



CITY MANAGER

City of **Chico, California**

Recruitment Services Provided By





The Opportunity

The City of Chico, CA is embarking on an exciting search for its next City Manager – a visionary leader ready to guide a vibrant, fast-growing community at the heart of the North State. Framed by tree-lined streets, a thriving downtown, and the natural beauty of Bidwell Park, Chico offers the unique opportunity to shape a city known for innovations, resilience, and high quality of life. The City is seeking a dynamic, collaborative, and forward-thinking executive who can champion community priorities, strengthen organizational excellence, and lead Chico into its next chapter of progress. For leaders who value impact, partnership, and possibilities, Chico is a place where your leadership can truly make a difference.

The City of Chico

The City of Chico, with a population of approximately 114,000, is the largest city in Butte County. Home to Bidwell Park, one of the largest municipally owned parks in the nation, Chico has many recreational opportunities in the area. With an average of 172 sunny days a year, Chico provides quick access to hiking, skiing, boating, hunting, and fishing. California State University - Chico continues to be a significant influence on the local community and is a key employer and contributor to the local economy. The city offers a learning community with a rich culture and a young spirit. Chico is known as a well-managed city that values quality infrastructure and services and maintains a special sense of community and small-town living as it has developed into a vibrant regional center for business, recreation, and cultural activities. Chico is a magnet for individuals seeking an environment where you can live and work while enjoying unparalleled access to outdoor recreation and the social spirit of an involved community.

Chico is located on the northeast edge of the Sacramento Valley, one of the richest agricultural areas in the world. The Sierra Nevada Mountains lie to the east, with Chico's city limits venturing several miles into the foothills. To the west, the bountiful Sacramento River lies five miles from the city limit. Chico provides ready access to large metropolitan areas like the San Francisco Bay Area and the Sacramento region. The Chico housing market is generally lower in cost than other cities of similar size, which makes it an affordable place to raise a family without compromising the factors important to a family. There is a strong school system, a well-regarded medical community, and a high level of public safety.

Chico's community spirit is seen in its downtown, which serves as a central gathering place for many community events such as farmers markets, Friday night concerts and parades. Historic downtown Chico is sprinkled with murals, art benches, and the award-winning City Plaza Park. One will find many locally owned businesses and restaurants, ranging from quick bites to fine dining that rivals any metro area. The City of Chico offers an extraordinary quality of life and is often characterized as having a special "sense of place."





City Government

The City of Chico is a charter city, and the City Council consists of seven councilmembers elected at large to staggered four-year terms. The Mayor and Vice-Mayor are chosen directly by Council and serve a two-year term. The City of Chico is a full-service city with a FY 2025-26 General Fund of over \$74.1 million and an allocated staff of 478 FTEs. City operations are headed by the City Manager who oversees an executive management team comprised of eleven operating departments: Building and Development Services, Capital Projects, the City Clerk, Finance, Fire, General Services, Housing and Neighborhood Services, Human Resources & Risk Management, Information Systems, Planning Services, and the Police Department.

\$74.1M
Operating Budget

478 FTE
Employees

The Position

Under policy direction from the City Council, the City Manager plans, organizes, and provides administrative direction and oversight for all City functions and activities, as well as provides policy guidance and program evaluation to the City Council, and management of department heads and 6 administrative employees. Key responsibilities include:

- Working in a creative and careful manner to allow the Mayor, City Council, and management to accomplish their goals and objectives in a lawful manner.
- Enforcing and administering the provisions of the laws and ordinances governing the City.
- Keeping abreast of new developments in the law and legislature in order to render careful, thoughtful, prudent and well-founded opinions on any existing or proposed ordinances, resolutions, orders, administrative orders, and customer practice.
- Recommending legislation and policies required in the public interest.
- Proposing an annual budget and providing for the balancing of revenues and expenditures.
- Representing the City in a variety of meetings and public functions.
- Appointing and removing department heads and subordinate staff.
- Coordinating the general activities of the City government with other governmental agencies.
- Maintaining and enhancing the positive relationships that currently exist with the workforce.





Qualifications

Education: Possession of a Bachelor's degree from an accredited college or university with major course work in public administration or a closely related field. A Master's degree is preferred.

Experience: Extensive responsible experience in the administration of governmental organizations, preferably including city administrative experience. The ideal candidate for City Manager in Chico will bring a minimum of five years of executive level management, preferably within a public agency with a strong knowledge base in finance, budgets, personnel administration, economic development and land use. Prior experience as a City Manager, Assistant or Deputy City Manager or as a department head within a complex city operation would provide the preferred background.

Ideal Candidate

The City Manager must be a solid municipal leader with a style characterized by collaboration and partnership. Under the direction of the City Council, this position serves as the City's chief executive officer. The ideal candidate will possess a deep knowledge of municipal government and be skilled in effectively leading a vibrant local government entity. This experienced professional will also have excellent communication skills, a solution-driven approach, and an ability to leverage technology to maximize operational efficiency and service levels. Additional characteristics that will identify the ideal candidate include:

- As a Council appointee, they will be politically astute but apolitical, and able to work effectively with all elected officials, utilizing facilitation and diplomacy skills.
- A high degree of accessibility and responsiveness to the City Council, staff, community members, and partner agencies. Likewise, the next City Manager will handle accountability within the City organization with grace, while not tolerating abuse or misbehavior.
- An open and informative communication style characterized by explaining complex matters in a way that best positions elected officials, City staff, community members, and other interested parties to understand associated issues and courses of action in a relatable manner.
- A deep understanding and practice of employing emotional intelligence is critical for the next City Manager's success in Chico.
- Integrity and an unwavering commitment to doing the right thing are imperative.
- The ability to facilitate a team-oriented and collaborative work environment focused on the betterment of the entire City operation and the community.
- A decisive and assertive leadership approach, with a participative and open interpersonal style, will be critical to this role.
- Experience and comfort in building a public media narrative on behalf of the City, along with serving as the "public face" of the City when necessary.

Salary & Benefits

The City of Chico offers a competitive compensation and benefits program. The anticipated starting salary for the City Manager position is **+-\$250,000** annually DOQ. Chico's excellent benefits program includes:

- **Retirement:** CalPERS with an enhanced retirement formula of 3% @ 60 for Classic Members. New CalPERS members are in a 2% @ 62 formula.
- **Medical, Dental and Vision Insurance:** The City offers four different medical plans and contributes a significant portion to the premium of the selected option. There is one dental option, and the city pays a majority of the premium. The City also provides the cost for vision insurance for the employee, with family coverage available for a nominal additional fee.
- **Vacation:** Accrued at the rate of 3.08 hours on a bi-weekly basis. An initial bank of vacation hours and a higher accrual rate based on the candidate's prior service may be negotiated if approved by Council.
- **Sick Leave:** Accrued at the rate of 8 hours per month.
- **Management Leave:** 96 hours annually.
- **Holidays:** 11 holidays and two floating holidays annually, or 16 hours of floating holiday time.
- **Basic Life/AD&D Insurance:** City paid premium equivalent to one times annual earnings.
- **Voluntary Life/AD&D Insurance:** Available for purchase up to \$500,000.
- **Short-Term/Long-Term Disability Insurance:** City paid premium.
- **Deferred Compensation:** Voluntary program provided.
- **Section 125:** Voluntary flexible spending account.
- **Employee Wellness:** City provides an Employee Assistance Program and various discounted membership opportunities.





Application & Selection Process

Interested candidates should **apply no later than Monday, February 16, 2026**. Submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Bryan Noblett | bryan@mosaicpublic.com | (916) 217-3696 .

IMPORTANT DATES:

Deadline to apply and be considered: Monday, February 16, 2026

Candidates selected for interviews: March 3, 2026

In-person interviews: April 2026

New City Manager start date: Early to mid-June 2026

The City of Chico is an Equal Opportunity Employer.

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