciation of the environment and the importance placed on these specific areas by Newman residents.
- Ability to positively channel growth and development to preserve Newman's unique character.
- Comprehensive and diverse background in financial affairs and strong analytical skills combined with the record of accomplishment in the use of municipal resources, budget preparation and presentation of fiscal matters.

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.

Required Experience and Education

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to a bachelor's degree from an accredited college or university with major coursework in public or business administration, public policy, finance, or a related field and eight (8) years of management or administrative experience in a public agency setting in an administrative/managerial capacity involving responsibility for planning, organization, and implementation of major municipal functions and programs.

Compensation

The annual salary range for the incoming City Manager is up to $228,000 and is dependent upon qualifications. The City also offers a highly competitive benefit package that includes CalPERS retirement, health/vision/dental insurance, 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

Closing date for receipt of interest is **Monday, October 26, 2026**. An electronic version of all submittals is required. Interested candidates should apply immediately by sending a comprehensive resume, a compelling cover letter, and notable accomplishments to **apply@ralphandersen.com**.

References are not required at the time of submittal, and no contact will be made with references or current employers until a mutual interest has been established to ensure the utmost confidentiality.

Questions, nominations, and confidential inquiries regarding this position or the recruitment process should be addressed to: Fred Wilson, Project Director at (916) 630-4900 or by submitting an email to **fred@ralphandersen.com**.

The City of Newman is an Equal Opportunity Employer

www.cityofnewman.gov