



CITY MANAGER



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

If you are seeking an opportunity to make a meaningful impact in the community you serve, while advancing a strong culture of high performance in an exceptional natural setting, the City of Sonoma invites you to apply for the position of City Manager today!



THE COMMUNITY

The City of Sonoma is a beautiful, environmentally conscious, and safe community, widely regarded as one of Northern California's most desirable places to live and a world-renowned destination for visitors. Rich in cultural heritage and deeply rooted in California history, Sonoma offers an exceptional quality of life set against a backdrop of remarkable natural beauty. With a population of approximately 11,000 residents and more than 1,300 businesses, the city serves as the economic and cultural hub for the greater Sonoma Valley and Springs area, home to roughly 40,000 people. Sonoma's historic early 20th-century City Hall and the iconic Sonoma Plaza form the heart of the community, hosting a wide range of festivals and events that bring residents and visitors together year-round. The community is defined by its welcoming, small-town character, with highly engaged residents who actively participate in civic life, volunteer through numerous nonprofits, and support a vibrant calendar of local activities.

While tourism plays a central role in Sonoma's economy, the city also benefits from a diverse economic base that includes construction and real estate, technology, manufacturing, agriculture, and healthcare. Nestled in the scenic Sonoma Valley and surrounded by the Mayacamas Mountains and Sonoma Mountains, the city is ideally located just an hour from both the Pacific coast and San Francisco. The Plaza area is known for its farm-to-table dining, wine tasting, and art galleries, and is part of a designated California State Park that includes historic landmarks such as Mission San Francisco Solano and the Vallejo Barracks. Residents and visitors alike enjoy an abundance of cultural and recreational offerings, including signature events like Fourth of July, the Sonoma International Film Festival, and the year-round live music, art shows, farmers' markets, and community festivals—ensuring there is always something to experience in Sonoma.

THE CITY OF SONOMA

The City of Sonoma operates as a general law city under a Council-Manager form of governance, blending the policy leadership of a five-member elected City Council with the professional expertise of an appointed City Manager.



The City Manager is responsible for executing the Council's goals and priorities, strategic vision and policy direction, ensuring high-quality municipal services that enhance the quality of life for residents, businesses, community organizations, and visitors alike. Supported by a dedicated workforce across five core departments, the organization is committed to operational excellence, responsiveness, and continuous improvement in service delivery. The City's priorities and strategic direction are guided by the City Council's established goals and work plan, which can be viewed here:

<https://www.sonomacity.org/2026-sonoma-city-council-goals>

THE POSITION

The City Manager is appointed by and reports to the City Council and is responsible for overseeing all general administration. The City has a fiscal year 2025/26 operating and capital improvement projects budget of approximately \$44.7 million with a staff of 46.5 full time equivalent positions. The organization provides:

- **General Government Services:** City Manager, City Clerk, Finance, Human Resources and Risk Management
- **Planning, Building, Parks, Code Enforcement, and Public Works Operations:** Administration, Streets, Parks, Water, and Cemetery
- **Police, Fire, and Emergency Medical Response:** Sonoma contracts its police services with the Sonoma County Sheriff's Department. Fire and Emergency Medical response is provided by the Sonoma Valley Fire District.
- **Comprehensive Recreation and Senior Services Programs:** Provided by several community groups, many of which receive City support.

The City Manager for the City of Sonoma provides strategic leadership and direct oversight of key

functional areas, including Administration, Human Resources, Economic Development, Finance and Budget, and the Successor Agency. The role also serves as a central point of coordination with contracted service providers and maintains strong partnerships with the business community, the Sonoma Chamber of Commerce, local nonprofits, school districts, Sonoma County, and neighboring jurisdictions. Fostering cross-departmental collaboration and organizational efficiency is essential, as these functions are integral to advancing the City's economic vitality and overall community well-being.

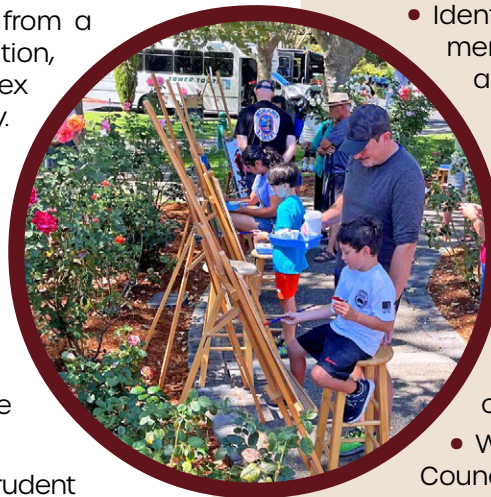


Working closely with the City Council, the City Manager plays a pivotal role in implementing policy priorities and achieving measurable progress on key initiatives, including homelessness, affordable housing, and community and business engagement. The City Manager will help guide vision-setting and strategic alignment to ensure clear direction and accountability. This leader will be deeply engaged in the Sonoma community and will cultivate a high-performing organizational culture that emphasizes innovation, responsiveness, and exceptional public service.

THE IDEAL CANDIDATE

The ideal candidate for the City Manager of Sonoma will be an experienced executive or department head from a municipal or comparable private-sector organization, with a demonstrated ability to lead a complex organization that serves all facets of a community. This leader will foster a positive, service-oriented workplace culture that prioritizes responsiveness, collaboration, and continuous improvement in organizational effectiveness. The successful candidate will bring strong expertise in budgeting, finance, and grant administration, along with a proven commitment to community engagement, sound human resources practices, and advancing diversity, equity, and inclusion across the organization.

Equally important, the ideal candidate will provide prudent fiscal stewardship and ensure transparency and accountability in the management of City resources, including oversight of budget development and long-term financial planning. This individual will be innovative and forward-thinking in cultivating partnerships that advance City priorities and will possess a solid understanding of affordable housing strategies, revenue generation, and policies that enhance livability for residents. A supportive and approachable



leader, the next City Manager will prioritize staff development and mentorship, demonstrate high emotional intelligence, and build a high-performing organization aligned with the community's vision and values.

The Ideal Candidate will also...

- Continue to ensure transparency, accountability, customer service, and efficiency.
- Find new and creative revenue opportunities.
- Be a big picture visionary and innovative thinker.
- Be solutions and outcomes driven.
- Keep Council informed of issues, trends, and matters of City-wide interest.
- Be responsive, approachable, and accessible to others.
- Participate on a variety of sub-committees, ad hoc committees, and groups and attend all City Council meetings.
- Value the importance of connecting with others, listening to their needs, building trust, and leveraging their ideas.
 - Identify key cross departmental challenges and areas for collaboration

Upcoming Projects, Challenges, and Opportunities

- Building strong and effective relationships with external agencies in the region
- Increasing communication to the community
- Work closely with City Council and the City's Executive Management team to increase collaboration and effectiveness
- Researching, securing, and administering grant funding available to California cities to assist the funding of City programs and projects

- Working collaboratively with local businesses
- Focusing on housing and zoning codes to help address fair and affordable housing for residents

Minimum Qualifications:

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

- Eight (8) years of increasingly responsible experience in executive leadership in an administrative and managerial capacity involving the development and administration of organization-wide policies and procedures and the supervision of management-level employees
- Bachelor’s degree from an accredited college or university with major coursework in business administration, public administration, or a related field

Desired:

- Master’s degree

COMPENSATION AND BENEFITS

The annual salary for the City Manager is \$274,072.70 and is negotiable depending on qualifications. The City also offers an outstanding benefits package including:

Retirement – CalPERS Retirement System, - 2% at 55 formula, based on highest year compensation and sick leave conversion. Candidates hired after or on January 1, 2013, are subject to restrictions imposed by PEPPRA. The City does not participate in Social Security.

Health Care – Generous health care package for employee and family members.

Dental and Vision Insurance – City pays 100% of premium.

AD&D and Long-Term Disability Insurance – City pays 100% of the premium.

Life Insurance – \$100,000. City pays 100% of the premium.



Vacation – Accrues at the rate of eighty hours per year for the first three years and increases with years of service.

Sick Leave – Accrues at the rate of eight hours per month.

Administrative Leave – 160 hours awarded on July 1 of each fiscal year.

Paid Holidays – 15 holidays per year.

TO APPLY

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

www.bobmurrayassoc.com

**Filing Deadline:
May 31, 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 Sonoma. 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

