



**BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH

OUR COMMUNITY

Nestled in the foothills of Mt. Diablo, Concord is a major suburban East Bay community located 29 miles east of San Francisco. Its central location offers easy access to Oakland and San Francisco, the Silicon Valley, the redwoods of Northern California, the wineries of Napa Valley, the rugged coastline of Monterey, and the astonishing beauty of the Sierra Nevada mountain range. Bay Area Rapid Transit (BART) high-speed trains, local bus services, the San Francisco and Oakland international airports, and the county-owned local Concord airport provide transportation options for residents, commuters and visitors.

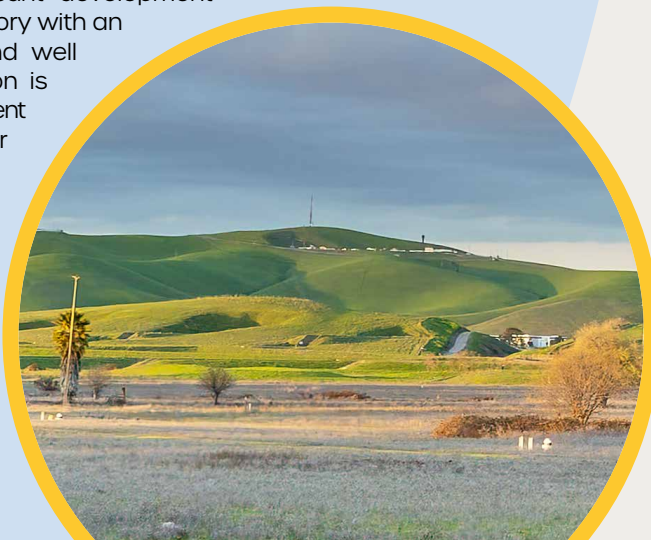
As the largest city in Contra Costa County, with approximately 125,000 residents occupying 31 square miles, Concord has much to offer. The local lifestyle reflects a careful blending of the City's early California heritage with modern planned development. It is a harmonious community of quiet neighborhoods, excellent parks, a charming downtown, convenient shopping centers, large preserves of open space, a state-of-the-art hospital, opportunities for growth and revitalization, and a wide variety of restaurants.

Concord enjoys a Mediterranean climate with warm dry summers and mild winters. The perfect weather and natural beauty make the area ideal for visitors and residents seeking active outdoor activities. In Concord, one is never far from a park or open space for active play or just relaxing. The extensive park system includes 28 parks, playgrounds, ball fields, a swimming pool, picnic areas, tennis and pickleball courts, and miles of scenic hiking, biking and equestrian trails including the regional Iron Horse Trail, a golf course, two community centers, the Concord Senior Center, the Toyota Pavilion at Concord, and the Six Flags Hurricane Harbor water park.

Concord also has an exciting downtown business core that radiates from historic Todos Santos Plaza, the heart of downtown Concord. The Plaza is a social gathering place, featuring a year-round Farmer's Market, free summer concerts, and community celebrations. The surrounding streets offer more than 40 restaurants, various shops and services, convenient office space, free parking, easy access to BART, and the 14-screen Brenden Theatres. In addition, the City is the employment capital of Contra Costa County, with 64,000 jobs.

Concord, the city where "Families Come First," fosters a high quality of life for all ages. The well-respected Condé Nast Traveler magazine listed Concord as one of the ten Best Places in the World to Retire, and called Concord "a big little city, home to excellent health care facilities, free community activities with a desirable proximity to San Francisco and a relatively low crime rate." Concord has also been recognized as the Best Place in California to Raise a Family, awarded Best Music Scene by Livability.com, and has been designated a Tree City USA for 44 consecutive years.

One of the most significant development projects in Concord's history with an influence that will extend well past the Bay Area region is the upcoming redevelopment of the 5,028-acre former Concord Naval Weapons Station. The revitalization of the site represents one of the largest mixed-use, transit-oriented development projects in Northern California.



Plans call for more than 12,000 housing units and 6.1 million square feet of commercial space, along with over 2,000 acres dedicated to open space and parks. An Economic Development Strategic Plan was recently adopted, identifying and leveraging opportunities for the City to expand business and workforce opportunities for the community. The plan describes strategies and implementation actions to achieve three goals over the next five to ten years: providing exceptional services through expanded partnerships and capacity, enhancing Concord's business environment, and establishing a brand identity for Concord.

THE CITY

Concord is a General Law city with a Council/Manager form of government. The five Councilmembers are elected by districts and govern collaboratively for the benefit of the whole City. The Mayor and Vice Mayor are appointed each December by the Council to one-year terms. The City Council also serves as the Board of Directors of the Concord/Pleasant Hill Health Care District, and the Board of the Local Reuse Authority. The City adopts two-year budgets. The City's General Fund Operating Budget for FY 2025-26 is \$138.6 million and its all-funds budget is \$284.6 million; the FY 2026-27 operating budget is \$142.6 million and the all-funds budget is \$282.3 million.

The City of Concord's **mission** is to "join with our community to make Concord a city of the highest quality by providing responsive, cost-effective, and innovative local government services." The City's 432 full-time employees are committed to realizing the organization's long-standing Mission, Vision, and Values. The City Council appoints the City Manager and the City Attorney. Services are provided to the community through ten departments: City Management, City Attorney, Community Development, Economic Development and Base Reuse, Finance, Human Resources, Information Technology, Recreation, Police, and Public Works. In addition, the City oversees management of the Concord Pavilion, Diablo Creek Golf Course, and Camp Concord in South Lake Tahoe, California.

The Concord City Council establishes a clear set of strategic goals annually to guide the organization and

inform the City Manager's priorities. Goals for the current fiscal year are outlined below (Council to set next fiscal year's goals this spring.):

Concord Naval Weapons Station Development—

Completion, or significant progress towards completion, of negotiations with the US Navy and Master Developer on the terms and price of an economic development transfer of the land; Continued progress on environmental permits, land use and infrastructure planning efforts, and community conversations to move forward with completing a Specific Plan and Development Agreement by April 2028.

Implement Various Housing Element Mandates—To ensure continued compliance with the City's state certified housing element complete implementation of ten major housing policies already underway, begin implementation of twelve major additional housing policies, and bring the AFFH rezoning ordinance before Council for a decision by the end of the fiscal year.

Unfunded Infrastructure Needs—Implement Council approved near term actions to assist with increasing investment into infrastructure and increasing the effectiveness of the existing investment into infrastructure, as outlined in the adopted FY 2025-26 and 2026-27 operating budget, and, under the direction of the Infrastructure and Franchise Council Committee, continue to explore solutions for addressing the approximately \$25 million annual shortfall of infrastructure investment dollars.

Complete Labor Negotiations with POA, PMA, Teamsters, and Local 29—All four bargaining agreements expire at the end of June 2026. Prior to their expiration, complete negotiations in a manner that preserves long-term fiscal stability for the City and allows the City to continue to be an attractive employer.

Implement Enterprise Resource Planning (ERP) System—By the end of this fiscal year, complete the build and quality assurance testing of the City's new ERP System, WorkDay, in support of the citywide launch of the system in early FY 26-27.

Implement Economic Development Strategy—Adopt a new, data-driven economic development strategic plan by late 2025 and begin implementation of the Plan's action steps as a priority project immediately thereafter.

To learn more about the City of Concord, please visit: www.cityofconcord.org

THE POSITION

The City Manager serves as the Chief Executive Officer of the City of Concord, playing a pivotal role in shaping and realizing the City's vision for the future. Reporting to the City Council, the City Manager is responsible for implementing Council policies and overseeing all City operations, ensuring efficient and effective delivery of public services. The City Manager upholds the City's mission, vision, and organizational values, fostering an environment that embraces integrity, service, inclusion, and collaboration within the organization, community and region. The City Council has established on-going



strategic priorities for the City organization and City Manager, as follows:

- Long Term Fiscal Stability and Economic Development
- Public Safety
- Infrastructure Maintenance
- Quality of Life
- Customer Service
- Employee Success and Organizational Efficiency

THE IDEAL CANDIDATE

The City of Concord is seeking a strategic, action-oriented, and forward-thinking City Manager who values collaboration and consensus-building while maintaining the discipline to move initiatives from vision to execution. Highly adaptable and comfortable navigating complex and dynamic environments, this leader will establish clear priorities and help keep the City Council focused on agreed-upon goals, outcomes, and community values. With a proven ability to build strong working relationships and maintain open, transparent communication across all levels of the organization, the City Manager will work closely with the City Council and Executive Team to advance the City's strategic agenda.

A visible and engaged leader, the successful candidate will appreciate and understand the work of staff, remain present in the field, and model integrity, responsiveness, and accountability. A strong foundation in municipal administration is essential, including deep expertise in public finance and budgeting. Experience with development, economic revitalization, and public-private partnerships will be critical as Concord continues to position itself for sustainable growth and reinvestment.

The ideal candidate will be a politically astute and resourceful professional who can effectively tell Concord's story, align policy direction with operational capacity, and anticipate the long-term implications of decisions. This individual will critically assess municipal operations, think

creatively in problem-solving, and bring a solutions-driven mindset to addressing challenges. They will support department heads, encourage interdepartmental collaboration, and ensure progress remains measurable and results focused.

Leadership style is paramount. The City Manager must be a trusted advisor to the City Council, a mentor to staff, and a steady organizational leader who listens well and leads with empathy, clarity, and accountability. This individual will set high expectations, provide the tools and support needed for success, and confidently make timely, well-reasoned decisions. By balancing decisiveness with approachability, the ideal candidate will foster a cohesive, high-performing organization and guide the City of Concord with focus, momentum, and purpose into the future.

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: Education: Equivalent to a bachelor's degree from an accredited college or university with major coursework in business administration, public administration, finance, or a related field. A Master's degree is preferred. Experience: Eight (8) years of increasingly responsible public agency management and/or administrative experience as a City Manager, Assistant City Manager, or in a similar senior management/executive level capacity.

COMPENSATION AND BENEFITS

The salary for the retiring City Manager is \$346,934.93; the salary for the incoming City Manager is negotiable and based upon qualifications. The City also offers an attractive benefits package including:

Retirement - CalPERS 2% @ 55 formula for Classic Members based on final years compensation, and 2% @ 62 for PEPRA members based on final three years compensation; employee contribution is currently 7% for Classic, and 7.25% for PEPRA. The City also participates in Social Security and Medicare.

Deferred Compensation - 3% + \$2,000 annually to a 401(k) Plan.

Health Insurance - Concord provides PERS Health that includes a variety of plans from which to choose with varying levels of employee cost sharing. A cash benefit may be paid in lieu of coverage if the candidate has coverage from another source.

Dental and Vision Insurance - Employees and eligible dependents are covered by a dental plan that includes orthodontics. The City pays premiums for employees and their eligible dependents. An optional, employee-paid vision plan is also available.

Other Insurance - City-paid Life Insurance benefit with coverage at twice the employee's annual salary up to \$400,000; City-paid Short- and Long-Term Disability insurance coverage at two-thirds of monthly salary up to \$1,200 weekly maximum.



Vacation/Holiday Leave - Vacation with pay accrues at the rate of 15 working days during the first year and increases to 27 working days after 20 years of service (cash out only upon termination). Executive new hires may combine previous years of experience from other public agencies to qualify for an increased accrual rate. Twelve paid holidays per year.

Administrative Leave - 80 hours per fiscal year.

Cell Phone - Up to \$100/month plus \$100 every two years for equipment replacement.

Bereavement - 5 days per year.

The City also offers an Employee Assistance Program.

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

**Filing Deadline:
March 1, 2026**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Concord. Candidates will be advised of the status of the recruitment following selection of the City Manager.

If you have any questions, please do not hesitate to call Mr. Gary Phillips at:

(916) 784-9080

