

*Peckham & McKenney*  
“All about fit”



**General Manager**  
Los Osos COMMUNITY SERVICES DISTRICT,  
Los Osos, CA

## Los Osos COMMUNITY SERVICES DISTRICT

Los Osos, California, an unincorporated community in San Luis Obispo County, is home to approximately 15,000 residents. Governance of the community is accomplished through a layered system involving the County, the Los Osos Community Services District, and advisory bodies. This structure allows for localized service delivery while integrating with broader County and State oversight.

Nestled along the rugged Central Coast of California, where the Pacific Ocean crashes against ancient cliffs, Los Osos is a hidden gem of untamed beauty and serene coastal living. This charming community in San Luis Obispo County, often overshadowed by its flashier neighbors like Morro Bay and San Luis Obispo, offers a perfect blend of natural wonders, small-town charm, and outdoor adventure.

At its heart lies the breathtaking Morro Bay Estuary and the Elfin Forest, a whimsical dwarf oak



woodland teeming with rare plants, migratory birds, and boardwalk trails that wind through a landscape straight out of a fairy tale. Just minutes away, Montaña de Oro State Park unfolds like a coastal paradise—seven miles of pristine beaches, tide pools brimming with starfish and anemones, wildflower-strewn bluffs, and hiking trails that lead to hidden coves and panoramic vistas of crashing waves against jagged rocks. On clear days, the iconic Morro Rock looms on the horizon, a 576-foot volcanic plug that's home to peregrine falcons and a symbol of the region's wild spirit.

Los Osos embodies laid-back California living: quaint farm stands overflow with fresh avocados, lemons, and artisanal honey; local eateries serve up fresh seafood and craft beers; and the weekly farmers market buzzes with community spirit.

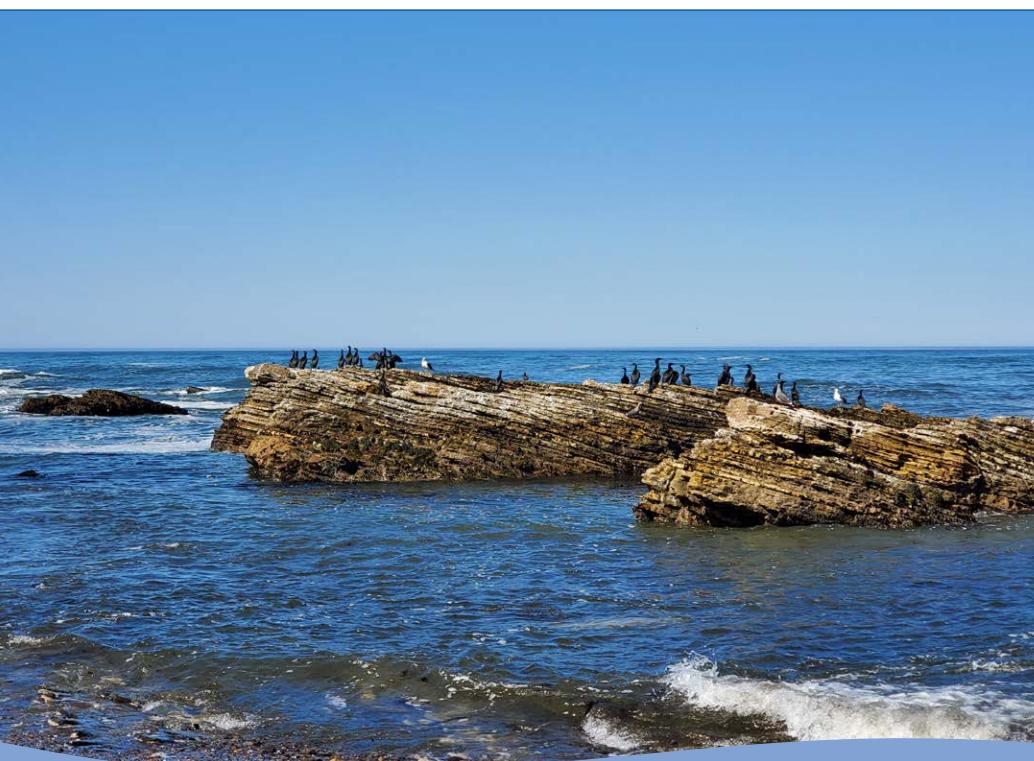
Kayak through the back bays at dawn to spot sea otters playfully cracking clams, or hike the Sweet Springs Nature Preserve for tranquil ponds and eucalyptus groves alive with monarch butterflies in winter.

Los Osos feels worlds away from urban hustle and yet it's just a short drive to wine tasting in Paso Robles or the vibrant college energy of Cal Poly. Mild Mediterranean climate means year-round sunshine, fog-kissed mornings, and evenings perfect for beach bonfires under starlit skies.

## ABOUT THE DISTRICT

The District is a form of local government formed by popular vote to provide services to its residents including water to a portion on the community, trash, recycling, and organic collection, fire protection and emergency medical services, public recreation, drainage and street lighting. It is governed by a five-member Board of Directors who are elected to serve each of the five districts. The Board President and a Vice President, who serves in the absence of the Board President, are elected annually at the first regular meeting of the calendar year.

The mission of the CSD is to provide the best possible services to the community. The Board of Directors and staff strive to respond with excellence to meet the community's needs and desires. The Board encourages community participation in its decision-making with committees to advise the Board on finance, utility operations, emergency services, and parks and recreation issues. The Board and General Manager facilitates the interaction between the community and other agencies and levels of government.



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The District's Adopted Budget for Fiscal Year 2025-2026 includes a \$7 million operating budget with a capital spending of \$2.91 million and \$7.1 million in reserves. The District is currently staffed with 10 FTEs. Emergency services are provided through contract and supplemented with up to 25 part-time Reserve Fire Fighters.



### THE IDEAL CANDIDATE

The ideal candidate is a hands-on manager who is detail oriented with strong municipal administrative and management skills. Experience working with the California Coastal Commission, groundwater related issues, fire service contracts, property management, and rate studies will be valued.

In addition, they will be:

- Ethical, model good character and integrity, and lead by example.
- Able to work effectively with the Board of Directors through thorough, direct, and proactive communication. Politically astute and apolitical. Transparent, helpful, flexible, encourages questions, and has an open-door policy;
- Fair, approachable, engaged and visible throughout the organization, and able to build sincere relationships with the entire District team.
- Creative, resourceful, and visionary, yet sufficiently attentive to details; able to consider day-to-day issues as well as plan and strategize for the future.
- Confident, flexible, easy-going, adaptable, and consistent with a positive attitude.
- Skilled in organizational development.
- Comfortable with public speaking, including engaging with the media.
- A good listener and strong communicator who is curious, and willing to learn from others. Open-minded, approachable, and encourages open communication.
- A team centered leader who sets the direction, ensures that everyone is working together toward common goals, and fosters an environment based on mutual respect among team members. Able to provide clear direction, delegate effectively, and exercise sound judgment when interacting with others.
- Able to foster and maintain productive and respectful relationships with others including the Board, staff, other elected and appointed officials, and member agencies.
- Able to build and maintain effective relationships and connections regionally, Statewide, and with Federal partners.
- Able to effectively negotiate and advocate for the District with San Luis Obispo County, partner agencies, and others as needed.

- Current on proposed changes at the State and Federal level and able advocate effectively on the District's behalf as needed.
- Financially savvy and fiscally prudent with a good understanding of contracting, budgeting, rate setting, and fee structures.



### Priorities for the new General Manager will include:

- Continuing to work regionally on solutions for sustainability of the groundwater aquifers.
- Evaluating fire service delivery models and fire station location study. Propose associated Fire Tax adjustment.
- Negotiating with FEMA regarding the failed water retention basin.
- Review organizational structure and propose staff additions to address current workload and future District growth.

### EDUCATION & EXPERIENCE

Requires any combination of experience and education equivalent to graduation from an accredited four-year college or university, with a bachelor's degree or higher in Public Administration or a related field and five (5) years of experience in an increasingly responsible public agency management position.

## COMPENSATION AND BENEFITS

The annual range salary for this at-will position is \$196,691 - \$214,200. The final salary and benefit package will be commensurate with experience, education, skills, and background.

The District offers an attractive benefits package, including:

**RETIREMENT:** The District participates in the California Public Employees' Retirement System (CalPERS) under a 2% at 55 formula for Classic Members (pays 7%). The 2% @ 62 formula applies to New/PEPRA Members (employee pays 8.25%).

### MEDICAL/DENTAL/VISION

**INSURANCE:** The District will pay 100% of the employee's medical, dental, and vision coverage and the employee may cover dependents by paying 50% of the additional cost. The District will provide \$725.00 for employees who opt out of the medical plan and provide proof of other coverage.

## SEARCH SCHEDULE

Filing Deadline: .....February 8, 2026  
Preliminary Interviews (telephonic): .....February 17 & 18, 2026  
Meeting to Review all Candidates: .....March 5, 2026  
Panel Interviews (In-Person): .....March 19, 2026  
Finalist Interviews (In-Person): .....March 20, 2026

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

**LIFE INSURANCE:** District paid up to \$100,000 for employee (benefits reduced for those over 65).

**DISABILITY INSURANCE:** District paid.

**VACATION:** Up to 20 days per year based on longevity.

**HOLIDAYS:** 11 observed holidays and two floating holidays per year.

**SICK LEAVE:** 96 hours per year.

**ADMINISTRATIVE LEAVE:** 40 hours per year

**CELL PHONE:** \$90 per month allowance or use of a District provided cell phone.



## THE RECRUITMENT PROCESS

To apply for this key position and exciting career opportunity, please submit a current resume 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 at [Roberta@PeckhamandMcKenney.com](mailto:Roberta@PeckhamandMcKenney.com) if you have any questions regarding this position or the recruitment process.

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