

Results & Lessons from the 2023 California City Manager Survey

TUESDAY, OCTOBER 17, 2023 | 2:30 PM – 3:30 PM



THANK YOU FOR JOINING US!



Host & Moderator

ERICA L. MANUEL
CEO & Executive Director
Institute for Local Government



WEBINAR OVERVIEW

Welcome & Introductions

Results from the 2023 Survey

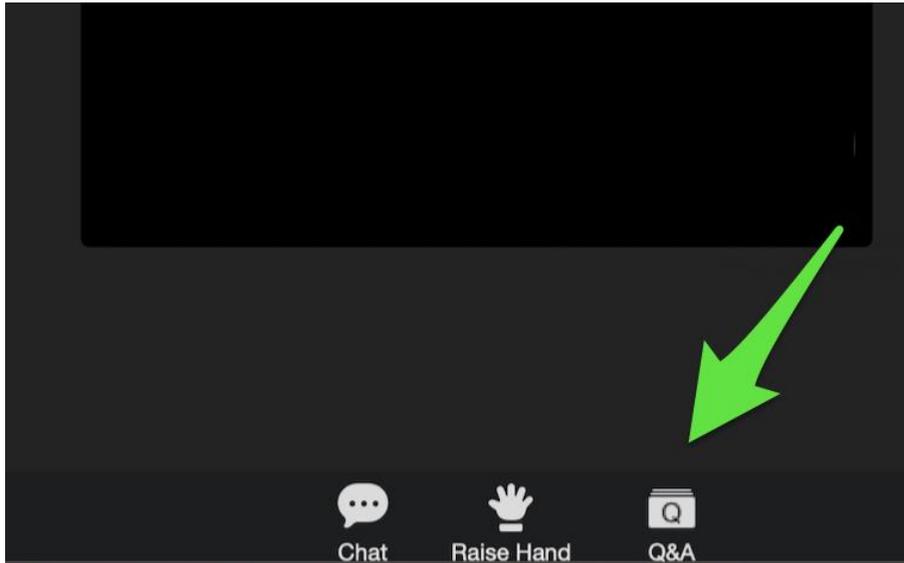
Discussion & Audience Q&A

Wrap Up & Adjourn

We welcome your written questions and comments in the Q&A throughout the webinar

TECH OVERVIEW & HOUSEKEEPING

- All webinar participants will be on **MUTE** for the duration of the event.
- Please type any questions for into the **Q&A BOX** at any time during the session.



- A recording of the session will be available shortly after the webinar.

ABOUT ILG



NON-PROFIT, NON-PARTISAN AND HERE TO HELP

- The Institute for Local Government is the non-profit training and education affiliate of three statewide local government associations
- Together with our affiliates, we serve over 2,500 local agencies – cities, counties and special districts
- We provide practical and easy-to-use resources so local agencies can effectively implement policies on the ground



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ILG'S PROGRAMS AND SERVICES

Program Areas

Leadership & Governance

Civics Education & Workforce

Public Engagement

Sustainable & Resilient Communities



Services

Education & Training

Technical Assistance

Capacity Building

Convening

Our mission is to help local government leaders **navigate complexity, increase capacity & build trust** in their communities

TODAY'S PRESENTERS



KEN PULSKAMP
Executive Director
California City Management Foundation



KEN STRIPLIN
City Manager
City of Santa Clarita



**2023 CALIFORNIA
CITY MANAGER SURVEY:
A PROFILE OF THE PROFESSION**

OCTOBER 2023



Prepared and presented by:



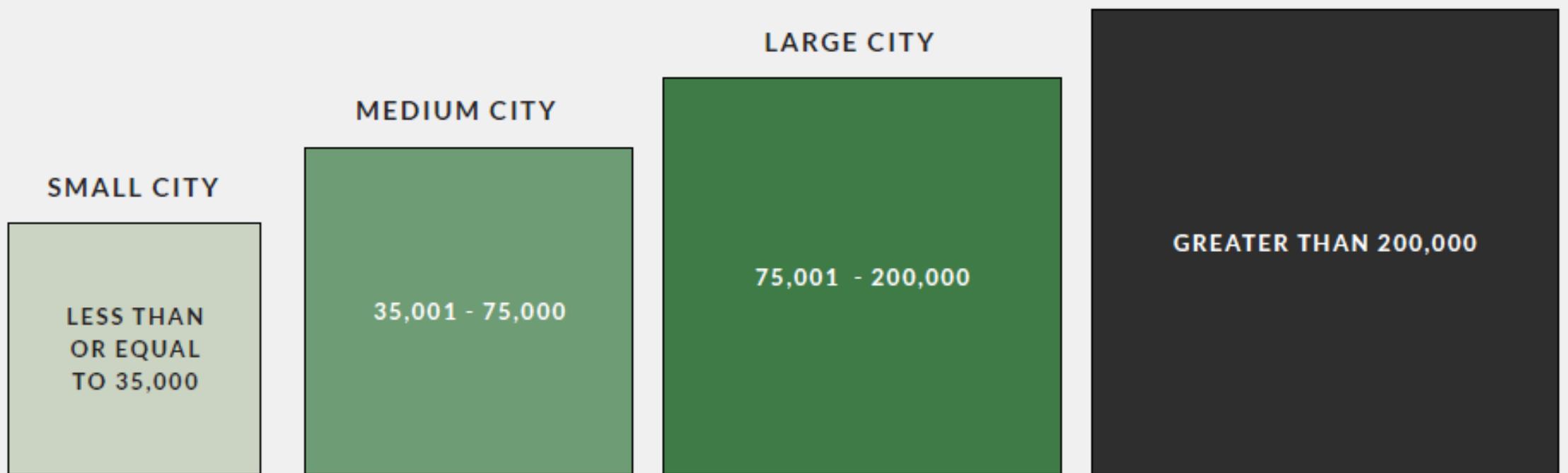
ROSE INSTITUTE
OF STATE AND LOCAL GOVERNMENT
CLAREMONT MCKENNA COLLEGE

INTRODUCTION

SURVEY METHODOLOGY

City Size Categories

BASED ON POPULATION DATA



City Size by Category

	NUMBER OF CITIES	NUMBER OF CITIES	TOTAL POPULATION
SMALL CITIES (<= 35,000)	261	54%	3,739,881
MEDIUM CITIES (35,001-75,000)	101	21%	5,877,670
LARGE CITIES (75,001-200,000)	99	21%	11,001,801
VERY LARGE CITIES (200,000+)	21	4%	12,250,473
TOTAL	482	100%	

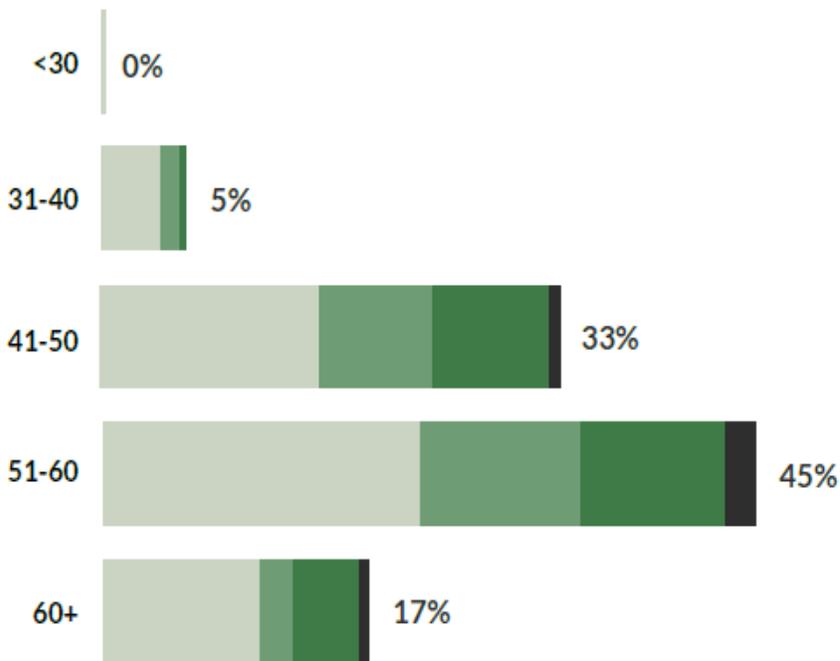
Source: United States Census Bureau Quick Facts, City Population Estimates for 2021.

Note: Vernon is not included in this total because the Census Bureau does not show a 2021 population estimate for it.

DEMOGRAPHIC PROFILE

Age and City Size

SMALL CITY (170) MEDIUM CITY (68) LARGE CITY (69) VERY LARGE CITY (12)



AGE <30

SMALL: 1, MEDIUM: 0, LARGE: 0, VERY LARGE: 0

AGE 31-40

SMALL: 13, MEDIUM:3 , LARGE: 1, VERY LARGE: 0

AGE 41-50

SMALL: 48, MEDIUM: 26, LARGE: 25, VERY LARGE: 5

AGE 51-60

SMALL: 76, MEDIUM: 32, LARGE: 30, VERY LARGE: 6

AGE 60+

SMALL: 32, MEDIUM: 7, LARGE: 13, VERY LARGE: 1

Q. What is your age? N=319
Note: City size based on 2021 population estimates from United States Census Bureau.

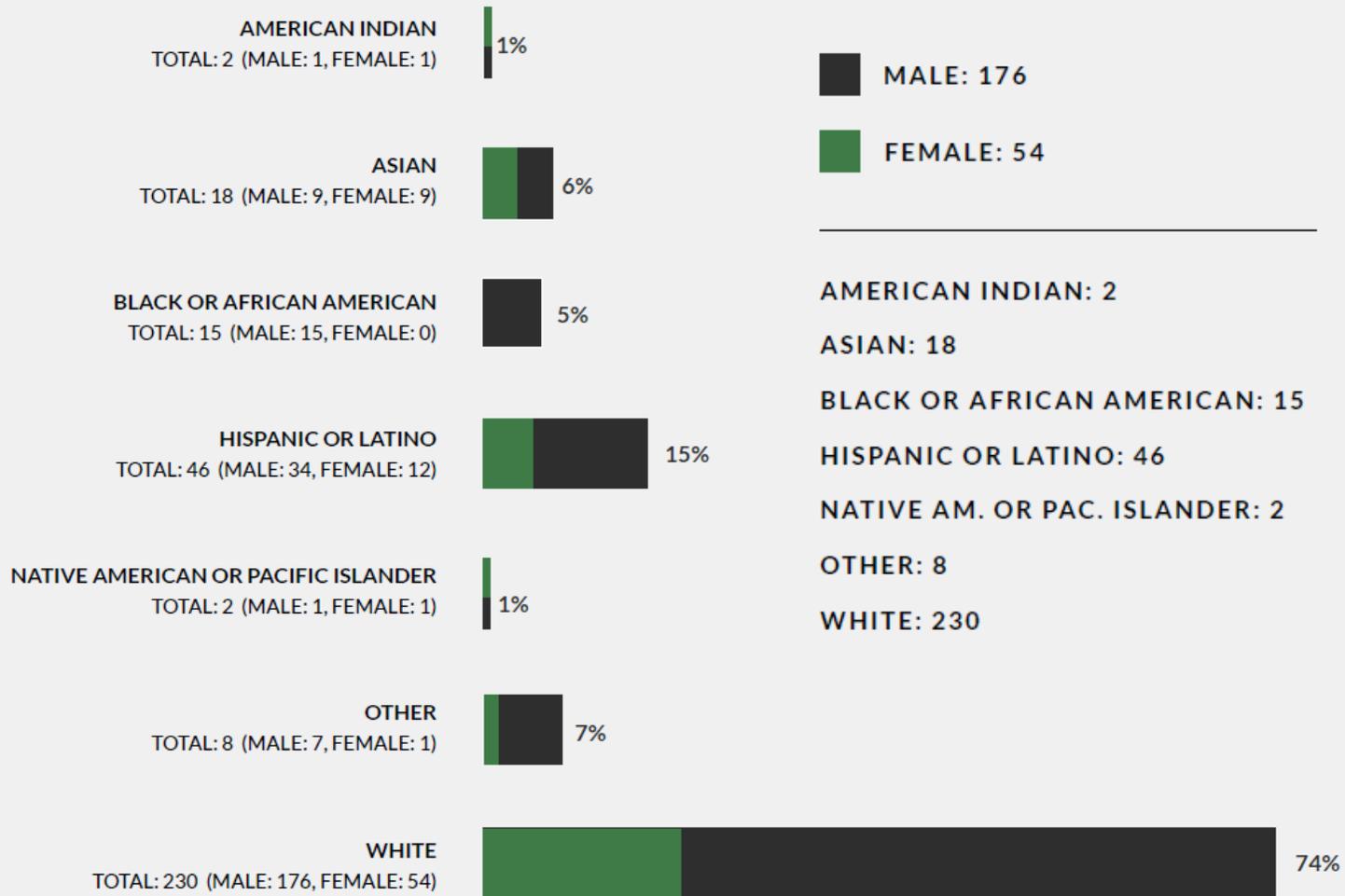
Gender

■ MALE: 242 (76%) ■ FEMALE: 78 (24%)



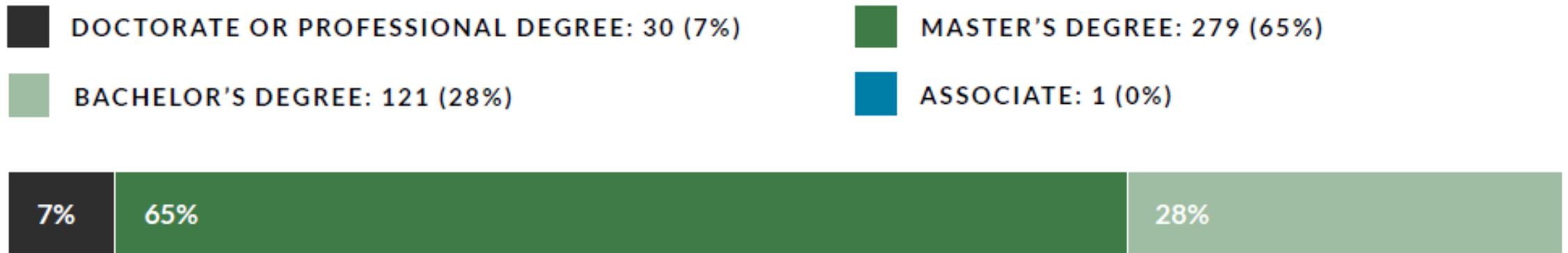
Q: What is your gender? N=320.

Race and Ethnicity and Gender



Q. What is your gender? Q: Based on these U.S. census Bureau categories, with what race and ethnicity do you most identify yourself? (Check all that apply.) N=312.

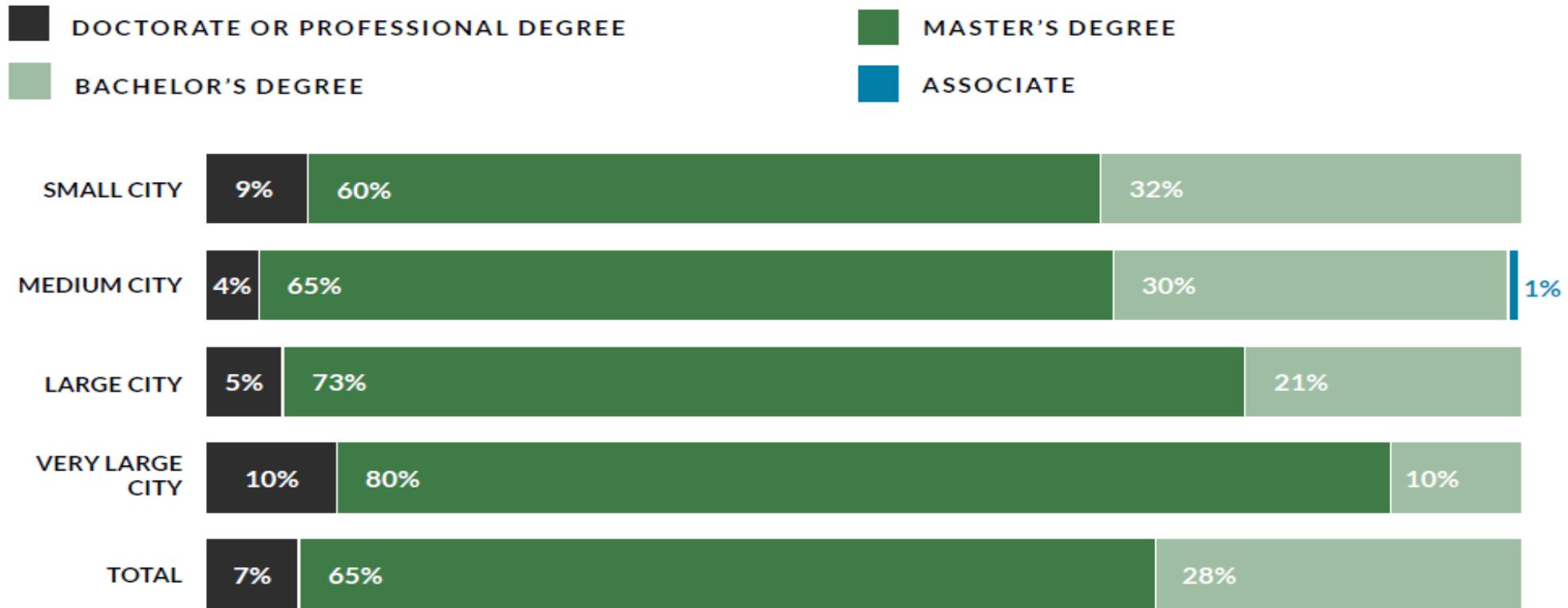
Education



Q: What is the highest degree or level of school you have completed? N=431.

Note: 318 responded to this question on the survey. The remaining 113 are taken from publicly available sources such as city websites, newspaper articles, and LinkedIn.

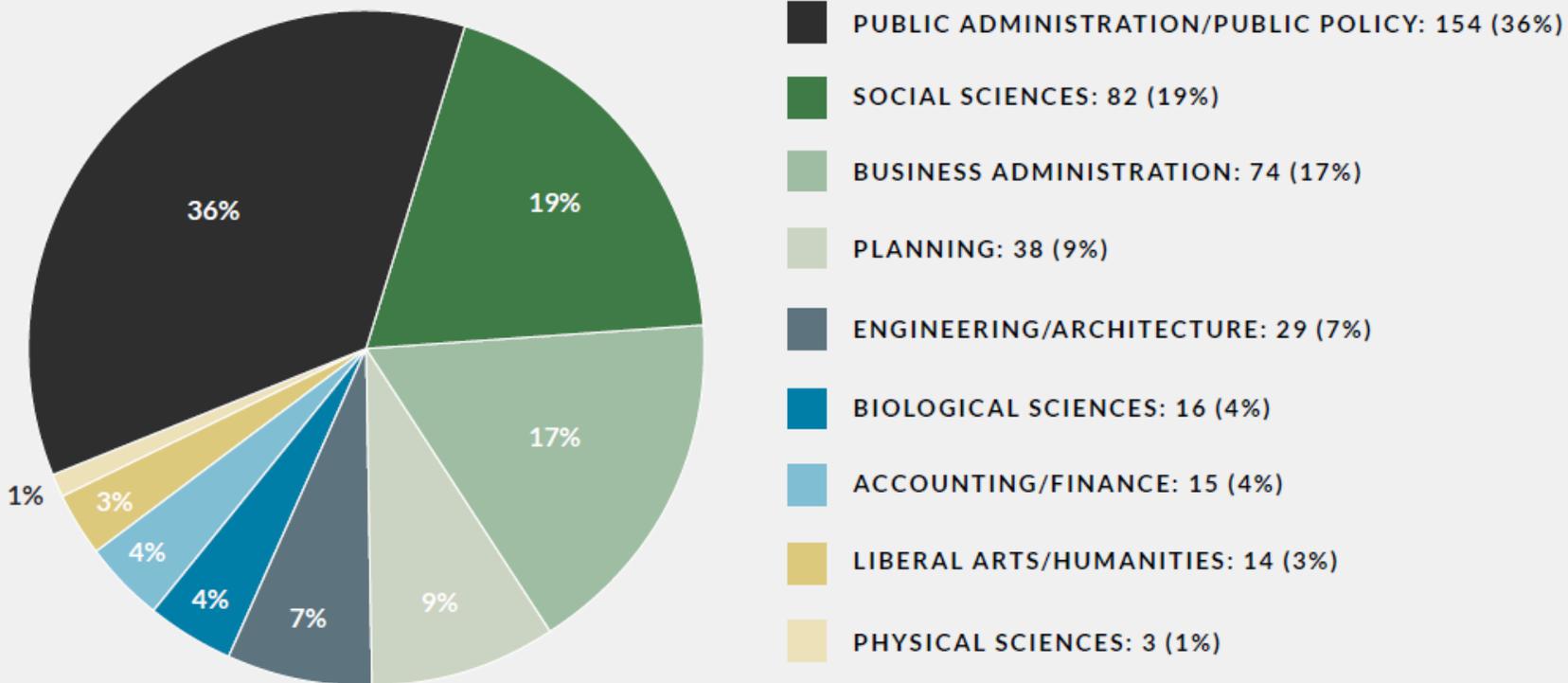
Education and City Size



Q: Major subject studied? N=425.

Note: 312 responded to this question on the survey. The remaining 113 are taken from publicly available sources such as city websites, newspaper articles, and LinkedIn.

Major Subject Studied



Q: Major subject studied? N=425.

Note: 312 responded to this question on the survey. The remaining 113 are taken from publicly available sources such as city websites, newspaper articles, and LinkedIn.

California Native

64%

36%

Q: Are you originally from California? N=318.

EMPLOYMENT PROFILE

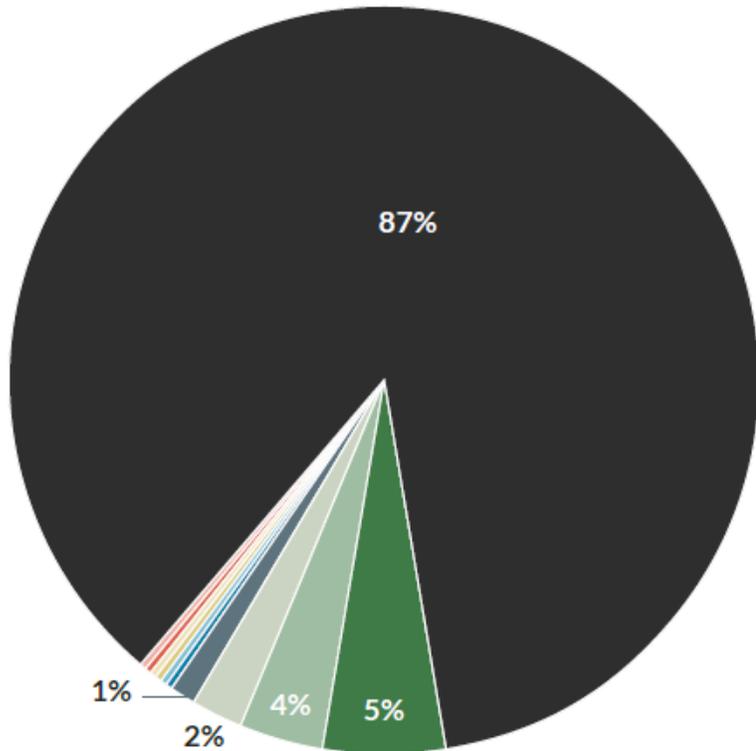
Local Government Career Start in California

83%

17%

Q: Did you start your local government career in California? N=317.

Current Position



- CITY MANAGER: 417 (87%)
- CITY ADMINISTRATOR: 25 (5%)
- TOWN MANAGER: 17 (4%)
- INTERIM CITY MANAGER: 11 (2%)
- CITY CLERK: 5 (1%)
- ACTING CITY MANAGER: 2 (0%)
- INTERIM CITY ADMINISTRATOR: 1 (0%)
- DEPUTY CITY MANAGER: 1 (0%)
- CITY HALL ADMINISTRATOR: 1 (0%)
- CITY ADMINISTRATIVE OFFICER: 1 (0%)
- CHIEF OPERATING OFFICER: 1 (0%)

Q: What is your current position?
N=482.

Note: 321 responded to this question on the survey. The remaining 161 are taken from city websites.

Time in Current Position

MONTHS IN CURRENT POSITION: AVERAGE	55
YEARS IN CURRENT POSITION: AVERAGE	4 YEARS 7 MONTHS

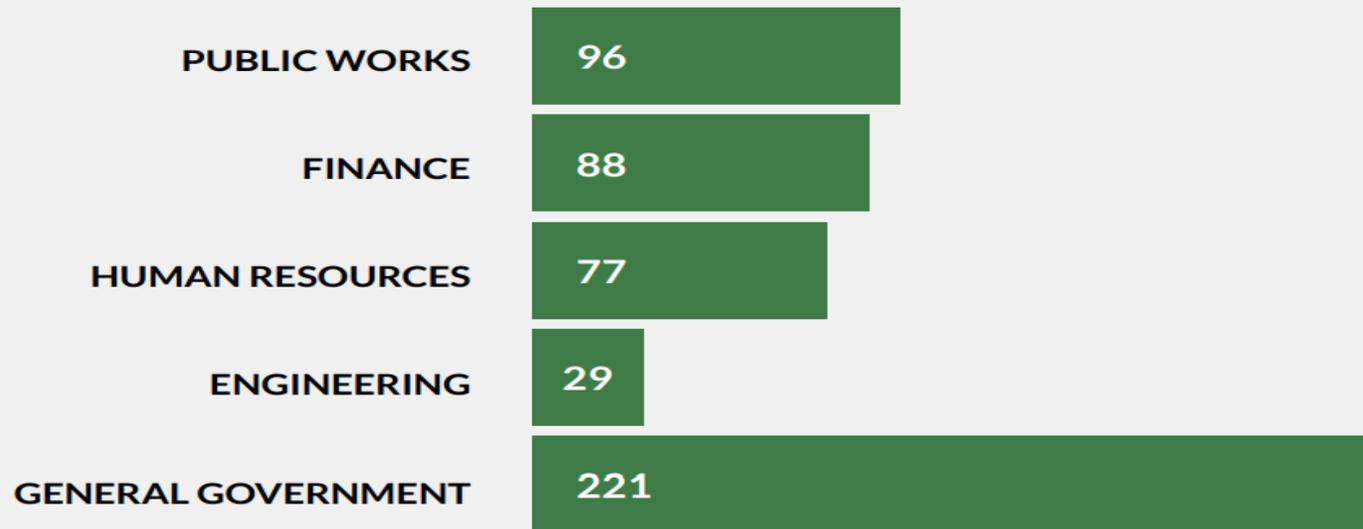
Q: Start date in current position. N=472. Note: Time in current position is calculated from the start date to March 1, 2023 (the mid-point of the data collection period for this study).

Prior Position and Same or Different City

	DIFFERENT CITY	SAME CITY	(BLANK)	TOTAL	PERCENTAGE
ASSISTANT OR DEPUTY CITY MANAGER	84	110	3	197	45%
CITY MANAGER	75	0		75	17%
OTHER	38	12	2	52	12%
FINANCE/ECONOMIC DEVELOPMENT	12	18	1	31	7%
COMMUNITY DEVELOPMENT/SERVICES	5	18		23	5%
PUBLIC WORKS	6	13		19	4%
ADMINISTRATIVE SERVICES	10	7		17	4%
POLICE/FIRE	3	6	2	11	3%
PLANNING/ENGINEERING	5	5		10	2%
TOTAL	238	189	8	435	100%
PERCENTAGE	54%	44%	2%	100%	

Q: What was your position prior to becoming a city manager? N=435.

Prior Local Government Experience



Q: Before becoming a city manager, did you work in local government in any of the following areas? (Check all that apply.) N=285.

Total Years...

as a City Manager in Any City Agency

AVERAGE	7.0
HIGH	57

Q: How long have you worked as a city manager in any city agency (total number of years)?

in Public Sector and Private Sector

	PUBLIC SECTOR	PRIVATE SECTOR
AVERAGE	25	5.7
LOW	0	0
HIGH	61	40

Q: In total, how many years of experience do you have in the public sector? Q: In total, how many years of experience do you have in the private sector?

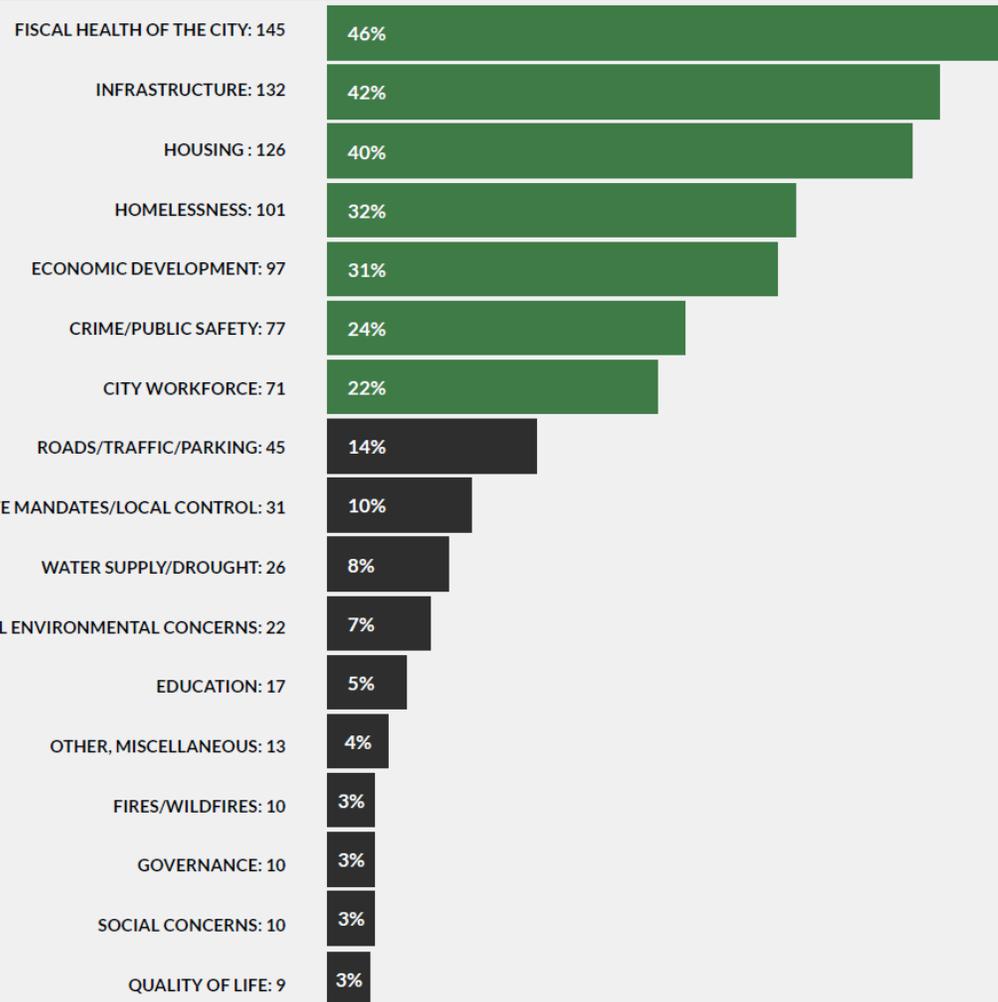
CITY PROFILE

City Population

LOW	201
HIGH	3,849,297
AVERAGE	68,622
MEDIAN	30,865

Source: United States Census Bureau Quick Facts, City Population Estimates for 2021.

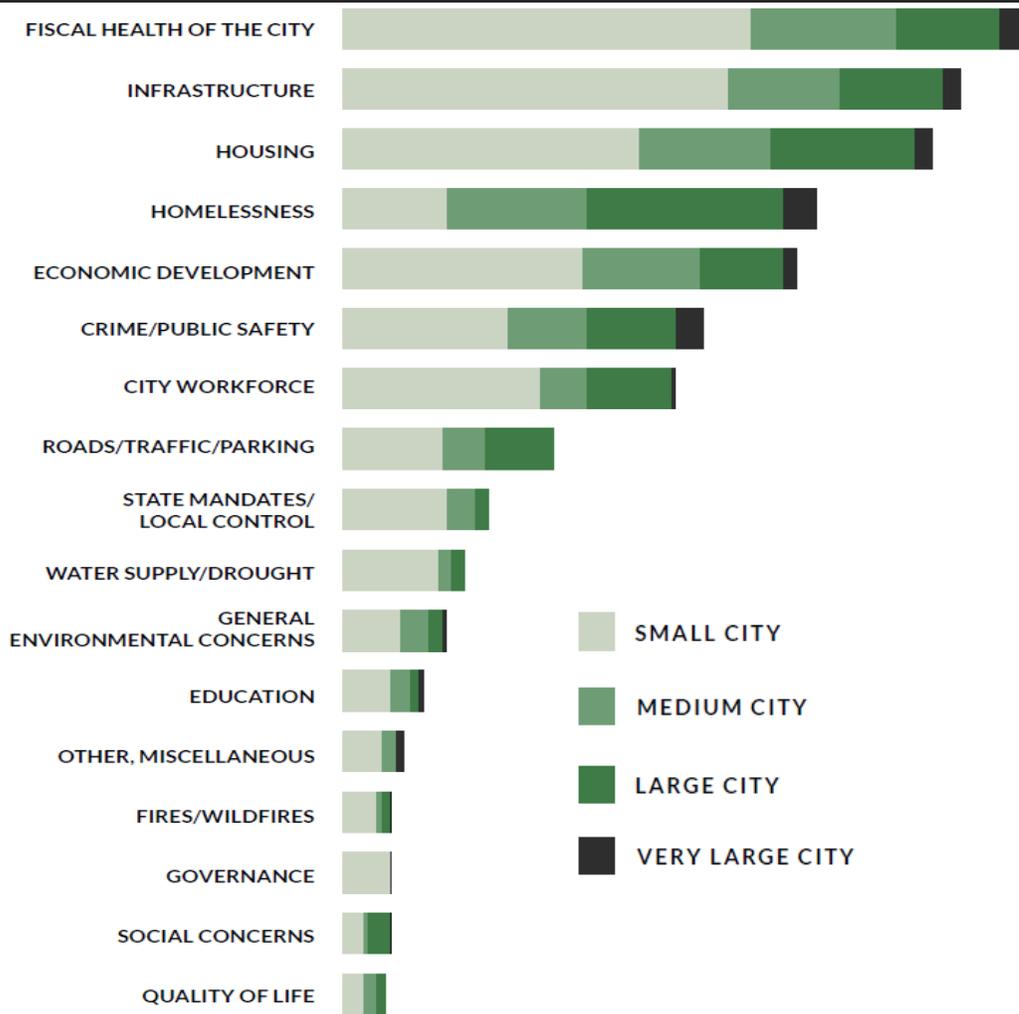
Most Pressing Issues



Q: What are the three most pressing issues for your city?

Note: 318 cities responded to this question. Each respondent could enter three issues. The percentages are calculated using 318 as the dominator.

Most Pressing Issues and City Size



Q: What are the three most pressing issues for your city?

Note: 318 cities responded to this question. Each respondent could enter three issues.

Note: City size based on 2021 population estimate from United States Census Bureau

CONCLUSION



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THE ROSE INSTITUTE OF STATE AND LOCAL GOVERNMENT
FOR THE CALIFORNIA CITY MANAGEMENT FOUNDATION

JUNE 2023

AUDIENCE Q&A

What questions or comments do you have for us?



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RECORDING AVAILABLE SOON



The recorded presentation and materials will be shared electronically with all attendees a few days after the webinar.



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