

Hiring Future Local Leaders:

How to Attract Top Talent

2023 League of California Cities Annual Conference

Thursday, September 21, 2023 4:00 PM

Your Panel



MODERATOR

Karen Pinkos

City Manager

City of El Cerrito

kpinkos@ci.el-cerrito.ca.us



Valerie Phillips

Pres. & Exec Recruiter

Bob Murray & Associates

valeriep@bobmurrayassoc.com



Cathy Thompson

Executive Recruiter

Tripepi Smith Talent Solutions

cathy@tripepismith.com

CCMF & The Rose Institute for State and Local Government Collaborate on City Manager Survey



2023 CALIFORNIA CITY MANAGER SURVEY: A PROFILE OF THE PROFESSION

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

JUNE 2023

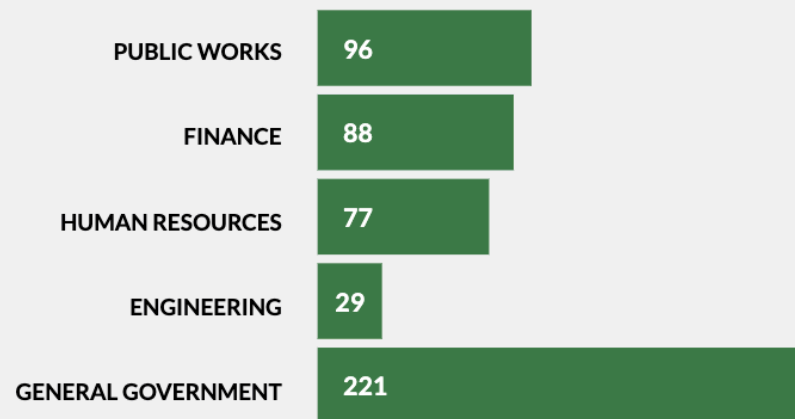
Average City Manager Tenure as of March 2023

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 Local Government Experience

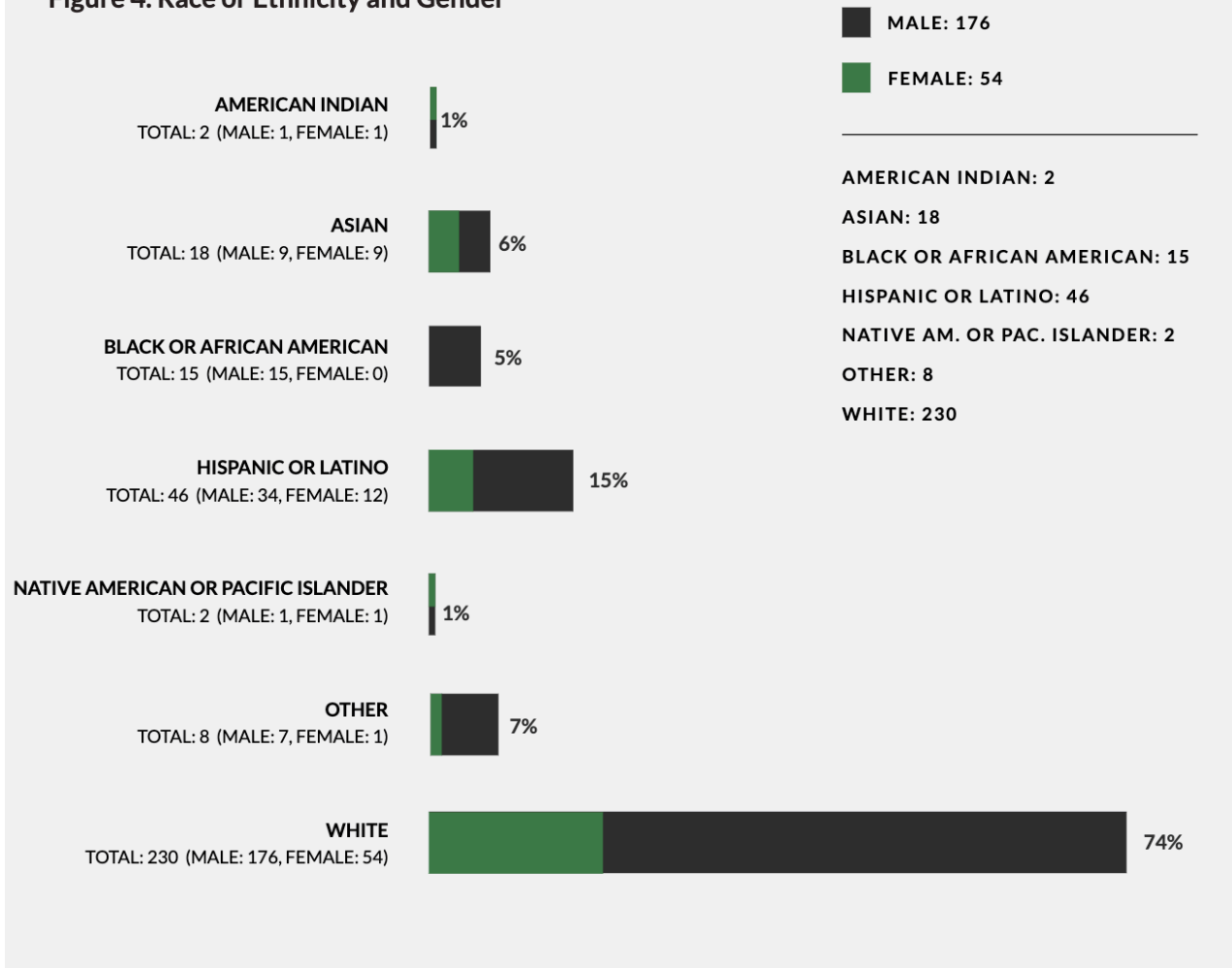
Figure 11. Prior Local Government Experience



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

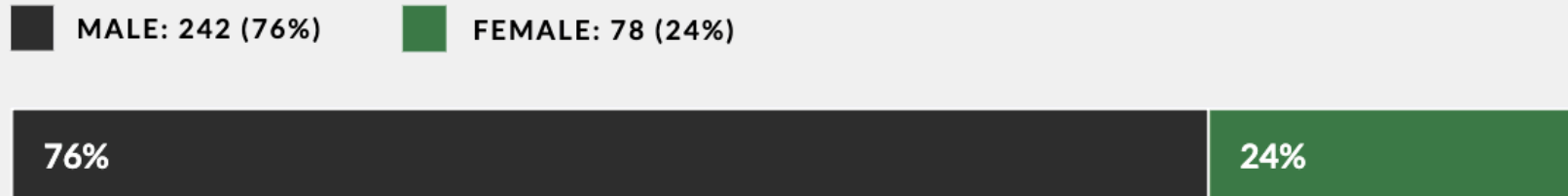
Race or Ethnicity and Gender

Figure 4. Race or Ethnicity and Gender



Gender

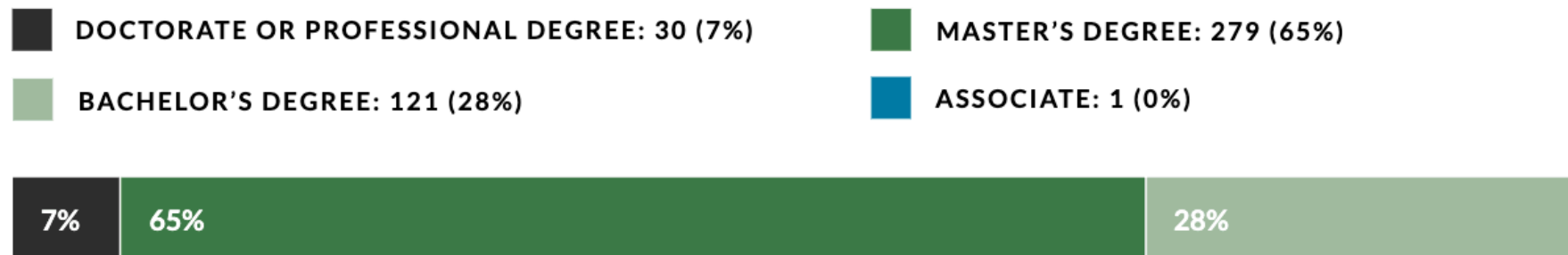
Figure 3. Gender



Q: What is your gender? N=320.

Education

Figure 5. Education



Q&A with Panelists



MODERATOR

Karen Pinkos

City Manager

City of El Cerrito

kpinkos@ci.el-cerrito.ca.us



Valerie Phillips

Pres. & Exec Recruiter

Bob Murray & Associates

valeriep@bobmurrayassoc.com



Cathy Thompson

Executive Recruiter

Tripepi Smith Talent Solutions

cathy@tripepismith.com