

Peckham & McKenney  
"All about fit"



**PECKHAM**  
&  
**MCKENNEY**  
EXECUTIVE SEARCH

**Finance Manager**  
CITY OF LIVERMORE, CALIFORNIA

## The Community

Livermore is California's oldest wine region, framed by award-winning wineries, farmlands, and ranches that mirror the valley's western heritage. Founded in 1869, Livermore is located in the San Francisco Bay Area, in Alameda County. The City has a population of over 87,000 and encompasses 26.44 square miles. Livermore's location and mild climate enhances the pursuit of a more relaxed, less congested lifestyle.

Quality of life is a fundamental part of the Livermore experience. The City boasts a unique environment for both residents and businesses — a peaceful small-town atmosphere along with a widely diverse economic base that rivals a major metropolis. Livermore offers unbeatable community experience with access to 42 parks, 15 miles of bicycle trails and paths, Lake Del Valle recreation area, three library facilities, three championship golf courses, a municipal airport, cultural and civic events year-round, and the beautiful Livermore Wine Country.

Livermore's arts, culture, western heritage, and vibrant wine industry provide a unique blend to this special community. Historic Downtown Livermore is enjoying



a renaissance, reestablishing the downtown as the City's preeminent shopping, dining, entertainment, and cultural district with a 10-screen cinema and a 500-seat performing arts center. With the addition of a new mixed-used neighborhood with over 4,000 housing units along with several other residential and mixed-use projects planned or underway throughout the city, Livermore is creating additional opportunities for an active and environmental responsible living experience.

Home to renowned science and technology centers, such as Lawrence Livermore National Laboratory and Sandia National Laboratory, Livermore is a technological hub and an academically engaged community. It is an integral part of the San Francisco Bay Area, successfully competing

in the global market powered by its wealth of research, technology, and innovation. The character, heritage, and smart growth of Livermore make it a special place to live, work, and play. To learn more about the City of Livermore, please visit the [City's website](#).

## The Organization

The City of Livermore strives to deliver high-quality, attentive and courteous services to its residents and businesses; promotes economic vitality and innovation; and works to enhance the quality of life in the community through public safety, natural and built environment, and support for education and the arts. The City subscribes to a core set of organizational excellence values that incorporate ethics, customer service, accountability, teamwork, quality, and continuous improvement.

Livermore is a General Law City with a Council/Manager form of government. The City Council consists of five members with a Mayor, who is elected at large for a two-year term, and four Council members who are elected by district to overlapping four-year terms. The City has a biennial budget and five-year financial and capital plans. Annually, the General Fund spending is approximately \$158.3 million (based on FY 2025-26 budget), and total annual budget including capital funds is \$317.4 million. There are 508 full-time equivalent employees, including the City's share of the Livermore Pleasanton Fire Department's staff. The 2025-2030 five-year capital budget is \$318.7 million. The City's budgets can be found online at [Budget | Livermore, CA](#).

The City organization prides itself on its team-oriented approach in which departments and the executive team work together and in collaboration with the City Council to find creative solutions to issues. The community is very supportive of its City government; the staff and City Council enjoy a positive and mutually respectful



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relationship. Community engagement is a priority for the City, and executive leadership is expected to both engage with the constituents directly and foster such opportunities for staff.

### The Division

The City's Finance Division provides comprehensive financial services that support the community and other City departments and ensure responsible stewardship of public resources. Those services include preparing and monitoring the budget, accounting, utility billing, payroll, accounts payable and receivable, purchasing and contracts, investment management, preparing financial reports, and overseeing the City's business license



contractor. The Division delivers accurate, transparent, and efficient financial operations that help keep the City running smoothly.

The Division recently fully implemented an Enterprise Resource Program (ERP) system, Tyler Enterprise ERP (formerly Munis) as well as a Contract Lifecycle Management (CLM) system to process the City's contracts before routing them for signature.

The Division is staffed with 16.5 FTEs and has a budget of \$3.5 million.

### The Ideal Candidate

The City seeks a finance and accounting professional who is kind, has strong interpersonal skills, and has experience with municipal budgeting, long term fiscal forecasting, and finances. They will possess a good understanding of Enterprise Resource Planning systems and the ability to drive innovation, automate tasks, and continue to enhance efficiency and strengthen internal controls. The selected candidate will be motivated by, and passionate about, providing first-class, and quality services to the community of Livermore and thrive in an organizational culture of excellence. Additionally, they will demonstrate a track record of:

- Relationship building and fostering a positive and supportive workplace where staff has psychological safety, are supported, and encouraged to problem solve and grow as individuals;
- Flexibility, creativity, and process improvement through innovative thinking;
- Leading with empathy and compassion;
- Emotional intelligence, problem solving skills, outstanding communication skills, and strength in engaging with internal and external customers;
- Valuing and infusing diversity of perspectives and experiences in all aspects of the role and City services;
- Successfully managing complex projects from inception to completion;
- Leading and managing internal operations through collaboration,

teamwork, mentoring and coaching, and building on individual's strengths;

- Calm and centered as a communicator with outstanding listening skills and thus able to facilitate, mediate, and build consensus. Possess interpersonal and communication skills that are versatile and appropriate for each situation and all audiences; and
- Ethical, honest, respectful, professionally trustworthy and customer service focused, and instills these as core values in the team.

### Experience/Education Requirements

Any combination of experience, education, and training that would provide the best qualified candidates. A typical way to obtain the knowledge, skills, and abilities would be four years of progressively responsible professional accounting and finance experience including two years of supervisory and administrative experience and graduation from an accredited college or university with a bachelor's degree in business administration, accounting, public administration, or a related field.

Public agency experience is highly desirable and possession and maintenance of a Certified Public Accountant (CPA) license and/or a Certified Government Finance Officer (CGFO) certificate are desirable.



## The Compensation Package

The annual salary for this position is \$170,956.92 - \$213,696.12, depending on qualifications. The position is represented by the **Livermore Management Group** and the salary is scheduled to increase as follows: 4% on 7/13/2026; 3% on 7/12/2027; and 3% on 7/10/2028. The selected candidate will serve a 12 month probationary period.

**MONTHLY ALLOWANCES:** If approved, cell phone: \$40 or \$90 and Health Club: \$100.

**RELOCATION ALLOWANCE:** Up to \$5,000 for moving expenses available upon City Manager approval.

### RETIREMENT:

#### CALPERS DEFINED BENEFIT PENSION:

- Classic members 2% @ 60 - Employees pay the 7% employee contribution.
- PEPRA members 2% @ 62 - Employees pay the full employee contribution (50% of the normal cost).

**457 PLAN:** The City will contribute \$185/per pay period with a \$75/per pay period employee contribution.

The City does not participate in Social Security, however, it does participate in Medicare and the employee portion is 1.45%.

## Search Schedule

**Filing Deadline:** ..... May 24, 2026

**Preliminary Interviews (telephonic):** ..... June 1 & 2, 2026

**Meeting to review candidates:**..... June 8, 2026

**Panel Interviews (Zoom):** ..... June 26, 2026

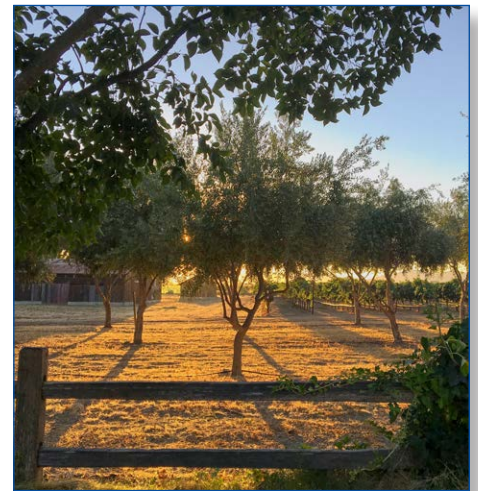
**Finalist Interviews (In-Person):** ..... Week of June 29, 2026

*These dates have been confirmed, and it is recommended that you plan your calendar accordingly.*

### HEALTH & WELFARE BENEFITS:

- **Cafeteria Plan:** \$1,950/mo to be used toward medical, dental, & vision insurance premiums. Unused balance is paid in cash.
- **Life / AD&D:** \$150,000 for employees & \$1,000 for dependents with the option to purchase additional life insurance (not to exceed 5xs annual earnings).
- **Long Term Disability:** LTD coverage of 60% of monthly base salary up to \$6,000 after 180-day waiting period.
- **Retiree Health Savings Account (RHS):** The City will contribute an amount equal to 4% of base pay to the employee's RHS account.

**ANNUAL PAID TIME OFF:** Up to 24 days vacation based on longevity; 12 days sick leave; 12 holidays; and 80 hours of admin leave. Credit for years of public sector service for determining advanced vacation accrual will be considered.



## The Recruitment Process

To apply for this key position and exciting career opportunity, please submit a current resume with month and year of employment and compelling cover letter through our website at:

**Peckham & McKenney**  
[www.PeckhamAndMcKenney.com](http://www.PeckhamAndMcKenney.com)

Resumes are acknowledged within two business days. Contact Roberta Greathouse at 831.998.3194, toll-free at 866.912.1919, or via email to [Roberta@PeckhamandMcKenney.com](mailto:Roberta@PeckhamandMcKenney.com) if you have any questions regarding this position or the recruitment process.



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