

A CAREER OPPORTUNITY WITH THE
CITY OF MCCALL, IDAHO



City Manager

Candidate Profile & Recruitment Brochure



[MCCALL.ID.US/JOBS](https://mccall.id.us/jobs)

The Community

4,133 citizens **5,030 feet**

2025 CENSUS ESTIMATE

ELEVATION

10 sq miles

CITY AREA

100 miles

NORTH OF BOISE

Nestled in Idaho's west-central mountains, McCall is a year-round resort community roughly 100 miles north of Boise. The city sits on the southern shore of Payette Lake at about 5,030 feet in elevation, surrounded by forested mountains, granite peaks, and public land.

McCall encompasses just under ten square miles and counted 4,133 year-round residents per the 2025 Census estimate, with the population swelling several times over during peak tourism seasons, holidays, and special events. Its roots are in forestry, mining, and agriculture; today it is widely known as the gateway to the Idaho backcountry.

Strong volunteerism and high public participation shape civic life here — residents show up, weigh in, and expect to know the people who run their city.

Community Amenities

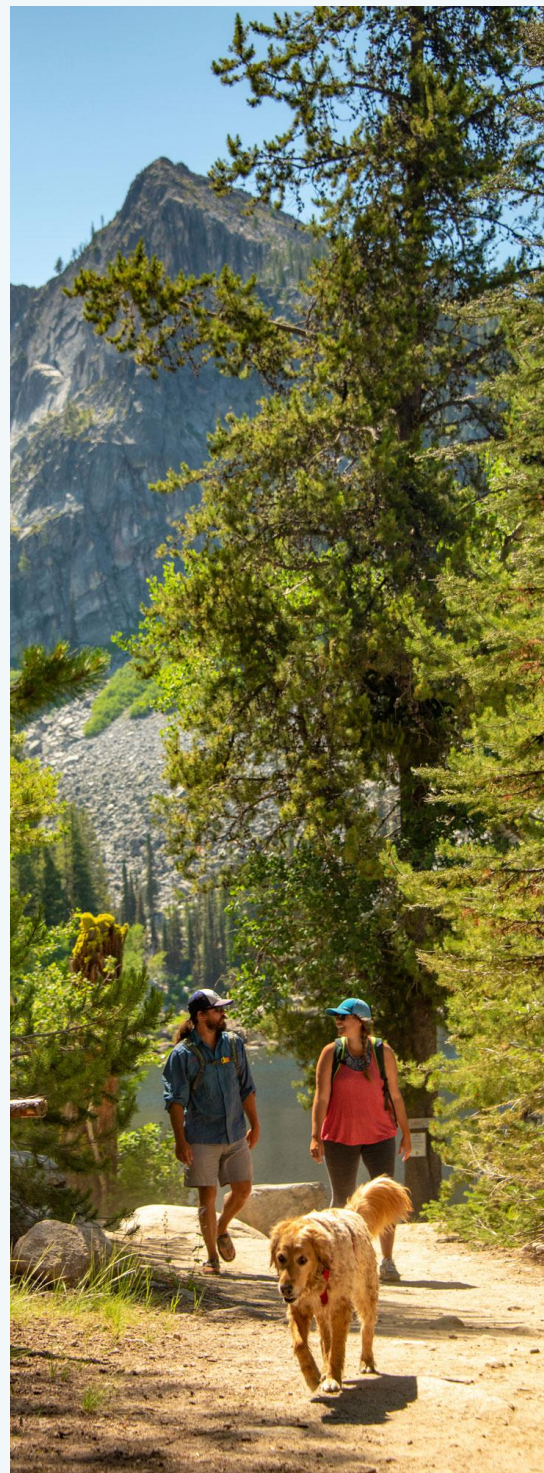
Residents enjoy local shopping and dining, a full-service hospital in the St. Luke's network, a municipal airport, and a broad range of City-sponsored recreation programs. The expanded **McCall Public Library**, opened in May 2024, added a 12,000-square-foot facility with a children's library, a makerspace, study rooms and a 100-seat community hall.

Payette Lake

A glacial alpine lake of about 5,000 acres reaching roughly 300 feet deep, Payette Lake offers public beaches, lakefront parks and Ponderosa State Park. Protecting its water quality is a central community value and a long-term City priority.

Schools & Learning

The McCall-Donnelly Joint School District serves roughly 1,400 students in five schools, preschool through grade 12, and reports a four-year graduation rate above 90 percent. The University of Idaho's McCall Outdoor Science School (MOSS) is Idaho's only publicly operated K-12 outdoor school.



SUMMER DAYS IN THE OUTDOORS

Four Seasons of Recreation

Winter defines McCall as much as summer. Brundage Mountain Resort, eight miles northwest of town, reports **1,920 acres of lift-accessed terrain** across 70 named trails and six lifts, with an average of 320 inches of natural snowfall — plus 18,000 acres of guided snowcat backcountry beyond the lift-served boundary. When the snow melts, the same mountains turn to hiking, mountain biking, golf and trail riding.



DOWNHILL AT BRUNDAGE MOUNTAIN RESORT



MCCALL'S 27 HOLE COURSE

3580 acres

LIFT-SERVED TERRAIN

5 courses

GOLF IN THE REGION

320 inches

AVE. ANNUAL SNOWFALL

500+ miles

PUBLIC TRAILS

Beyond the City Limits

McCall sits at the doorstep of the **Payette National Forest** — 2.3 million acres of public land, with the Frank Church–River of No Return and Hells Canyon wilderness areas within reach. Trailheads, campgrounds, hot springs and backcountry airstrips begin minutes from City Hall.

Paddlers kayak and paddleboard Payette Lake and the North Fork of the Payette River; anglers fish for trout and kokanee on the lake and on the Salmon and Payette river systems. Ponderosa State Park's 1,515-acre peninsula anchors the north edge of town.

Regional Winter Amenities

Roughly 100 kilometers of groomed nordic trails at Ponderosa State Park, Bear Basin and Jug Mountain Ranch; hundreds of miles of groomed snowmobile routes across Valley and Adams counties; ice fishing, fat biking and backcountry ski touring throughout the winter.

McCall's Winter Carnival — snow sculptures, parades and the fat bike race — draws tens of thousands of visitors each Idaho winter and remains the community's signature event.

The Organization

McCall operates under the **Council-Manager** form of government. The City Manager is appointed by and is accountable to the City Council, carries out Council policy direction, and oversees the day-to-day administration of the City.

The McCall City Council is made up of five members elected at large. The Mayor is selected by the Council from among its membership for a two-year term.

City Departments

- McCall Municipal Airport
- Administration and City Clerk
- Community & Economic Development
- Community Engagement & Public Affairs
- Finance
- McCall Municipal Golf Course
- Information Systems
- McCall Public Library
- McCall Parks & Recreation
- McCall Police Department
- Public Works — Engineering, Streets & Water

Fire and EMS services are provided by the McCall Fire Protection District and Valley Countywide EMS, respectively. Wastewater collection and treatment are provided by the Payette Lakes Recreational Water and Sewer District — independent special districts, not City departments. Both are essential working partners for the City Manager.

Two Defining Priorities

SUSTAINABILITY

Environmental stewardship is a marketable civic strength here, not a side program: lake and watershed protection, stormwater and water-system investment, wildfire resilience, energy and waste practices, and land-use decisions that keep the mountain setting intact are important focus areas. The next City Manager will be expected to carry that agenda visibly.

ATTAINABLE & WORKFORCE HOUSING

A resort economy with a tight, high-cost housing market makes attainable and workforce housing McCall's most pressing challenge — for the community and for the City's own ability to recruit and retain staff. Expanding housing options at all stages of life is an active Council priority.

The City's Values

Our Vision

A diverse, small town united to maintain a safe, clean, healthy and attractive environment.

Our Economy

Support local business, entrepreneurship and tourism, with housing for all stages of life.

Our Character

Encourage the mountain character unique to McCall — small-town feel, natural setting.

Our Connections

Foster exploration through safe, walkable places and efficient transit choices.

FY27 Budget at a Glance

Adopted FY27 All-funds budget	\$78.8M
Projected FY27 reserves	\$15.8M

Adopted by Ordinance 1040. Capital spending is concentrated in Airport and Water projects, including water treatment plant expansion and storage supported by an Idaho DEQ drinking-water loan.

The Position

A wonderful and exciting career and lifestyle opportunity for an individual with the expectation of becoming part of the fabric of the community — actively involved with, and easily accessible to, the residents.

The ideal City Manager will have a close, trusting working relationship with the City Council, City staff, the community at large, and state and regional partners — including the special service districts for wastewater and Fire/EMS, the National Forest Service, the County, Tribal governments and others.

The City is seeking an experienced, professional leader who values integrity, unquestionable honesty and community. Applicants should be experienced in the policy areas of financial stewardship, community planning and infrastructure, community engagement, environmental stewardship, emergency planning, and workforce housing — particularly in a year-round resort community.

The incoming City Manager will inherit an excellent team of strong, creative and experienced Department Heads who are accustomed to being full partners in the planning and decision-making for the organization. The City Manager will be expected to foster a collaborative and respectful work environment with Department Heads and City staff, as well as with the City Council.

The ideal candidate should be a natural people person — approachable, genuine and easy to engage; an exceptional communicator; a motivational leader able to listen and guide their team; honest and forthright, with the ability to hold those around them accountable and equally comfortable being held accountable. As a key member and leader of the McCall team, it is important that the City Manager is a strategic thinker who is equally a creative problem solver and a supporter of new ideas and innovation.

The City Manager is likewise expected to foster a strong relationship with the community at large. As the "face of the City" and easily recognized in town, residents are accustomed to easy access to the City Manager, and the incoming Manager should plan to embrace the role of listening to citizen concerns and actively addressing them.

Moreover, the City Manager serves as the ambassador and liaison to the City's regional partners and should be skilled at proactively fostering and maintaining positive external relationships. It is further important that the next City Manager be politically astute and an experienced legislative advocate for the City.



Priorities & Qualifications

CURRENT LEADERSHIP PRIORITIES

- 1 Strengthening intergovernmental coordination and advocating effectively for McCall's interests.
- 2 Supporting regional growth planning and navigating land-use, housing and infrastructure issues.
- 3 Strengthening long-range financial, capital and infrastructure planning for major community needs.
- 4 Building City workforce capacity and organizational resilience in a tight labor and housing market.
- 5 Modernizing internal service systems and establishing clear accountability frameworks.
- 6 Protecting Payette Lake and other natural resources while advancing environmental stewardship.

Qualifications

EDUCATION

A Bachelor's degree in public administration, business administration or a related field is required; a Master's degree is preferred.

RESIDENCY

Residency within the City is required within twelve months of the start date.

EXPERIENCE

Ten (10) years of experience in municipal government, which must include at least one of the following:

- One (1) year as a City Manager;
- Three (3) years as an Assistant or Deputy City Manager;
- Five (5) years as a Department Head or in an equivalent position with supervisory experience;
- Or any equivalent combination of the above.



The Compensation

The salary range for this City Manager opportunity is **\$148,285 to \$203,461**, with a midpoint of \$172,424. Appointment will be dependent upon qualifications and experience.

\$148,285 \$172,424 \$203,461

RANGE
MINIMUM

MIDPOINT

RANGE
MAXIMUM

The City provides an attractive benefits package, including the Public Employee Retirement System of Idaho (PERSI); vacation and sick leave; health, dental, vision and life insurance; a Health Reimbursement Account (HRA); and a voluntary Flexible Spending Account (FSA).

Benefits Summary

Retirement	PERSI (Public Employee Retirement System of Idaho)
Insurance	Health, dental, vision and life
Leave	Vacation and sick leave
Accounts	Health Reimbursement Account (HRA)
Voluntary	Flexible Spending Account (FSA)

The Process

The City of McCall is managing this recruitment directly. Candidates should submit a cover letter, resume and contact information for professional references through the City's employment page. Applications are reviewed as received; finalists will be invited to McCall for interviews with the City Council, staff panels and a community reception.

Confidential inquiries are welcome and encouraged before applying. Materials submitted are subject to Idaho public records law.

Filing deadline	October 18
Resume review begins	October 19
Interviews	November & December
Anticipated start date	February 1, 2027

[APPLY & VIEW RECRUITMENT INFORMATION](#)

mccall.id.us/jobs

The City of McCall is an Equal Opportunity Employer.

Traci Malvich

Human Resources
Manager

tmalvich@mccall.id.us

208-634-8316

Phil Kushlan

Interim City Manager

pkushlan@mccall.id.us



Join our team

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City of
McCall
IDAHO

Photographs courtesy of the McCall
Area Chamber of Commerce.