

# CHIEF FINANCIAL OFFICER

*Culver* CITY, CA

**Salary:** \$222,573 - \$271,675 DOE/DOQ

The **City of Culver City, CA (City)** is seeking an experienced and principled municipal finance executive to serve as its next **Chief Financial Officer**. This is a pivotal leadership opportunity at a time when the City has made a clear and public commitment to eliminate its fiscal deficit and achieve a structurally balanced General Fund budget by June 2026. Reporting to the Assistant City Manager of Fiscal Sustainability & Transparency and serving as a strategic advisor to the City Manager, the CFO will provide disciplined financial leadership in a complex California fiscal environment. The successful candidate will bring deep expertise in governmental accounting, California municipal bond financing, debt issuance and post-issuance compliance, and the state's unique revenue structures, along with the executive presence to navigate high-visibility Council discussions with clarity and professionalism. This role is well suited for a technically rigorous and collaborative leader who values transparency, sound judgment, and long-term fiscal resilience.

*If you are a seasoned California municipal finance leader prepared to guide Culver City through fiscal stabilization while strengthening long-term financial integrity, we invite you to apply.*



APPLY  
BY  
APRIL 1ST!

# A CONNECTED, CREATIVE & EVOLVING COMMUNITY

The **City of Culver City (City)** is a dynamic urban community in the heart of Los Angeles County, home to approximately 40k residents who enjoy a unique blend of small-town charm and big-city amenities. Walkable neighborhoods, historic architecture, and a vibrant downtown make it a sought-after place to live, work, and visit.

The city's lively center features popular destinations like Culver Steps, Ivy Station, and the historic Culver Hotel, offering dining, shopping, and gathering spaces. As the "Heart of Screenland," Culver City hosts major employers such as Sony Pictures Studios, Apple Studios, TikTok, Pinterest, and Amazon Studios, supporting a thriving creative economy and small business scene.

Residents enjoy abundant parks, bike paths, and the Culver City Arts District, showcasing public art, galleries, and cultural events. With excellent transit connections via the Metro E Line and major freeways, Culver City offers easy access to the region while maintaining its own distinctive identity.

Guided by its **2045 General Plan**, the City is preparing for sustainable growth that anticipates welcoming 10K–15K new residents over the next decade, with expanded housing options and modern infrastructure. Culver City looks to remain a welcoming, inclusive, and livable community for generations to come.



## COUNCIL - MANAGER FORM OF GOVERNMENT

Culver City operates under a Council-Manager form of government. Its **five-member elected City Council** provides policy direction, sets priorities, approves the budget, and appoints the City Manager, City Attorney, Police Chief, and Fire Chief.

The City Manager serves as the City's Chief Executive Officer, overseeing day-to-day operations and leading approximately 800 dedicated employees across five (5) strategic portfolios and **12 departments** with an Fiscal Year 25/26 (FY25/26) annual budget of approximately \$370M. This talented and committed workforce delivers a wide range of high-quality services that support the City's vision of an inclusive, sustainable, and thriving community.

The Strategic Portfolios and City Departments reporting to the City Manager include: **(1) City Manager's Office:** Communications & Public Information; **(2) Infrastructure & Innovation:** Information Technology, Transportation, Public Works, and Planning & Development; **(3) Fiscal, Sustainability & Transparency:** Finance and City Clerk; **(4) Talent Development, Labor & Inclusion:** Human Resources; **(5) Economic, Vitality & Equity:** Housing & Human Services, Economic Development, Parks, Recreation & Community Services, and Cultural Affairs.

 [Fiscal Year 25/26 Budget](#)

 [Citywide Master Plans](#)

 [City Org Chart & Portfolios](#)



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### CITY COUNCIL PRIORITIES

- 1 Strengthen Long-Term Financial Sustainability**
- 2 Invest in Public Infrastructure & Community Spaces**
- 3 Deliver High-Quality Public Services**
- 4 Enhance Housing & Homelessness Services**
- 5 Promote Diversity, Equity, & Inclusion**
- 6 Deepen Community Engagement**

# THE DEPARTMENT & ORGANIZATIONAL FISCAL FOCUS

The [Finance Department \(Department\)](#) serves as the steward of the City's fiscal integrity and long-term financial sustainability with the mission to provide sound fiscal advice and ensure a financially strong and effective city government. Overseeing the [Fiscal Year 25/26 \(FY25/26\) budget](#) of approximately \$370M, the Department plays a central role in every financial transaction of the City, from revenue collection and payroll to debt administration and long-range financial forecasting.

Organized across [five \(5\) divisions](#), Administration; Accounting & Investments; Budget & Financial Operations; Payroll; and Purchasing, the Department is comprised of 39 professionals, which includes the CFO. The team supports the full-service operations of a complex charter city while ensuring adherence to Generally Accepted Accounting Principles (GAAP), California Government Code requirements, and municipal finance best practices.

The City operates within California's uniquely complex revenue environment. Monitoring state legislation, regulatory mandates, and evolving fiscal policies in Sacramento is an ongoing necessity, as shifts at the state and federal level can materially impact local revenue streams.

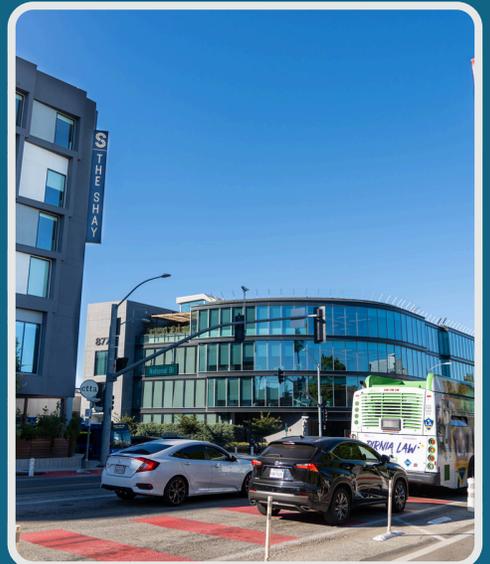
The City is currently transitioning to priority-based budgeting and has made a clear commitment to combat its operating deficit and achieve a structurally balanced General Fund budget by June 2026. This ambitious effort requires disciplined financial analysis, creative problem-solving, careful expenditure management, and transparent communication with elected officials and the community.

***In addition to advancing structural balance, the Department is currently leading several high-impact initiatives, including:***

- *Implementation of a new citywide timekeeping system*
- *Modernization of purchasing policies and procedures*
- *Key fee studies to strengthen long-term revenue sustainability*
- *Strengthening the accounting function, enhancing internal controls, improving year-end close processes, and fostering greater cross-divisional integration within Finance.*

The next Chief Financial Officer will play a central role in advancing fiscal stabilization while reinforcing technical rigor and organizational cohesion.

## Department Organizational Chart



# THE POSITION & EXECUTIVE PROFILE

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The CFO reports to the Assistant City Manager of Fiscal Sustainability & Transparency and serves as a key member of the City's executive leadership team, maintaining a strong working relationship with and strategic advisory role to the City Manager. This is a highly visible position requiring both strategic fiscal leadership and deep technical expertise in municipal finance.

With six (6) direct and 32 indirect reports, the CFO oversees all core financial functions, including budgeting, accounting, revenue administration, treasury and investments, purchasing, payroll, and debt management. A central responsibility of this role is the comprehensive review of all City Council staff reports to ensure fiscal analysis and procurement components are accurate, compliant, and clearly articulated. Given the volume of Council items, this represents a significant and ongoing executive responsibility requiring precision, sound judgment, and strong collaboration across departments.

With the City's aggressive commitment to eliminating its fiscal deficit and achieving a structurally balanced General Fund budget by June 2026, the CFO will play a critical role in refining multi-year forecasts, identifying sustainable revenue strategies, and presenting clear policy options and trade-offs to executive leadership and the City Council.

***The ideal candidate will bring extensive California local government experience and demonstrated strength in:***

- Municipal bond financing and debt compliance
- Governmental accounting and internal controls
- California revenue structures and legislative impacts
- Priority-based budgeting and long-term financial planning

Beyond technical expertise, the City Manager seeks a leader who can navigate fiscal challenges with composure and creativity, develop thoughtful options during difficult budget conversations, and operate independently within broad executive autonomy. The successful candidate will be confident in offering candid fiscal advice, including the ability to respectfully challenge ideas when they are not financially sound, while remaining politically astute and aligned with a unified public message. This individual must be comfortable responding to difficult Council questions, articulating complex financial realities with clarity and professionalism, and maintaining credibility in high-visibility and occasionally sensitive situations.

## MINIMUM QUALIFICATIONS

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- **Experience & Education:** A Bachelor's Degree from an accredited college or university preferably in Accounting, Economics, Finance, Public or Business administration, or a related field. Five (5) years of recent, paid professional financial management experience in a municipal government setting, including a minimum of three (3) years' experience at a managerial level is required.
- **Licensure:** Possession of a valid California Class C driver's license at time of appointment and throughout employment.
- **Highly Desired:** A Master's degree in a related field; Certified Public Accountant (CPA); Certified Public Finance Administrator (CPFA); or Certified Public Finance Officer (CPFO) is desired.

# SALARY & BENEFITS

## Salary Range:

\$222,573 - \$271,675 DOE/DOQ

## PLUS A GENEROUS BENEFITS PACKAGE THAT INCLUDES:

- **Retirement:** California Public Employees' Retirement System (PERS) defined benefit retirement plan, which is coordinated with Social Security. 2%@60 for "Classic" members and 2% @62 for new members as defined by PEPR. Subject to employee contribution. Both the City and the employee contributes toward CalPERS retirement contributions. The City also participates in Social Security.
- **Health Dental, & Vision Insurance:** Choice of CalPERS medical plans for employees and eligible dependents. HMO & PPO are available. City provides up to \$2,131 per month towards health benefits for the 2026 plan year.
- **Retirement Health Savings Plan**
- **Management Education Incentive:** \$4,800 per fiscal year for master's degree or higher from an accredited organization.
- **Life Insurance:** \$250,000 and additional AD&D coverage.
- **Disability Insurance:** Short- and Long-Term Disability Insurance provided by the City.
- **Physical Well-Being Allowance:** \$750 each fiscal year.
- **Phone Allowance:** \$60 per pay period.
- **Vacation:** 80 hours annually for first four years, increasing with years of service.
- **Floating Holiday Leave:** 57 hours of paid Floating Holiday Leave each fiscal year.
- **Administrative Leave:** 126 hours per year.
- **Sick Leave:** Four (4.0) hour accrual per pay period up to 104.0 hours annually.
- **Holidays:** 8 designated holidays per year
- **Transportation Allowance:** \$375 per month.
- **Deferred Compensation:** The City contributes \$160 per pay period for mandatory employee contribution of \$76.25 in the 401(a) Plan, A Voluntary 457 plan is also available.
- **Other:** Optional Flexible Spending Account (FSA), and Flexible/Hybrid Work Schedule Available



## HOW TO APPLY:

For first consideration, apply by  
April 1, 2026, at:

[www.tristargovsolutions.com/careers](http://www.tristargovsolutions.com/careers)

**SAVE THE DATES:** Interviews have been firmly scheduled to take place **in-person on April 23<sup>rd</sup> and 24<sup>th</sup>**. All candidates invited to interview will interview on April 23<sup>rd</sup> and a finalist group will then be moved forward to the final interviews on April 24<sup>th</sup>.

Candidates **must** be available all-day for **both** interview dates.

**QUESTIONS?** Please contact your recruiter, Sam Sackman, with any questions:

- **Email:** [sam@tristargovsolutions.com](mailto:sam@tristargovsolutions.com)
- **Website:** [www.tristargovsolutions.com](http://www.tristargovsolutions.com)
- **Phone:** 408-605-0790

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