



## CITY MANAGER





## THE COMMUNITY

Just a few miles east of San Diego lies the community of Lemon Grove, with 27,000 residents who enjoy all the charm of small-town living with the conveniences of big-city proximity and celebrate the distinction of being the second most diverse city in San Diego County. The City of Lemon Grove was incorporated in 1977 and officially became California's 414th municipality on July 1, 1977. Lemon Grove leadership is working harder than ever to secure a stable future for the City. A city with unique historic roots, Lemon Grove still exhibits community pride and spirit in our modern era, boasting the "Best Climate on Earth." Centrally located in the southwest portion of San Diego County, Lemon Grove is only nine miles from downtown San Diego and 12 miles from the airport.

The City of Lemon Grove is committed to providing residents with top-quality services. Among these services is the maintenance and care of eight smoke and alcohol-free public parks for the enjoyment of residents and visitors. Parks provide diverse opportunities for physical activity and relaxation as well as a space for social gatherings and informal social interaction. Lemon Grove is home to several signature events. The summer Concerts and Movies in the Park are beloved by the community, in addition to the Annual Community Bonfire, Eggstravaganza, Arbor Day event and Paws in the Park.

The City's youngest residents are served through the popular Day Camp program which offers several sessions for the youth throughout the year. Camp is supervised by well-trained, caring, and enthusiastic recreation leaders who always put the safety of campers first. Sports for all age groups are enjoyed year-round through robust community lead programs including basketball, pickleball and softball. The local Little League Seniors have competed in the Senior League Baseball World Series several times, most recently in 2025, and hold the title of 2012 US Champions.



The City provides ample opportunities for hands-on and virtual community involvement. Residents engage with the City on its four social media platforms.

## THE ORGANIZATION

The City of Lemon Grove operates under a City Council–City Manager form of government. The five-member City Council is elected at large to four-year, staggered terms, and the Mayor is elected directly by voters. The City Council appoints the City Manager and City Attorney.

Law enforcement services are provided through a contract with the San Diego County Sheriff's Office. Fire protection and emergency services are delivered through a Joint Powers Authority with Heartland Fire & Rescue, serving Lemon Grove as well as the neighboring cities of La Mesa and El Cajon.

## THE POSITION

The City Manager serves as the City's chief administrative officer and is responsible for implementing the policies and programs established by the City Council. The City Manager's Office ensures the proper administration of City business by coordinating and preparing City Council agendas that address the strategic and policy needs of the community, preparing the annual budget for City Council consideration, and

supervising and coordinating City departments. With policy direction from the City Council, the City Manager provides professional management and executive leadership for the City government. A primary goal of the City Manager's Office is to deliver excellent customer service, ensure that City operations are effective and efficient, encourage innovative approaches to service delivery, and promote a positive and engaging work environment. The City Manager's Office also directly oversees key City services, including the City Clerk and Human Resources/Personnel.



## THE IDEAL CANDIDATE

The City of Lemon Grove seeks a forward-thinking and responsive leader with a proactive, strategic approach to municipal management. The ideal candidate combines innovation with a strong commitment to customer service, organizational excellence, and community pride. This individual is an exceptional communicator and listener, capable of analyzing complex administrative, financial, and technical information and presenting it clearly to the City Council, staff, and the community, while utilizing effective communication tools to support meaningful community outreach.

The successful candidate demonstrates sound judgment, decisiveness, and the ability to navigate complex situations with professionalism, integrity, and political acumen. They bring strong leadership skills and a proven ability to manage, mentor, and build cohesive, high-performing teams with an emphasis on succession planning, while effectively overseeing personnel management and labor relations. Technology-inclined, they strategically deploy innovative solutions to enhance organizational effectiveness and service delivery. Adept at managing Council-Manager dynamics, this leader executes Council priorities with accountability and innovation,



while remaining flexible and responsive to change. They also actively collaborate with local non-profit and community organizations to strengthen partnerships and advance community goals.

Equally important is the ability to serve as a trusted partner to the City Council while fostering strong, collaborative relationships across the organization, with regional and State partners, and throughout the community. The ideal candidate is a personable, approachable, and ethical leader who is community-focused, transparent, and trustworthy, with a balanced, process-oriented mindset. They are highly skilled in advocacy and relationship building, effectively engaging residents, businesses, and community organizations while advancing the City's interests.

The position requires demonstrated experience leading a complex municipal organization, including a strong track record in financial management, economic development, and community development. The ideal candidate brings experience supporting existing businesses, attracting new investment, working within diverse, working-class communities, and managing regional partnerships. A background in measured code enforcement and the ability to



identify and respond proactively to changing conditions are essential. Bilingual skills, particularly the ability to speak Spanish, are highly desirable.

## COMPENSATION

The annual salary for the City Manager is \$220,000. The City of Lemon Grove offers an excellent benefits package including:

**Vacation** – Four (4) weeks of paid vacation per year.

**Leave** – 51 hours of Administrative Leave per Fiscal Year.

**Holidays** – Thirteen (13) paid holidays, plus two (2) floating holidays.

**Sick Leave** – Twelve (12) sick days per year.

**Auto Allowance** – \$500 per month.

**Cell Phone** – Cell Phone Provided or a \$35 monthly allowance.

**Long Term Disability** – after 90 days of disability, a LTD plan provides a 60% disability income benefit.

**Life Insurance** – \$250,000 life insurance coverage.

**Retirement** – California Public Employee’s Retirement System (PERS) 2% @ 60 or 2% @ 62 formula based upon successful candidate’s PERS status. The City does not participate in Social Security, both the City and employee contribute 1.45% to Medicare.

**Health Insurance** – The monthly Cafeteria Plan Allowance will be based on the selected level of coverage as follows: Employee only: \$840; Employee + 1: \$1,460; and/or Employee + Family: \$1,780.

**Other Benefits** – 457 deferred compensation plan. City Hall is closed every Friday. Employee Assistance Program (EAP) and direct deposit are also available.



## TO APPLY

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

[www.bobmurrayassoc.com](http://www.bobmurrayassoc.com)

**Filing Deadline:**

**June 7, 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 Lemon Grove. 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 Ms. Stacey Stevenson at:

(916) 784-9080

