



CITY OF REDDING

INVITES YOUR INTEREST IN THE POSITION OF

CITY MANAGER



Recruitment Services Provided by Ralph Andersen & Associates

A GREAT PLACE TO LIVE, WORK AND ENJOY THE OUTDOORS!

Located in picturesque Shasta County in Northern California, the city of Redding is the second largest California city north of Sacramento (pop. 94,000). It is situated at the base of the majestic Cascade mountain range and is surrounded by the Sacramento River (California's largest river), two National Parks, and world-class outdoor destinations. With an average commute of 10 minutes, over 250 days of sunshine a year, an affordable housing market, and a family-friendly community, the City's staff pride themselves in consistently making Redding an even better place to live, work, and play.

The City of Redding is thriving and has recently gained national recognition as the 29th Most Dynamic Metropolitan Area in the United States in a study published by the Walton Family Foundation and Heartland Forward and was also named one of the Coolest Towns in America by the Matador Network. TIME Magazine distinguished Redding as the US Capital of Kayaking and Forbes appointed it as one of the Top 10 Trout-Fishing Towns in North America, making it the only city in California to earn the honor.

Anchored by several strong sectors, the City of Redding leads the region, supporting retail, education, professional services, and government. Nicknamed the "the Jewel of Northern California," Redding promotes a high quality of life for its residents and is a bustling hub of regional economic and cultural development, serving as the primary hub for the entire Northern California region.

To learn more about the City of Redding, please visit: www.cityofredding.gov.

Approximately 88% of days in Redding, California will be spent in sunshine. In fact, the city is known as the second sunniest city in America, second only to Yuma, Arizona. The average annual precipitation is 34.23" and the average snowfall is 4.8". During the winter months, the temperature typically reaches a high of 54.7 degrees and a low of 37.4 degrees. During the summer months, Redding typically reaches a high of 99 degrees and a low of 65.9 degrees. The combination of sunshine and rain creates a lush green landscape that can be enjoyed all year long.

THE ORGANIZATION

The City of Redding, incorporated on October 4, 1887, is a general law city formed under state legislative statutes and governed by a body of laws in the State Constitution. The Redding City Council consists of five council members elected “at large” for staggered four-year terms.

The City Manager is appointed by the City Council and operates under a Council-Manager form of government with the Council establishing the policies under which the City operates. The City Manager’s responsibilities include overseeing City staff, administration and coordination of the City’s operations, general supervision over all property under the control of the City, and enforcement of City ordinances and applicable state laws.

The City Manager functions as the chief executive of the City overseeing day-to-day operations. City departments include the City Attorney’s Office, City Clerk’s Office, City Treasurer’s Office, Community Services, Development Services, Electric, Finance, Fire, Information Technology, Personnel, Police, and Public Works. The City of Redding has a Fiscal Year 2026-27 General Fund Budget of \$115 million (\$422 million all funds), and 956 FTEs.

The City Attorney is appointed by the City Council and both the City Clerk and the City Treasurer are elected by the public.



CITY OF REDDING MISSION STATEMENT

Provide a high quality of life, remembering that families and neighborhoods are the centerpiece of our lives; the Redding Community will remain clean and safe and will work aggressively to prevent sprawl through careful community development, planning and smart growth. The city is seen as proactive rather than reactive by focusing on what type of City we would like to be in the future and taking the necessary steps to assure we reach our goals.



THE IDEAL CANDIDATE

The City of Redding is seeking a proven and experienced leader to continue the City's commitment to community-focused service delivery and high professional standards. The City Manager will lead with a community-first approach, advancing Council priorities such as sustainable economic growth, infrastructure modernization, and enhanced public safety. Responsibilities include managing all city operations, prioritizing goals, developing work plans, fostering transparent community engagement, and allocating resources effectively while mentoring talented and dedicated staff in a stable, supportive organizational culture.

The ideal candidate will be a collaborative and innovative leader with a commitment to community, and they will possess the following attributes:

- ❖ **Proven Expertise:** Results-driven approach in the successful management of a complex organization including key understanding of all aspects of municipal service delivery.
- ❖ **Strategic Leadership:** A highly strategic thinker to help the City identify and cultivate new opportunities while still delivering high quality services and tackling the long-term needs of the City.
- ❖ **Community Engagement:** Exceptional communication skills to build trust with the City Council, Mayor, staff, residents, and community stakeholders. 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.
- ❖ **Collaborative Management:** A mentor who empowers staff, and fosters a supportive, team-oriented culture. They must have an inclusive management style combined with a hands-on approach to day-to-day operations.
- ❖ **Commitment to Redding:** Dedication to addressing community challenges and organizational goals and objectives as described in the 2025-2027 Biennial Budget.
- ❖ The candidate will balance Redding's stable, community-focused culture with fresh ideas to enhance service delivery and position Redding for long-term growth.



DESIRED QUALIFICATIONS

Education: Any combination of training and experience providing the required knowledge, skills, and abilities is qualifying. Typical education includes a Bachelor's degree from an accredited institution with major course work in public administration or a closely related field is required. A Master's degree is preferred.

Experience: At least 10 years of progressively responsible experience in an administrative or managerial capacity in an organization involving significant responsibility. Experience as a City Manager, Assistant or Deputy City Manager, or a Department Head (from a larger sized city), as well as familiarity with municipal electrical utility management, will be well received.

COMPENSATION AND BENEFITS

The annual salary for the previous City Manager was \$295,000. The starting salary will be determined based on the selected candidate's qualifications and experience. The City offers a comprehensive benefits package to attract exceptional leaders, including:

- ❖ **Retirement:** Participation in CalPERS (2% at 55 for classic members; 2% at 62 for new members). The City does not participate in Social Security.
- ❖ **Medical Insurance:** City pays 80% of "base plan" coverage for employees and dependents, with an opt-out provision. Dental and vision coverage provided.
- ❖ **Administrative Leave:** Up to 80 hours annually.
- ❖ **Vacation:** Initial accrual of 80 hours per year.
- ❖ **Sick Leave:** 12 working days per year and unused sick leave may be credited toward retirement.
- ❖ **Holidays:** 13.5 paid holidays per year.
- ❖ **Deferred Compensation Plan:** Available to interested employees.
- ❖ **Additional Benefits:** Relocation assistance or professional development opportunities may be negotiated.

Appointment will be based on best fit, education, training, competency, and experience, subject to a thorough background investigation and reference checks.

APPLICATION AND SELECTION PROCESS

Interested candidates should apply by submitting a compelling cover letter and comprehensive resume via email to apply@ralphandersen.com no later than Friday, November 13, 2026. Applications will be reviewed as-received. This is a confidential recruitment and will be handled accordingly throughout the various stages of the process. Confidential inquiries are welcomed and should be directed to Sabrina Landreth, Ralph Andersen & Associates, at sabrina@ralphandersen.com or (916) 630-4900.



The City of Redding is an Equal Opportunity Employer.

cityofredding.gov