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“All about fit”



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EXECUTIVE SEARCH

City Manager
CITY OF ORLAND, CALIFORNIA

The Community

The City of Orland, the **Queen Bee Capital of North America**, is the largest and one of the fastest growing cities in Glenn County. Bordered by Interstate 5 and State Route 32, the City covers three square miles and is home to 8,632 residents. Orland visitors and residents enjoy the family owned and operated businesses, restaurants, and the **Orland Art Center** that hosts artists from all parts of California and the West.

Orland maintains a small-town feel with a mix of mid-century ranch-style homes, newer 21st-century builds, and some manufactured homes. The City boasts tree-lined streets, a safe and quiet environment, and approximately 55 acres dedicated to public parks. The City's municipal pool is regarded as the best swimming pool in the region with swim lessons for all ages, aqua aerobics, lap swim, family swim, high and low diving boards, and is host to the Orland Otters swim team. Other parks feature a splash pad, disc golf course, play structures, a bicycle pump track, dog park, and basketball, pickleball, and tennis courts. With Black Butte Lake only eight miles to the west, residents and visitors take advantage of



windsurfing, camping, hiking, fishing, water skiing, boating, bird watching, and sail boating.

The close-knit sense of community in Orland is evident through the myriad of community events. The volunteer firefighters conduct a spaghetti fund raiser in February and annual Ball in March. The County Fair occurs in May and the July 4th picnic and parade, sponsored in part by the Orland Historical Society, brings local organizations together. Each December, the Avenue of Lights transforms a one-mile stretch into a Christmas wonderland, glowing with thousands of twinkling lights and drawing visitors from near and far.

For additional information, visit the City's website at: <https://www.cityoforland.com/>

The Organization

The City operates under the Council-Manager form of government. The five Council Members are elected at large and select the Mayor from among their members. The management team is comprised of the City Manager and the City's department directors organized into the following departments: Administration, Police, Fire, Community Development Services, Finance, Library, Public Works, and Parks and Recreation. The City's budget is \$11 million, including \$6 million for the General Fund. The full-time Fire Chief oversees an all-volunteer department and serves as the Chief to the surrounding rural district. Traditionally, Orland has served as a public service center for the residents of the City and northern Glenn County. Facilities are concentrated in the downtown area, including City Hall, the Police Department, Fire Department, and Library. Some County services are located in the Glenn Success Center on Walker Street.

The Position

Under policy direction of the City Council, the City Manager serves as the chief executive officer of the City and assumes full responsibility for planning, administering, directing, overseeing, and evaluating the activities and operations of the City and serves as the City's Personnel Director.

Key priorities for the City Manager include:

- Organizational stabilization including strengthening and retaining the management team, developing future leaders, and creating a meaningful succession plan.
- Evaluation of the City's fiscal wellness.
- Assessment of the organizational structure with an eye on creating efficiencies and improving organizational effectiveness.



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Ideal Candidate

The City Council is seeking an experienced municipal manager and leader who is interested in making a long-term professional commitment to the City of Orland. The successful candidate will have demonstrated experience managing the day-to-day operations of a city, building an organization led by competent professional managers, setting clear expectations for subordinates, and successfully implementing the Council's direction into plans, decisions, and completed work. They



will possess experience establishing and maintaining a relationship of confidence and trust with the Mayor and City Council members, City Commissioners, all levels of City management and City staff, other governmental officials, business and community leaders, the public, and others encountered while serving as the City Manager. The City Manager will be a personable team player, decisive, and offer honest and frank advice that reflects community interests and best practices for innovative municipal governance. They will be a proactive communicator who provides candid, factual information, and has the strength of character

to say no when necessary and offer alternative courses of action.

The Council is seeking a City Manager with strong leadership skills who is visible, has an open-door policy, and leads by example. They will be fair, approachable, and able to build sincere relationships across all levels of the organization. The new City Manager will be a trust-based leader who expects excellence, has experience mentoring, succession planning, preparing staff to lead, and holding staff accountable.

The City Manager will be financially astute with an understanding of municipal finance, grants, and experience delivering structurally sound and sustainable budgets. They will be able to help take advantage of revenue and economic development opportunities that do not jeopardize the community's small town identity. Experience with labor relations and collective bargaining is crucial and an understanding of land use and municipal planning is desirable.

The City Council and community expect the City Manager to possess a strong moral compass and a commitment to act in a manner to assure public confidence in the integrity of local government and its effective and fair operation.

The individual selected will have a passion for public service and derive great satisfaction from their role in leading a small, rural community that was built by hardworking families, farmers, ranchers, and small businesses owners who value practical solutions, fiscal responsibility, personal accountability, and straightforward government.



Requires any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical background would be a bachelor's degree from an accredited college or university with major course work in public administration, business administration, economics, or a related field and seven years of progressively responsible administration of staff experience in municipal government with five years of municipal executive management experience, preferably as an Assistant City Manager or City Manager. A master's degree in a related field is desirable.

Compensation and Benefits

The salary range for this at-will position is \$180,000 - \$210,000. The total compensation package offered will be commensurate with the candidate's overall experience, education, skills, and background.

The City offers an attractive benefits package, including:

SPECIAL PAY: 2.5% bilingual pay and 2.5% longevity pay upon completion of 10, 15, 20, 25, and 30 years of employment.

Search Schedule

Filing Deadline:..... September 24, 2026

Preliminary Interviews (telephonic):..... September 29 & 30, 2026

Recommendation to City:..... October 13, 2026

Panel Interviews (In-Person):..... October 20, 2026

Finalist Interviews (In-Person):October 21, 2026

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

ALLOWANCES: Auto and cell phone allowances are negotiable.

RETIREMENT: The City participates in the California Public Employees' Retirement System (CalPERS) under a 2.7% @ 55 formula for Classic Members. The Classic Member will pay the 8% employee contribution and the City will report the contribution to CalPERS as additional compensation.

The 2% @ 62 formula applies to New/PEPRA Members and the 6.5% contribution will be paid by the employee and reported as additional compensation to CalPERS.

MEDICAL INSURANCE: The City will pay 100% of the monthly premium for employees and their eligible dependents who enroll in the Silver Plan through the Golden State Risk Management Association. The City will also pay for a GAP insurance plan and fund a City-administered Health Reimbursement Account for out-of-pocket out-patient medical procedures expenses related to the Silver Plan. The employee can select the PPO Platinum Plan and will be responsible for paying the difference in premium costs.

DENTAL & VISION INSURANCE: The City pays 100% of the monthly premium for full-time employees.

LIFE INSURANCE: City provides \$50,000 of coverage with optional insurance available for purchase.

DEFERRED COMPENSATION: The City will contribute 4% of base salary to the employee's deferred compensation account.

VACATION: Up to 5 weeks, depending on years of service.

HOLIDAYS: 13 paid regular holidays per year and three floating holidays per fiscal year.

ADMINISTRATIVE LEAVE: 80 hours per fiscal year. Employee may cash out up to 40 hours.

The City of Orland is an equal opportunity employer.



The Recruitment Process

To apply for this key position and exciting career opportunity, please submit a current resume with month and year of employment and compelling cover letter through our website at:

Peckham & McKenney
www.PeckhamAndMcKenney.com

Resumes are acknowledged within two business days. Contact Roberta Greathouse at 831.998.3194, toll-free at 866.912.1919, or via email to Roberta@PeckhamandMcKenney.com if you have any questions regarding this position or the recruitment process.

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