

Who Are We?

A Profile of the Profession

2024 League of California Cities City Managers Conference

Friday, February 9, 10:45 a.m.

Your Panel



MODERATOR

Ken Striplin

*CCMF President &
City Manager*

City of Santa Clarita



Karen Pinkos

*CCMF Board
Member & City
Manager*

City of El Cerrito



Bipasa Nadon

*Assistant Director for
Research &
Publications*

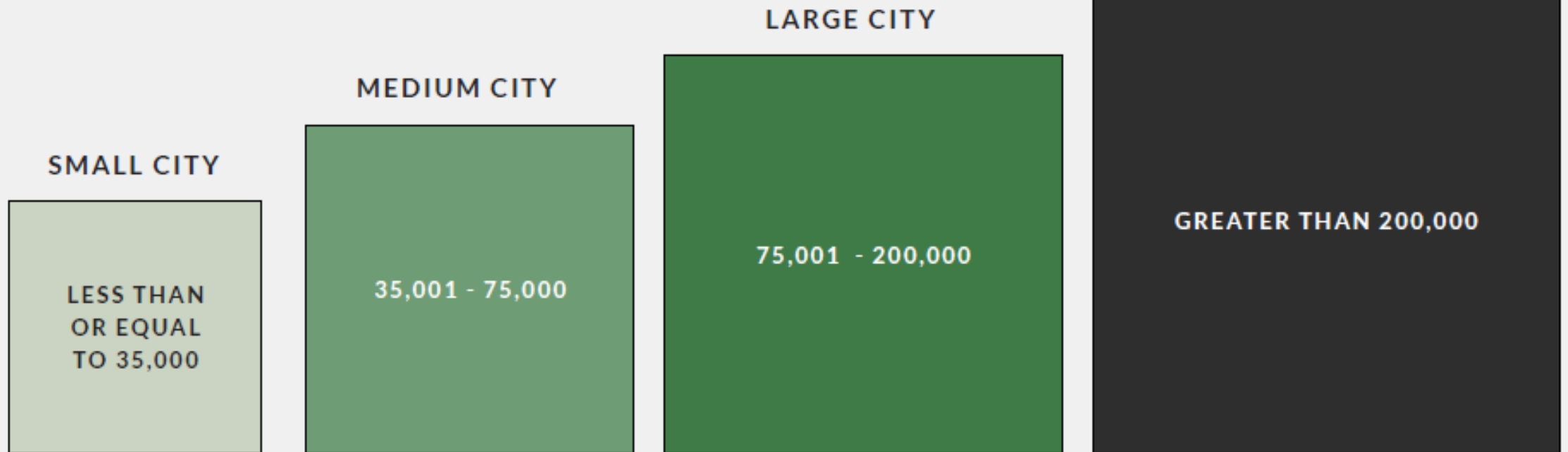
*Rose Institute of State
and Local Government*

INTRODUCTION

SURVEY METHODOLOGY

City Size Categories

BASED ON POPULATION DATA



City Size by Category

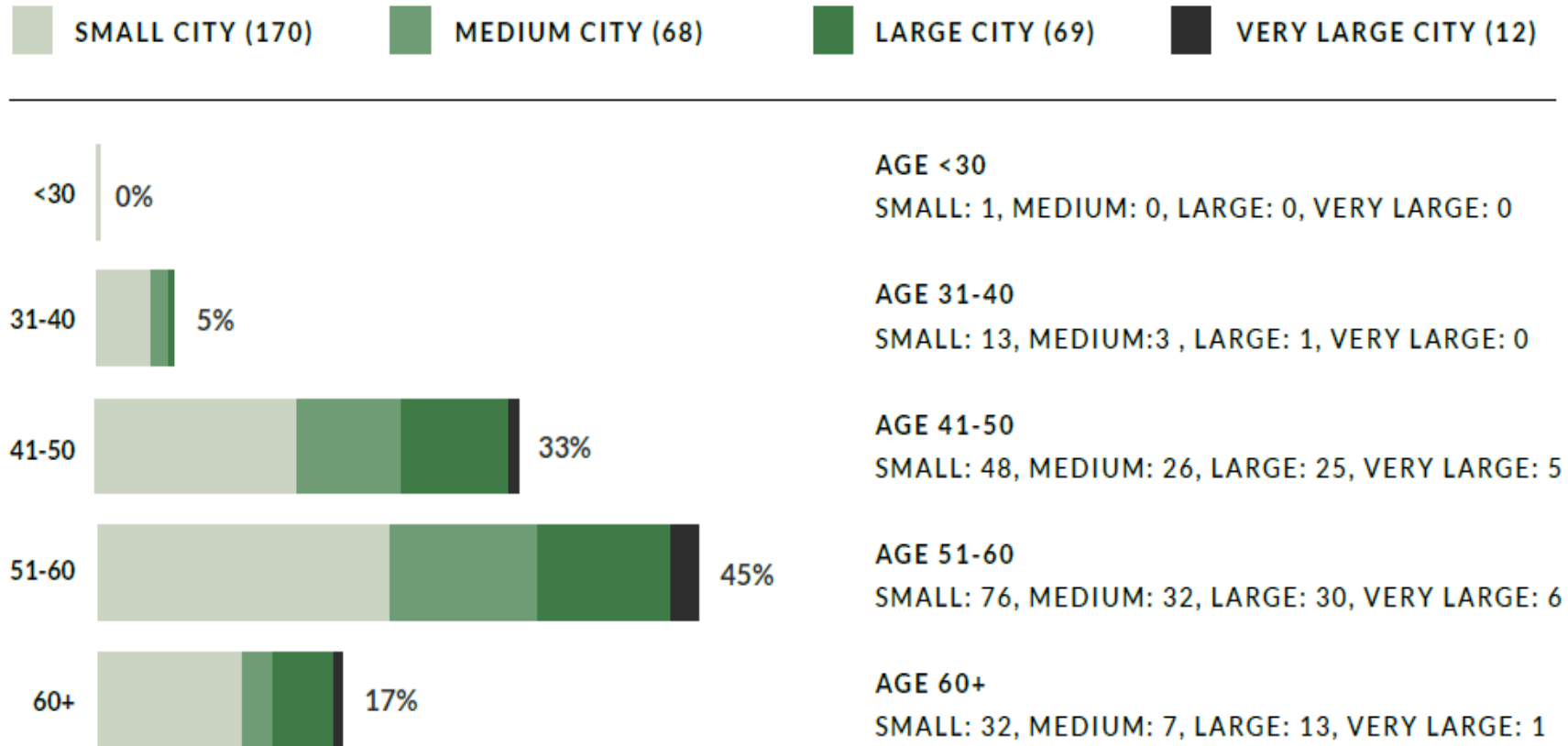
	NUMBER OF CITIES	NUMBER OF CITIES	TOTAL POPULATION
SMALL CITIES (<= 35,000)	261	54%	3,739,881
MEDIUM CITIES (35,001-75,000)	101	21%	5,877,670
LARGE CITIES (75,001-200,000)	99	21%	11,001,801
VERY LARGE CITIES (200,000+)	21	4%	12,250,473
TOTAL	482	100%	

Source: United States Census Bureau Quick Facts, City Population Estimates for 2021.

Note: Vernon is not included in this total because the Census Bureau does not show a 2021 population estimate for it.

DEMOGRAPHIC PROFILE

Age and City Size



Q. What is your age? N=319
Note: City size based on 2021 population estimates from United States Census Bureau.

Gender

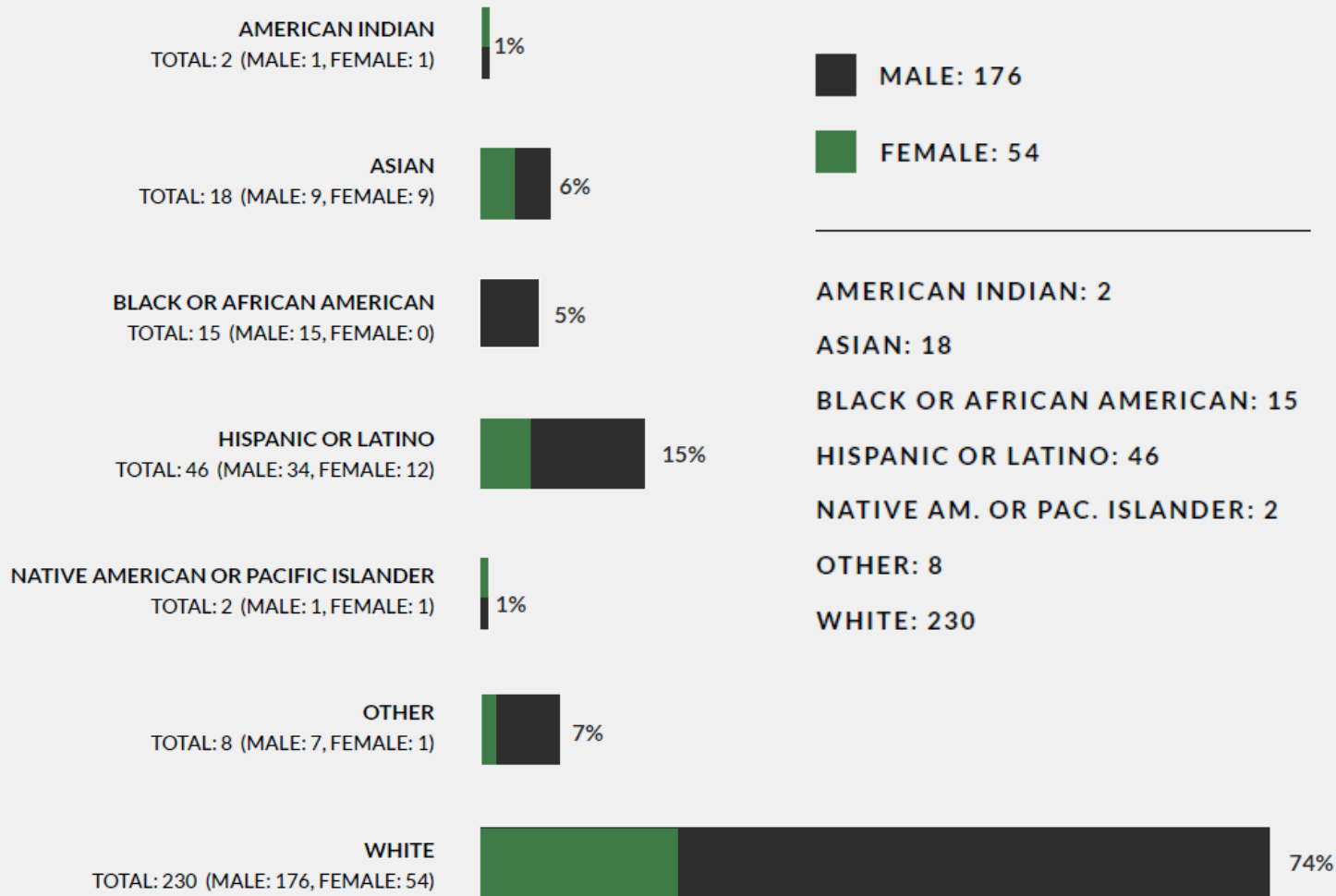
■ MALE: 242 (76%) ■ FEMALE: 78 (24%)

76%

24%

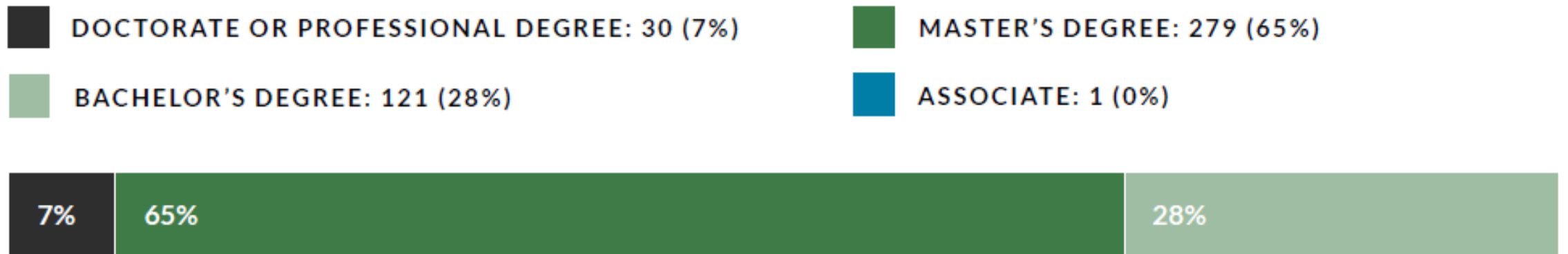
Q: What is your gender? N=320.

Race and Ethnicity and Gender



Q. What is your gender? Q: Based on these U.S. census Bureau categories, with what race and ethnicity do you most identify yourself? (Check all that apply.) N=312.

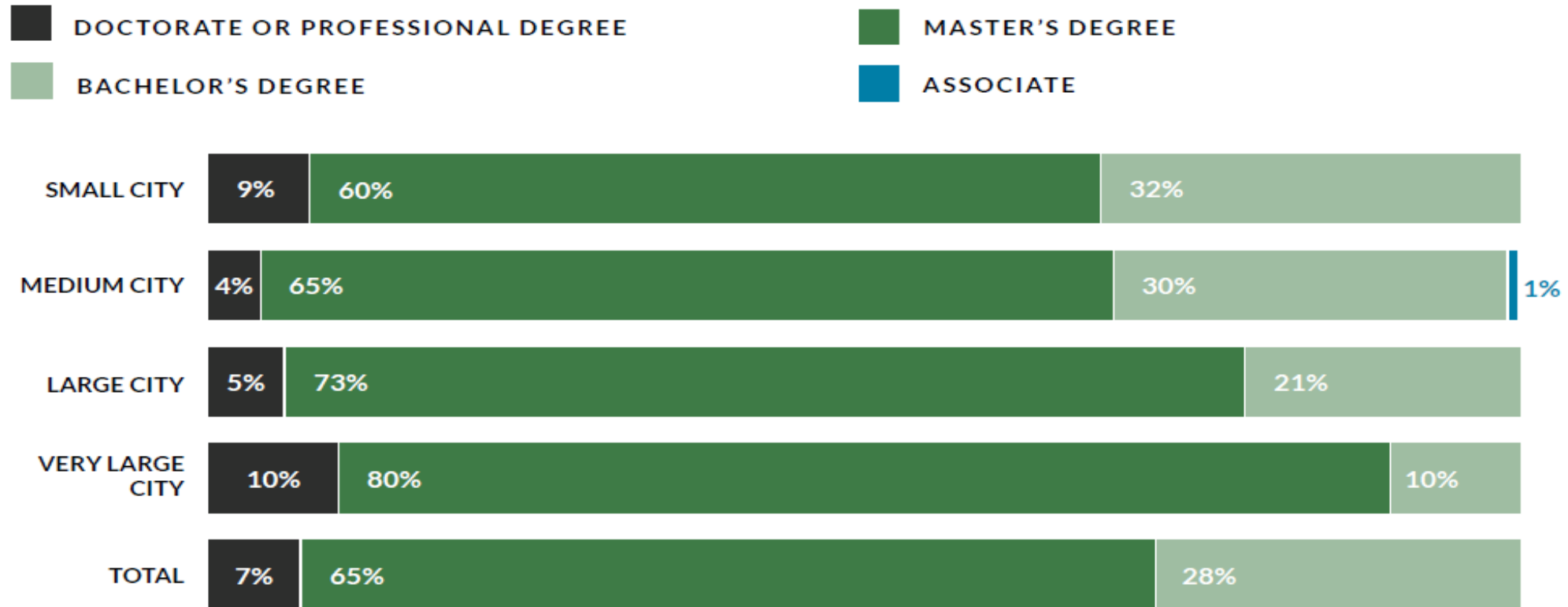
Education



Q: What is the highest degree or level of school you have completed? N=431.

Note: 318 responded to this question on the survey. The remaining 113 are taken from publicly available sources such as city websites, newspaper articles, and LinkedIn.

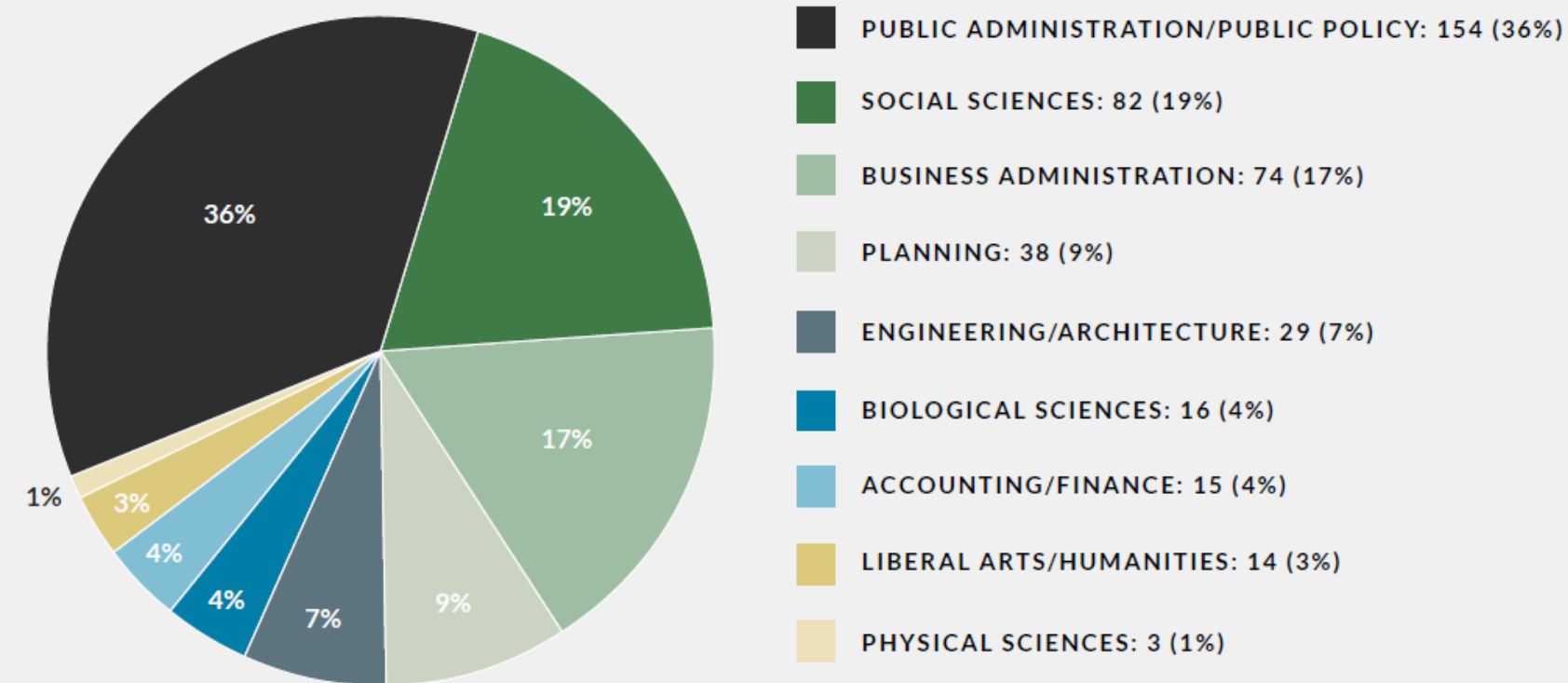
Education and City Size



Q: Major subject studied? N=425.

Note: 312 responded to this question on the survey. The remaining 113 are taken from publicly available sources such as city websites, newspaper articles, and LinkedIn.

Major Subject Studied



Q: Major subject studied? N=425.

Note: 312 responded to this question on the survey. The remaining 113 are taken from publicly available sources such as city websites, newspaper articles, and LinkedIn.

California Native

64%

36%

Q: Are you originally from California? N=318.

EMPLOYMENT PROFILE

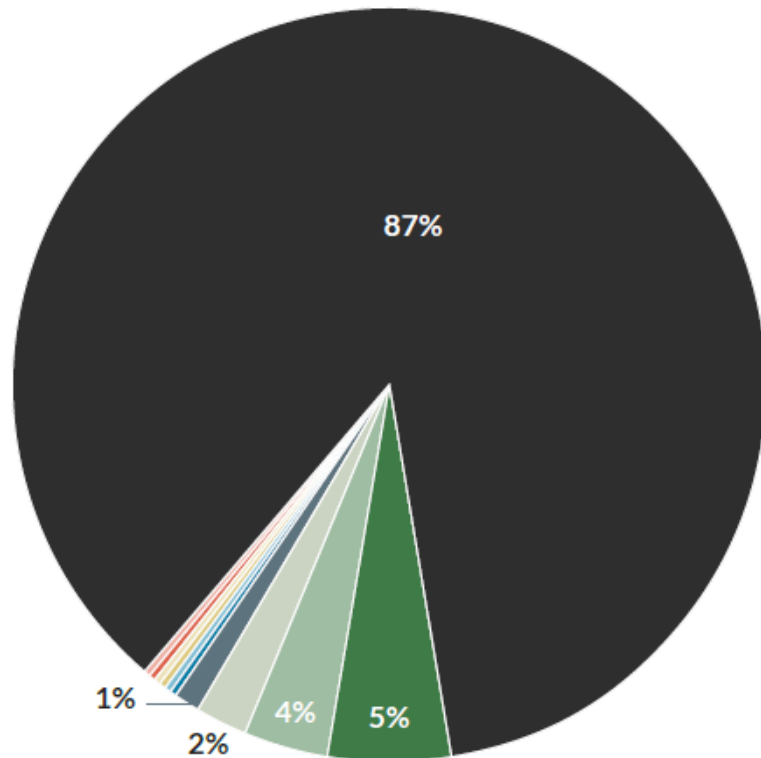
Local Government Career Start in California

83%

17%

Q: Did you start your local government career in California? N=317.

Current Position



CITY MANAGER	417 (87%)
CITY ADMINISTRATOR	25 (5%)
TOWN MANAGER	17 (4%)
INTERIM CITY MANAGER	11 (2%)
CITY CLERK	5 (1%)
ACTING CITY MANAGER	2 (0%)
INTERIM CITY ADMINISTRATOR	1 (0%)
DEPUTY CITY MANAGER	1 (0%)
CITY HALL ADMINISTRATOR	1 (0%)
CITY ADMINISTRATIVE OFFICER	1 (0%)
CHIEF OPERATING OFFICER	1 (0%)

Q: What is your current position?
N=482.

Note: 321 responded to this question on the survey. The remaining 161 are taken from city websites.

Time in Current Position

MONTHS IN CURRENT POSITION: AVERAGE	55
YEARS IN CURRENT POSITION: AVERAGE	4 YEARS 7 MONTHS

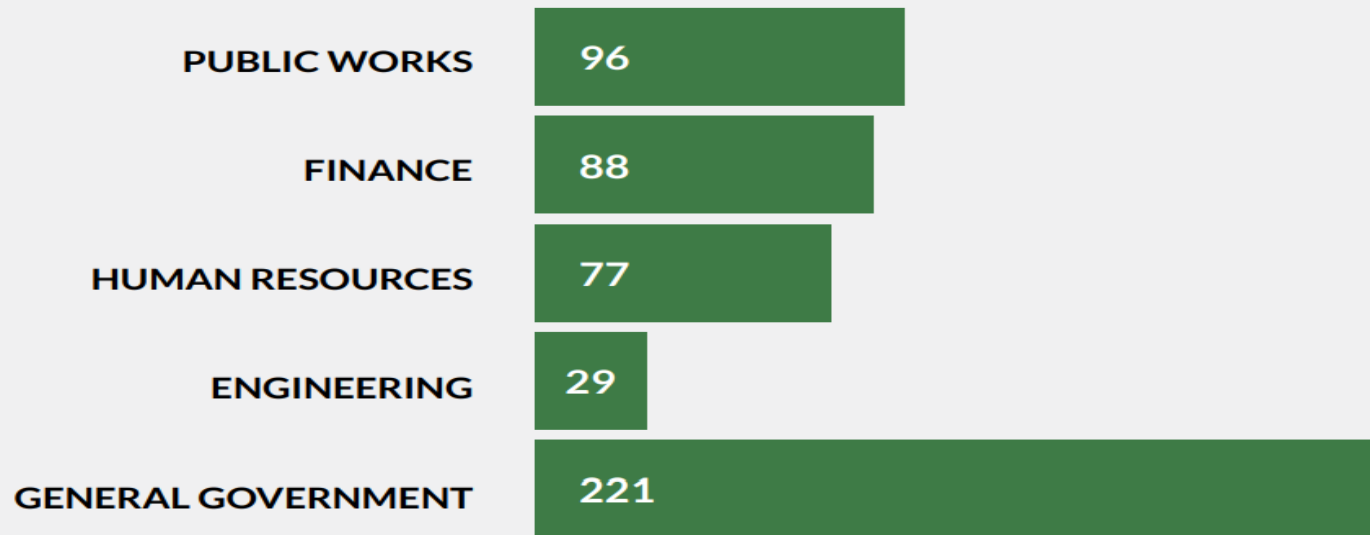
Q: Start date in current position. N=472. Note: Time in current position is calculated from the start date to March 1, 2023 (the mid-point of the data collection period for this study).

Prior Position and Same or Different City

	DIFFERENT CITY	SAME CITY	(BLANK)	TOTAL	PERCENTAGE
ASSISTANT OR DEPUTY CITY MANAGER	84	110	3	197	45%
CITY MANAGER	75	0		75	17%
OTHER	38	12	2	52	12%
FINANCE/ECONOMIC DEVELOPMENT	12	18	1	31	7%
COMMUNITY DEVELOPMENT/SERVICES	5	18		23	5%
PUBLIC WORKS	6	13		19	4%
ADMINISTRATIVE SERVICES	10	7		17	4%
POLICE/FIRE	3	6	2	11	3%
PLANNING/ENGINEERING	5	5		10	2%
TOTAL	238	189	8	435	100%
PERCENTAGE	54%	44%	2%	100%	

Q: What was your position prior to becoming a city manager? N=435.

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.

Total Years...

as a City Manager in
Any City Agency

AVERAGE	7.0
HIGH	57

Q: How long have you worked as a city manager in any city agency (total number of years)?

in Public Sector
and Private Sector

	PUBLIC SECTOR	PRIVATE SECTOR
AVERAGE	25	5.7
LOW	0	0
HIGH	61	40

Q: In total, how many years of experience do you have in the public sector? Q: In total, how many years of experience do you have in the private sector?

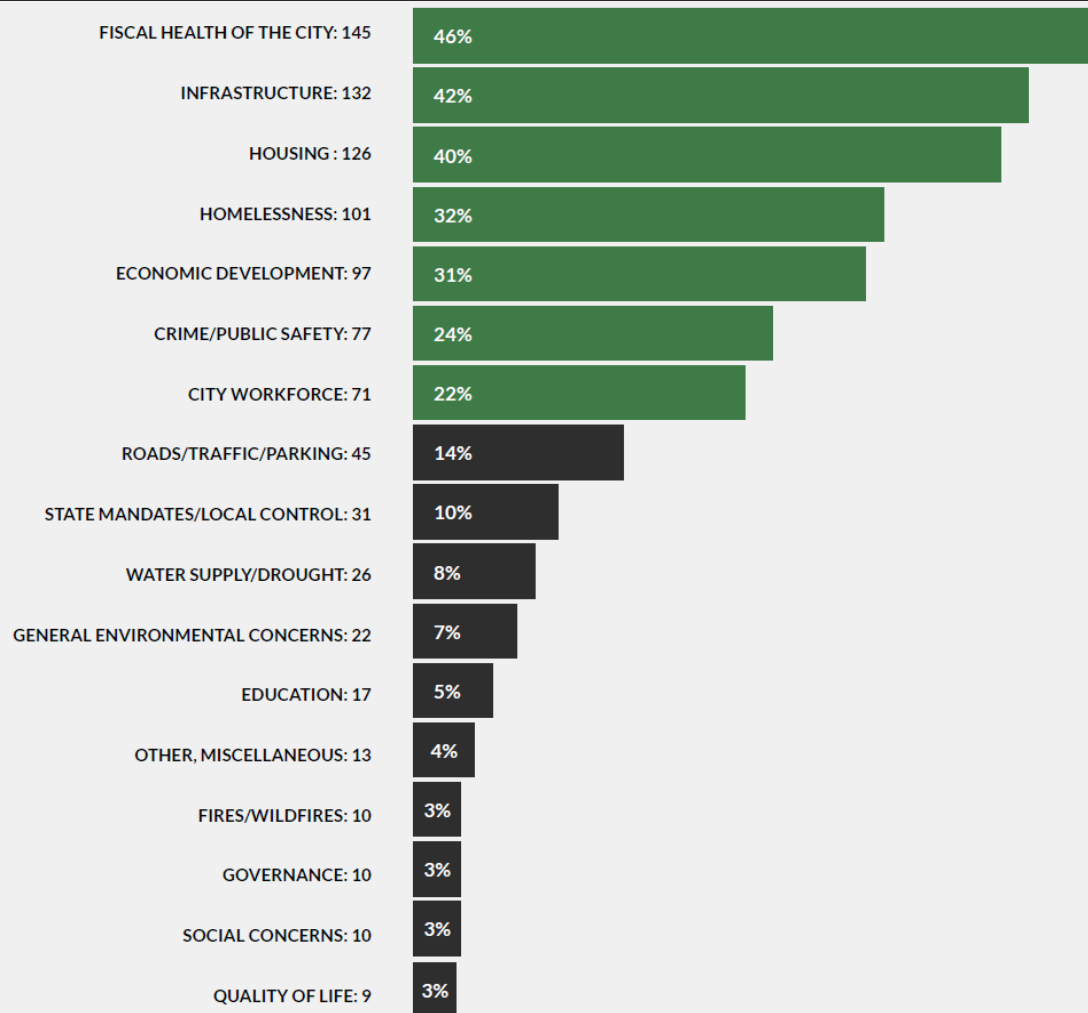
CITY PROFILE

City Population

LOW	201
HIGH	3,849,297
AVERAGE	68,622
MEDIAN	30,865

Source: United States Census Bureau Quick Facts, City Population Estimates for 2021.

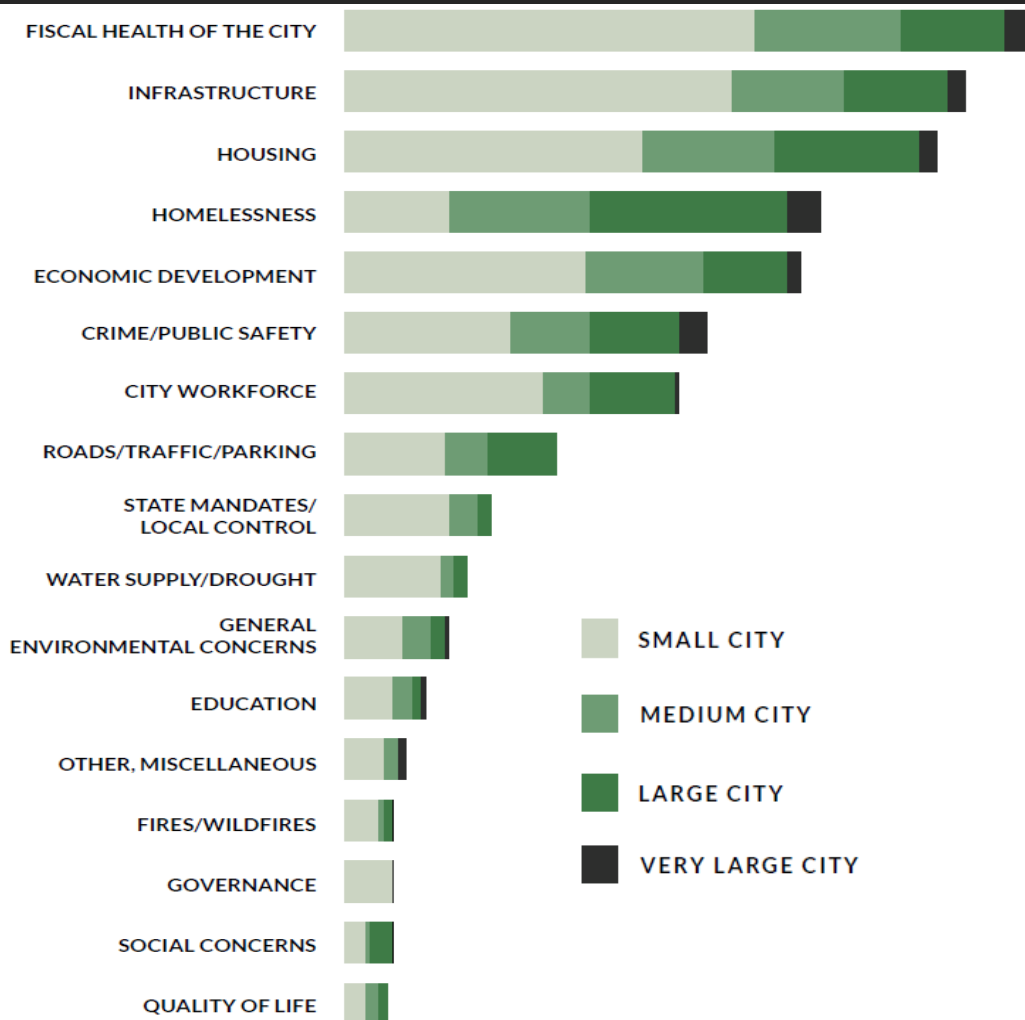
Most Pressing Issues



Q: What are the three most pressing issues for your city?

Note: 318 cities responded to this question. Each respondent could enter three issues. The percentages are calculated using 318 as the dominator.

Most Pressing Issues and City Size



Q: What are the three most pressing issues for your city?

Note: 318 cities responded to this question. Each respondent could enter three issues.

Note: City size based on 2021 population estimate from United States Census Bureau

Q&A with Panelists



MODERATOR

Ken Striplin

*CCMF President &
City Manager*

City of Santa Clarita



Karen Pinkos

*CCMF Board
Member & City
Manager*

City of El Cerrito



Bipasa Nadon

*Assistant Director for
Research &
Publications*

*Rose Institute of State
and Local Government*