

CITY OF ROSEMEAD, CALIFORNIA



EMPLOYMENT OPPORTUNITY **CITY MANAGER**



HR Dynamics & Performance Management

HRDPM.COM



COMPENSATION AND BENEFITS

Salary Range: \$287,000—\$380,000* Annually DOQ

*The above salary range is proposed and scheduled for City Council consideration at the 2/24/26 meeting. A mutually agreeable employment agreement will be negotiated, dependent on qualifications, including terms and conditions of employment with the selected candidate. The City Manager generally receives benefits as provided to the Executive Management employees.

Retirement: CalPERS 2%@55 plan for Classic members—employee pays 7%.; or 2%@62 for PEPRA members—employee pays 50% cost sharing, currently 6.75%. The City participates in Social Security—employee contributes 6.2%.

Medical/Wellness: The City offers a health benefit allotment of \$1,700 per month which may be used towards a variety of health, dental, and vision plans, plus \$500 per month towards out-of-pocket medical expenses. The City also offers a wellness program.

Deferred Compensation: The City offers a voluntary deferred compensation plan. A City-paid contribution may be negotiated.

Flex Schedule: City employees enjoy a compressed 4/10 workweek.

Holidays: The City offers 12 paid holidays throughout the year.

Vacation: Starting vacation accrual rate is negotiable based on prior years of experience and current accrual rate.

Sick Leave: Employees accrue 120 hours per year. New employees may transfer up to 200 hours of uncompensated sick leave from the prior employer.

Administrative Leave: Up to 80 hours per year.

Group Plans: Employees receive group life insurance coverage in the amount of \$100,000, and coverage in both Short-term and Long-term Disability plans.

Telecommunications Allowance: The City provides \$100 per month for use of personal cell phone in lieu of a City-issued device, and up to \$1,000 for cellular equipment initially and once every 3 years.

Vehicle Allowance: A City paid vehicle allowance in the amount of \$600 per month is provided.

Professional Memberships: The City covers the cost of annual membership fees for professional memberships.

THE POSITION AND OPPORTUNITY

Rosemead is a dynamic and welcoming community in the heart of the San Gabriel Valley, known for its diversity, strong neighborhoods, and proud sense of identity. With a commitment to enhancing quality of life and shaping a vibrant future, Rosemead offers an exciting opportunity for an innovative municipal leader.

The City is entering a pivotal period of opportunity—focused on downtown revitalization, economic development, thoughtful housing and land use planning, and continued investment in public safety, parks, and community services.

Rosemead's engaged City Council, dedicated staff, and strong community partnerships create an environment where a City Manager can make a meaningful and lasting impact.

The next City Manager will have the chance to lead important initiatives, strengthen regional collaborations, and help guide Rosemead's evolution while preserving its unique character and "small-town feel."

This is an exceptional opportunity for a forward-thinking executive to help shape the future of a community that is proud of its past and energized about what lies ahead.

CURRENT PRIORITIES

The new City Manager will focus on key City Council priorities, which include:

- Downtown revitalization and commercial corridor development
- Economic development that attracts quality businesses, restaurants, and jobs
- Long-term planning efforts involving housing, rezoning, density, and mixed-use opportunities
- Balancing growth and neighborhood character while addressing state housing mandates
- Advancing community-serving projects such as parks, open space, and gateway initiatives
- Strengthening public safety and addressing homelessness with practical, compassionate solutions
- Securing outside funding through grants, partnerships, and innovative revenue strategies



ROSEMEAD— “TODAY’S SMALL TOWN AMERICA”

Rosemead is a welcoming, family-oriented community in the heart of the San Gabriel Valley. With a population of approximately 54,000 residents in just over 5 square miles, Rosemead offers the charm and stability of a close-knit hometown while benefiting from a highly accessible location just 13 miles east of downtown Los Angeles. Rosemead is one of the region’s most culturally diverse cities, shaped by a vibrant blend of traditions, languages, and local businesses. This diversity is reflected in community events, neighborhood pride, and the City’s renowned dining and culinary scene, which places Rosemead at the center of the San Gabriel Valley’s celebrated Asian food corridor.

The City is also a hub of economic activity and business opportunity. Rosemead is home to two nationally recognized corporate headquarters—Southern California Edison, one of the largest electric utilities in the country, and Panda Restaurant Group, the global brand behind Panda Express. More than 3,700 active businesses contribute to a thriving local economy, supported by strong commercial corridors along Valley Boulevard, Garvey Avenue, and Rosemead Boulevard.

Rosemead remains overwhelmingly residential and deeply committed to maintaining safe, attractive neighborhoods with stable and growing home values that remain relatively affordable within Los Angeles County. Residents enjoy an impressive park and recreation system, including Rosemead Park, Garvey Park, Zapopan Park, and the Jess Gonzalez Sports Complex, along with active community programming and events.

Incorporated in 1959, Rosemead operates as a general law city and contracts for many municipal services while maintaining a strong focus on public safety, neighborhood beautification, financial sustainability, and continued quality-of-life enhancements. Rosemead is a city grounded in tradition, strengthened by diversity, and positioned for a dynamic future.

QUALIFICATIONS

The position requires a background which includes a combination of education and experience that provides the knowledge, skills and abilities necessary to be successful as City Manager:

Education:

A Bachelor's degree from an accredited college or university in public or business administration, planning, finance, or a related field. A Master's degree in a related field is highly desirable. **AND**

Experience:

A minimum of seven years of progressively responsible administrative and managerial experience in municipal government with at least two years of experience in a high level administrative or executive capacity (e.g., department head) preferably including economic and/or community development. Prior experience as a City Manager or Assistant City Manager is highly desirable.

STRATEGIC GOALS

In 2021, the City Council adopted an updated 2030 Strategic Plan, "Imagine Rosemead" with community input. The Strategic Plan serves as the vision, and roadmap for the City with eight major goals including:

- ⇒ Safety
- ⇒ Employee Retention and Development
- ⇒ Infrastructure and Facilities
- ⇒ Activation and Economy
- ⇒ Responsive, Inclusive City
- ⇒ Finance
- ⇒ Parks and Programs
- ⇒ Land Use and Zoning

The document is located on the City of Rosemead website for further review.

CITY GOVERNMENT

The City of Rosemead operates under a Council–City Manager form of government. The five-member City Council includes the Mayor, Mayor Pro Tem, and three Council Members. Council Members are elected to four-year terms, while the Mayor and Mayor Pro Tem are selected annually by the Council.

The City Manager is appointed by the City Council and serves as the City's chief executive officer, responsible for the effective administration of municipal operations and the implementation of City Council policies and priorities. Working closely with the Council, the City Manager provides strategic leadership, recommends policy initiatives, and ensures that Council direction is carried out through the coordinated efforts of all City departments.

The City Manager serves as the principal advisor to the City Council and provides oversight of City services, major projects, and organizational performance. The position is responsible for advancing economic vitality through business development and retention, while also ensuring long-term organizational stability through sound financial management and effective human resources leadership.

In addition, the City Manager monitors trends in municipal governance, recommends operational and policy enhancements, and upholds the highest standards of integrity, professionalism, and public trust. A strong commitment to responsive customer service and meaningful engagement with residents and stakeholders is essential to supporting the City's relationship with the community.

Rosemead's organizational structure includes seven departments including the City Manager's Office, City Clerk's Office, and the departments of Finance, Parks and Recreation, Public Safety, and Public Works.



THE IDEAL CANDIDATE

A Visionary Leader for Rosemead's Future

The ideal candidate will be a strategic and proactive leader who can guide Rosemead through key City Council priorities, including downtown revitalization, commercial corridor investment, and long-term planning efforts involving housing, rezoning, density, and mixed-use development. The next City Manager must be able to balance growth with neighborhood character while addressing state housing mandates and evolving land use challenges. Experience advancing parks, open space, and community-serving initiatives will be important, along with the ability to strengthen public safety strategies and respond to homelessness impacts with practical and compassionate solutions. Success in securing outside funding through grants, partnerships, and innovative revenue opportunities is also highly valued.

Hands-On, Approachable, and Results-Driven

Rosemead seeks a City Manager who is both a big-picture strategist and a hands-on “doer”—a visible, accessible leader who is engaged with staff and the community. The successful candidate will bring a collaborative, solutions-oriented approach and an open, transparent communication style. The ideal leader will be humble, grounded, and able to motivate teams through trust and example—listening carefully, acting decisively, and delivering results aligned with Council and community priorities.

Depth of Experience and Professional Expertise

The next City Manager will bring a strong foundation in municipal leadership, with expertise in economic development, business attraction, land use planning, zoning, and mixed-use implementation. Strong fiscal management, budgeting, and organizational leadership skills are essential. The City values a well-rounded executive with experience in public safety coordination, community engagement, regional partnerships, and legislative awareness, particularly in identifying external funding sources. Rosemead seeks a leader who understands the full scope of municipal operations and can align departments toward shared goals and maintain positive morale.

Integrity, Cultural Awareness, and Political Acumen

Rosemead is a diverse and welcoming community, and the ideal candidate will be culturally competent, approachable, and community-minded. The successful candidate will demonstrate integrity, professionalism, and the political acumen needed to work effectively with an active and engaged City Council. Rosemead values a strong communicator and relationship builder who leads with transparency and respect—confident yet collaborative in style.

A Strong Partnership with the City Council and Community

The City Council is seeking a City Manager who communicates frequently, keeps elected officials well-informed, and serves as a trusted partner in advancing Council priorities. Equally important is community presence. The next City Manager will be visible, engaged, and committed to being part of the fabric of Rosemead—attending events, listening to residents, and leading with responsiveness and care.

Join Rosemead. Lead with purpose. Make an impact.



If you have any questions, or would like to discuss the opportunity further, please do not hesitate to call or email:

Henry Garcia, Recruiter

c. 951-999-1617 or Henry@HRDPM.com

OR

Rhonda Strout-Garcia, Recruiter

c. 951-905-0025 or Rhonda@HRDPM.com

TO APPLY

To be considered for this extraordinary opportunity, please visit WWW.HRDPM.COM "Open Recruitments" tab. Submit a **resume** clearly identifying all relevant experience and education; and a compelling **cover letter**. All required documents must be uploaded through the website in PDF format. **The filing deadline is 5:00 p.m. on March 20th, 2026.**



SELECTION PROCESS AND TIMELINE

Resumes will be screened by the recruiter upon receipt in relation to the minimum qualifications and ideal candidate profile defined in this brochure. A summary of all candidates and their qualifications will be presented to the City Council on **March 24th, 2026**.

Those candidates whose qualifications most closely match the profile will be invited to participate in a phone interview with the HRDPM recruiter between **March 25th and April 11th, 2026**.

Top candidates will be recommended to the City Council on **April 14th, 2026**, and subsequently scheduled to participate in a panel interview with the City Council on **April 23rd, 2026**. The new City Manager will have a start date in **June, 2026**.



*An Equal Employment Opportunity /
ADA Employer*