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

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MODERATOR
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

<table>
<thead>
<tr>
<th>MONTHS IN CURRENT POSITION: AVERAGE</th>
<th>55</th>
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<tbody>
<tr>
<td>YEARS IN CURRENT POSITION: AVERAGE</td>
<td>4 YEARS 7 MONTHS</td>
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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

- **PUBLIC WORKS**: 96
- **FINANCE**: 88
- **HUMAN RESOURCES**: 77
- **ENGINEERING**: 29
- **GENERAL GOVERNMENT**: 221

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

- **American Indian**: 2 (Male: 1, Female: 1)
  - Male: 176
  - Female: 54

- **Asian**: 18 (Male: 9, Female: 9)
  - 6%

- **Black or African American**: 15 (Male: 15, Female: 0)
  - 5%

- **Hispanic or Latino**: 46 (Male: 34, Female: 12)
  - 15%

- **Native American or Pacific Islander**: 2 (Male: 1, Female: 1)
  - 1%

- **Other**: 8 (Male: 7, Female: 1)
  - 7%

- **White**: 230 (Male: 176, Female: 54)
  - 74%
Figure 3. Gender
- MALE: 242 (76%)
- FEMALE: 78 (24%)


Figure 5. Education
- DOCTORATE OR PROFESSIONAL DEGREE: 30 (7%)
- BACHELOR'S DEGREE: 121 (28%)
- MASTER'S DEGREE: 279 (65%)
- ASSOCIATE: 1 (0%)
Q&A with Panelists

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