



BAKERSFIELD CITY COUNCIL AGENDA MEETING OF JULY 10, 2019

Council Chambers, City Hall, 1501 Truxtun Avenue
Special Meeting 5:15 PM

SPECIAL MEETING - 5:15 PM

- 1. ROLL CALL**
- 2. PUBLIC STATEMENTS**
- 3. WORKSHOPS**
 - a. City Manager Selection – Initial Phase
Staff recommends City Council determination.
- 4. CLOSED SESSION**
- 5. CLOSED SESSION ACTION**
- 6. ADJOURNMENT**



ADMINISTRATIVE REPORT

MEETING DATE: 7/10/2019

Workshops 3. a.

TO: Honorable Mayor and City Council
FROM: Alan Tandy, City Manager
DATE: 6/14/2019
WARD:
SUBJECT: City Manager Selection – Initial Phase

STAFF RECOMMENDATION:

Staff recommends City Council determination.

BACKGROUND:

There has been a referral to have a special meeting on this topic. Some background and comments follow:

The city management profession is relatively self-contained. There are about 4,000 Council – Manager form of government cities in the country. The vast majority of California cities between a population of 5,000 and 500,000 are council – manager form.

The Bakersfield City Charter spells out how the City Manager is appointed and removed, which is by a majority vote of the City Council and provides specifics for the basic duties of that office – a copy of those sections is attached.

Commonly, city management job listings are listed through the International City and County Management Association and/or the Western City Magazine, which is a widely distributed publication of the League of California Cities.

Alternatives for Recruitment

Alternative A:

Have the City Human Resources Division run the recruitment. The applications can be directly provided to the City Council. Human Resources Manager Christi Tenter has done such recruitments hundreds of times both in the public and private sectors. Please note however the Human Resources Division has over 145 recruitments to do as a result of the Public Safety and Vital Services Measure and other new positions approved in the Fiscal Year 2019-20 budget.

Alternative B:

There are several public sector executive recruitment firms that can be placed under contract to oversee the process from beginning to end. A “ballpark” cost estimate may be \$35,000 or more. Attached you will find webpage copies of six such firms that are west coast based; below are the names and contact information. From the web sites you can get information on each firm's approach, timelines and current recruitment efforts. Also attached are each firm's current searches in process.

Firm Name	Office Location	Website Address
CPS HR Consulting	Sacramento, CA	https://www.cpshr.us/
Strategic Government Resources (SGR)	Keller, TX	https://www.governmentresource.com/about_sgr
Ralph Andersen & Associates	Rocklin, CA	http://www.ralphandersen.com/
Roberts Consulting Group	Rancho Mirage, CA	http://www.robertsrcg.com/
Peckham & McKenney	Roseville, CA	https://www.peckhamandmckenney.com/
Bob Murray & Associates	Roseville, CA	https://www.bobmurrayassoc.com/

The services would certainly include individual interviews with Councilmembers, staff, and others which they would compile into a profile of characteristics and experience desired for Council consideration and adjustment.

If Alternative B is selected it would be normal and customary for the City Council to request proposals from two, or possibly three, firms which might, at Council discretion, include oral presentations to the Council.

After final selection by the City Council a contract would be prepared.

ATTACHMENTS:

Description	Type
▢ Blue Memo	Cover Memo
▢ City Charter - Article IV	Backup Material
▢ CM Job Specification	Backup Material
▢ Recruitment Firms	Backup Material



**CITY CLERK'S OFFICE
MEMORANDUM**

July 10, 2019

TO: HONORABLE MAYOR AND COUNCILMEMBERS

FROM: JULIE DRIMAKIS, CITY CLERK

**SUBJECT: SPECIAL COUNCIL MEETING OF JULY 10, 2019
AGENDA ITEM WORKSHOPS 3. a.**

Attached correspondence received from Chamber of Commerce and Kern Taxpayers Association regarding the recruitment of the City Manager.

Attachments
lr



July 11, 2019

Hon. Chris Parlier
Vice Mayor, City of Bakersfield

Hon. Willie Rivera
Councilmember, Ward 1

Hon. Andrae Gonzales
Councilmember, Ward 2

Hon. Ken Weir
Councilmember, Ward 3

Hon. Bob Smith
Councilmember, Ward 4

Hon. Bruce Freeman
Councilmember, Ward 5

Hon. Jacquie Sullivan
Councilmember, Ward 6

City Hall
1600 Truxtun Ave.
Bakersfield, CA 93301

Vice Mayor Parlier and Members of the Council,

On behalf of the Greater Bakersfield Chamber and the Kern Taxpayers Association, two business organizations which represent thousands of local employers, we are writing regarding the upcoming recruitment for the City Manager position. With the retirement of Alan Tandy, the City Council has a unique opportunity to set the direction of the city for years to come. Mr. Tandy's contributions to the city are innumerable, and he has shepherded many projects that have made a lasting impact on Bakersfield. Replacing him and determining the management philosophy that will guide the city will certainly be a challenge for the Council.

While we are confident that talented, qualified and experienced internal candidates will be part of the process, we do believe that the council should engage the services of a professional recruitment firm and conduct a national search for this position. Bakersfield is among the top ten largest cities in California, and a city of this size requires an extensive and detailed search to find candidates who are experienced public administrators, adept at fiscal management, budget development and municipal operations. Furthermore, we believe engaging an outside firm would be the best use of resources. While the City's Human Resources Department is indeed talented,

their focus must be on prioritizing the recruitments for Public Safety and Vital Services Measure-funded positions.

As Bakersfield functions as a council-manager form of city government, under the current city charter, we believe that the recruitment should also include some process for public engagement and comment with the finalists. The City Manager has unitary control over all municipal functions and most city staff; therefore, the public and community stakeholders have a right to play a role in the selection of the next leader of the City. We believe an efficient and transparent process with the public is a prudent way of moving forward.

We wish Mr. Tandy the best, and we look forward to constructive dialogue on the future of our city government.

Sincerely,

Nick Ortiz
President & CEO
Greater Bakersfield Chamber of Commerce

Michael Turnipseed
Executive Director
Kern Taxpayers Association

Cc: Mayor Karen Goh
Mr. Alan Tandy, City Manager
Ms. Virginia Gennaro, City Attorney
Ms. Julie Drimakis, City Clerk

Officers Appointed by the Council

Section 34.

The Council shall appoint the following officers:

- (1) The City Manager, who may or may not be a resident of the City at the time of his appointment, and whose term of office shall be at the pleasure of the Council.
- (2) The City Attorney, who may or may not be a resident of the City at the time of his appointment, and whose term of office shall be at the pleasure of the Council.
- (3) The Council may appoint such other officers as may be created by ordinance.

(Amended November 8, 1988: amended November 3, 1964)

City Manager

Section 35.

The City Manager shall have general supervision and direction of the administrative operation of the city government.

Duties of Manager

Section 36.

The duties of the Manager are:

- (1) To see that all the laws and ordinances are faithfully enforced by the heads of the departments;
- (2) To attend all meetings of the Council at which his attendance may be required by that body;
- (3) To recommend for adoption to the Council such measures as he may deem necessary or expedient;
- (4) To keep the Council fully advised of the financial condition of the municipality and its future needs;
- (5) To prepare and submit to the auditor a tentative budget for the next fiscal year,

- (6) To appoint and remove, except as herein otherwise provided, all officers and subordinate officers and employees of the Department, in both the classified and unclassified service; all appointments to be upon merit and fitness alone;
- (7) To exercise control over all other departments and divisions that may be hereafter created by the Council, and assigned to his management, not in conflict with the provisions of this charter;
- (8) To investigate all complaints, in regard to the service maintained by any and all public utilities in the City, and to take such proceedings as may be necessary to correct the abuse, if any.

Salary of the Manager and Attorney

Section 37.

The City Manager and City Attorney shall receive such salaries as may be fixed by the Council and before entering upon the duties of office shall take the official oath required by this article. (Amended November 8, 1988)

Removal of City Manager and City Attorney

Section 37.5.

The City Manager and City Attorney may be removed from office by the affirmative votes of four members of the Council. After such removal and not later than thirty days thereafter, they may request and secure within such time, a public hearing before the Council to speak in their own behalf. (Amended November 8, 1988: adopted November 3, 1964)

Appointment of Officers

Section 38.

Except as otherwise provided in this Charter, the City Manager shall appoint all officers of the City. (Amended November 8, 1988: amended November 3, 1964)

Duties of Appointive Officers

Section 39.

The Council shall define the duties of appointive officers, where not otherwise provided for in this Charter, and where practicable, the duties of two or more officers may be performed by the same person.

The Charter of the City of Bakersfield is current through March 7, 2000.

Disclaimer: The city clerk has the official version of the Charter of the City of Bakersfield. Users should contact the city clerk for amendments adopted subsequent to the amendment cited above.

[City Website: www.bakersfieldcity.us](http://www.bakersfieldcity.us)

City Telephone: (661) 326-3000

[Code Publishing Company](#)



City Manager

Class Code:
89300

Bargaining Unit: Management Unit

CITY OF BAKERSFIELD
Established Date: Jul 22, 1974
Revision Date: Jul 24, 2014

SALARY RANGE

\$123.09 Hourly
\$9,847.60 Biweekly
\$21,336.46 Monthly
\$256,037.52 Annually

CLASS SUMMARY:

Under policy direction of the City Council, acts as Chief Administrative Officer for the City; plans, directs, coordinates and reviews the activities and operations of City departments; fosters cooperative working relationships with City staff, civil groups, and inter-governmental agencies; enforces and administers the City Charter and all laws and ordinances governing the City; and performs related work as required.

REPRESENTATIVE DUTIES:

The following typical tasks and responsibilities are representative of this class. They are descriptive, not limiting.

Essential Duties:

- Provides strategic leadership and direction to internal departments, boards and commissions
- Enforces and administers the City Charter and all laws and ordinances governing the City
- Appoints, directs, develops and evaluates department heads
- Confers and provides direction to department heads concerning administrative and operational goals, objectives, policies, procedures and problems
- Makes appropriate decisions or recommendations
- Plans the future welfare of the City and coordinates related City resources
- Assists City Council with development and implementation of goals
- Oversees preparation of the City budget for its submittal to City Council
- Oversees City expenditures
- Seeks funding for various capital improvements
- Prepares and submits reports to City Council of financial and administrative activities
- Recommends adoption to City Council such measures as deemed necessary or expedient
- Ensures accurate reflection of the City's current financial status to the City Council
- Ensures the preparation of work as directed by the City Council
- Directs investigation of complaints and necessary corrections of abuses regarding City services
- Represents the City in the community, at professional meetings, and other governmental

agencies as required

MINIMUM QUALIFICATIONS:

Knowledge of:

- Management principles and methods, including strategic leadership, planning, goal setting, program and budget development and implementation, project and employee management related to the management of all City functions
- Applicable legal guidelines and standards affecting municipal administration
- Funding sources impacting program and service development
- Social, political and environmental issues influencing municipal program administration
- Principles of contract negotiation and administration
- Related computer applications

Ability to:

- Possess global vision for municipal challenges
- Take calculated risks to help achieve City goals
- Maintain open lines of communication
- Exhibit diplomacy when handling issues in an intense political environment.
- Be politically astute
- Make appropriate decisions and recommendations

Skill in:

- Collaboration, consensus building and conflict resolution
- Exhibiting tact and diplomacy, being fair and impartial
- Engendering trust and credibility

Training and Experience:

- A Bachelor's degree from an accredited college or university in Public or Business Administration or related field
- Five years executive level experience as a City Manager, Assistant City Manager, Department Head or related in an agency comparable to the City of Bakersfield including experience in several functional areas and experience working with council or governing bodies
- Masters degree in Public or Business Administration or related field or ICMA Credentialed Manager preferred
- An equivalent combination of training, certification and experience may be substituted for the above requirements

Licenses, Certificates, or Special Requirements:

- Valid California Class "C" driver's license
- Must be able to pass a background check

DISTINGUISHING CHARACTERISTICS:

The City Manager functions as the Chief Administrative Officer of the City and has overall management and administrative responsibility for directing the activities of City departments. With the exception of the City Attorney, all department heads report to this position. The City Manager is appointed by, receives instructions from, presents recommendations to, and is directly responsible to the City Council for all matters pertaining to the administration and operation of the City government.

OTHER:

Physical Conditions or Special Working Conditions:

- Standard office environment and working conditions

Real Results

Comprehensive HR solutions for advanced organizational performance.



Executive Search

The efficient, cost-effective way to recruit city, county, special district and nonprofit executives, managers, directors and division heads.

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CPS HR provides a comprehensive range of training courses – off-the-shelf and customized, in the classroom or at your facility!

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Test Rental

Our rental tests make skills testing efficient and reliable and the catalog makes choosing the right one simple.

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Recruitment Solutions

With a range of practical, cost-effective services, we can help you find qualified candidates more easily!

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Help your employees become more engaged

The Institute for Public Sector Employee Engagement can help your team give it their all for more innovation and better productivity.

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CPS HR offers new, innovative formats for your favorite courses to give you flexibility in your learning experience

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Meet the Public Sector HR Experts

CPS HR consultants present at a number of tradeshow, conferences and speaking engagements throughout the year. Come see us.

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THE STRATEGIC APPROACH TO HR IN THE PUBLIC SECTOR

ORGANIZATIONAL PERFORMANCE FUELED BY EXPERTISE, INSIGHT AND INTEGRATED HR SOLUTIONS

At CPS HR Consulting, we strategically increase the effectiveness of human resources to improve the organizational performance of our public sector clients. Leveraging our deep expertise and unmatched perspective, we guide clients in the areas of organizational strategy, recruitment and selection, classification and compensation and training and development.

THE RIGHT PERSPECTIVE & EXPERIENCE

CPS HR Consulting is a client-centered human resources and management consulting firm specializing in government and non-profit clients. As a self-supporting public agency ourselves, we understand the unique needs of the public sector and have served as a trusted colleague to clients across North America for more than 30 years. Our client list includes federal, state, county and city governments, special districts and non-profit organizations.

We combine this understanding and experience to deliver breakthrough solutions that dramatically transform public sector agencies to positively impact the communities they serve.





A background image showing the lower legs and feet of several people walking across a crosswalk with yellow stripes on a paved surface. The image is partially obscured by a green semi-transparent box containing text.

INTEGRATED HR SYSTEMS

CPS HR offers a comprehensive range of competitively priced services, any of which can be customized to meet your organization's needs. Our systematic approach to human resource management ensures that the solutions, strategies and methodologies we implement improve your organization. Ultimately, your organization will have the optimal alignments of people, processes and culture, all oriented toward improving organizational performance.

ORGANIZATIONAL STRATEGY

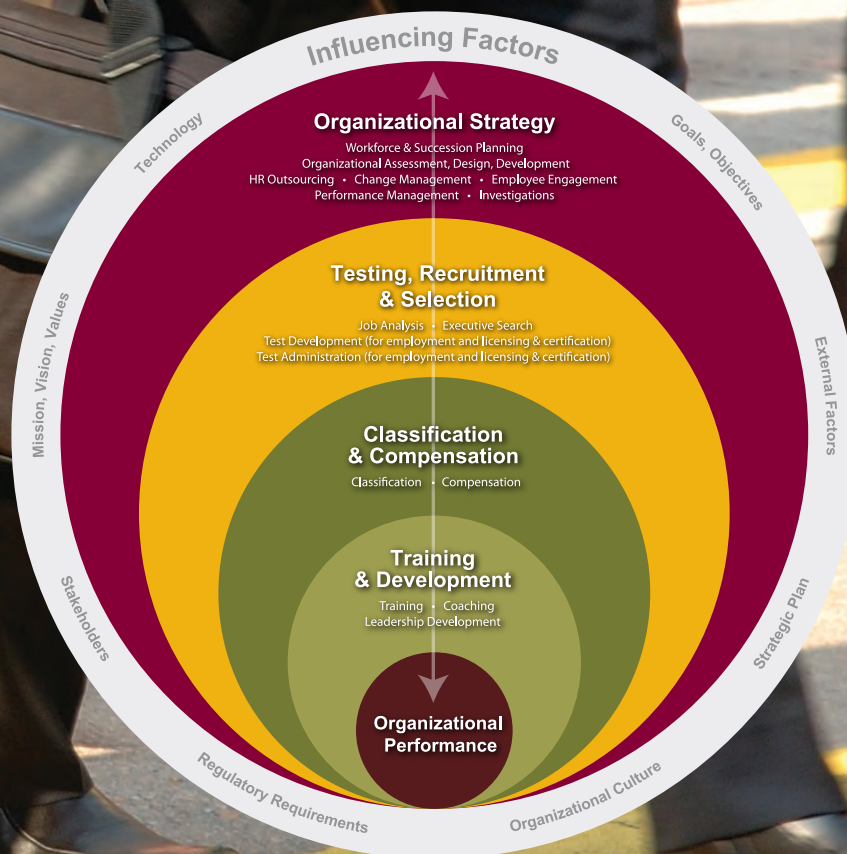
Because each agency has unique challenges, we tailor our services to meet your program's specific needs. Our consultants provide the following organizational strategy services:

- Workforce & Succession Planning
- Organizational Assessment, Design and Development
- HR Outsourcing
- Change Management
- Employee Engagement
- Performance Management
- Investigations

TESTING, RECRUITMENT & SELECTION

Our recruitment services include executive search, job analysis studies and test development and administration. We provide a comprehensive range of recruitment services to ensure that you hire the most qualified individuals for your team.

- Job Analysis
- Executive Search
- Test Development (for employment and licensing & certification)
- Test Administration (for employment and licensing & certification)



CLASSIFICATION & COMPENSATION

CPS HR provides a full range of studies to ensure that individuals or groups are classified appropriately for the work they're performing – and that they're being rewarded appropriately through compensation and benefits.

- Classification
- Compensation

TRAINING & DEVELOPMENT

We offer a comprehensive range of career development courses for both organizations and individuals on a wide variety of topics such as communication skills, leadership skills and personal development skills, to name a few. The CPS HR experts can even assess your current training plan and recommend a strategy to improve your team's success in the public sector.

- Training
- Coaching
- Leadership Development

STRAIGHT FROM OUR CLIENTS

"After a decade of working with CPS HR, I've become accustomed to excellent service. I value the prompt, friendly and expert service."

"Outstanding in every way!"

"The results we achieved with CPS HR were far beyond our expectations and certainly a great return on our investment in its services. The depth of knowledge in local government, combined with the exhaustive analysis and reporting and the straightforward approach to recommendations, provided the county with an exceptionally valuable and practical plan. I wholeheartedly recommend CPS HR for any organization."

"The deep insight and dedication of the CPS HR group made our study possible. Taking our concept and turning it into tangible ideas along with comparison to the status quo was well worth it! Both of the consultants who worked on our project had numerous years of related experience, and, as a result, their perspective offered many ideas for best practices."

"The CPS HR consultants have been highly professional, were quickly able to understand the organization's needs and provided well-thought-out services that have been readily embraced by the organization. The organizational assessment and development work has been superb."

"Great customer service from start to finish. CPS HR is truly one of the most professional and friendly companies I've dealt with in some time. The consultant made the promotion process fun, yet kept things on track and professional throughout the entire process."

"It was a great pleasure working with people who know what they are doing. It really relieved a lot of the stress in pulling together a meticulous process such as Fire Promotional testing."

"Our consultant was exceptional. She was professional, commanded the attention of a challenging group and truly was a subject matter expert."

"They bring a wealth of knowledge and experience to the project and staff at all levels in the agency. I have already recommended CPS HR in several different forums regarding Workforce Planning in state government agencies. It is a growing realization that this is a necessity in human services but very few have a full understanding of what it is and how to do it. It is my belief that these outside experts give you the realistic view of what a comprehensive project Workforce Planning is – it is about a new way of doing business."

ABOUT CPS HR CONSULTING

Established as a self-supporting public agency in 1985, CPS HR Consulting provides a full range of human resource products, services and consultation to public sector and non-profit clients.

- 80 full-time employees
- 200+ project consultants
- 1,200+ public and non-profit clients throughout the U.S. and Canada

LOCATIONS:

Sacramento, CA (HQ) • Austin, TX



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CPS HR Consulting is currently conducting searches for the following positions (listed in order of recency)

ID	Position	Organization	Filing Deadline
471	Harbormaster – Pillar Point Harbor (JobDetail.aspx?ID=471)	San Mateo County Harbor District, CA	First review of applications: July 15, 2019
470	Parks and Recreation Director (JobDetail.aspx?ID=470)	City of Banning, CA	July 19, 2019
469	Director of Transportation and Mobility (JobDetail.aspx?ID=469)	City of Boulder, CO	June 21, 2019
468	Director of Human Services (JobDetail.aspx?ID=468)	San Joaquin County	July 15, 2019
467	Senior Engineer, Municipal Water System (JobDetail.aspx?ID=467)	City of San Jose	First review of applications: July 8, 2019
466	Information Technology Manager (JobDetail.aspx?ID=466)	City of San Jose, CA	Open Until Filled
465	Communications and Marketing Manager (JobDetail.aspx?ID=465)	City of Oxnard, CA	July 1, 2019
464	Director of Administrative Services (JobDetail.aspx?ID=464)	City of Banning, CA	July 5, 2019
463	Public Works Director (JobDetail.aspx?ID=463)	City of Wheat Ridge, CO	July 1, 2019
462	Vice President of Human Capital (JobDetail.aspx?ID=462)	Dallas Area Rapid Transit (DART), TX	May 28, 2019
461	Director of Health, Housing and Community Services (JobDetail.aspx?ID=461)	City of Berkeley, CA	June 24, 2019
460	General Manager (JobDetail.aspx?ID=460)	San Mateo County Harbor District, CA	First review of applications: July 15, 2019
459	Insurance and Risk Manager (JobDetail.aspx?ID=459)	City of San Jose, CA	First review of applications: May 20, 2019
458	Senior Engineers (JobDetail.aspx?ID=458)	City of San Jose, CA	First review of applications: May 31, 2019
457	Assistant Director of General Services - Capital Projects and Facilities Management (JobDetail.aspx?ID=457)	Santa Barbara County, CA	First review of applications: May 29, 2019
455	Finance Manager (JobDetail.aspx?ID=455)	Orange County Fire Authority, CA	May 20, 2019
453	Deputy Director, Environmental Services Department Capital Improvement Program (JobDetail.aspx?ID=453)	City of San Jose, CA	First review of applications: May 27, 2019
452	Parks, Recreation, and Neighborhood Services Director (JobDetail.aspx?ID=452)	City of San Jose, CA	May 13, 2019
449	Executive Director (JobDetail.aspx?ID=449)	Transportation Authority of Marin, CA	First review of applications: May 24, 2019
448	Executive Director (JobDetail.aspx?ID=448)	Metro Flood Diversion Authority Fargo, ND	Open Until Filled
447	Human Resources Director (JobDetail.aspx?ID=447)	Washington Department of Fish and Wildlife	May 17, 2019
446	Director of Government Relations (JobDetail.aspx?ID=446)	Port of Long Beach, CA	First review of applications: April 19, 2019
444	Executive Director, Personnel Commission (JobDetail.aspx?ID=444)	Alameda County Office of Education (ACOE)	First review of applications: April 19, 2019
437	City Manager (JobDetail.aspx?ID=437)	City of Columbia, MO	First review of applications: April 26, 2019
436	Fleet Services Manager (JobDetail.aspx?ID=436)	Orange County Fire Authority, CA	May 31, 2019
433	Chief Communications Officer (JobDetail.aspx?ID=433)	Los Angeles County Metropolitan Transportation Authority (METRO)	March 22, 2019
422	Chief Ethics Officer (JobDetail.aspx?ID=422)	Los Angeles County Metropolitan Transportation Authority (METRO)	March 29, 2019



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MISSION & CORE VALUES

Mission:

SGR's mission is to facilitate innovative leadership in local government. The simple fact is that in today's world of limited resources, local governments must innovate to survive. SGR has been and continues to be a leader in spurring innovation in local government.

Values:

- **Customer Service** - SGR wants to provide the best customer experience possible. This means that, regardless of how much or how little money a customer has spent with our company, we want the customer to be confident that he/she received far higher value from us than is available from any other source in the market.
- **Integrity** - Integrity matters most in every circumstance. When money and morals come into conflict, SGR team members will always err on the side of our moral values. We will not sacrifice our core value system for any reason whatsoever, even if the very survival of the business is at risk. We would rather lose the business than lose our moral compass. All team members will demonstrate and be dedicated to the highest ideals of honor and integrity in all relationships. Team Members shall conduct themselves in an ethical manner at all times in order to merit the respect, trust, and confidence of others.
- **Philanthropy** - In today's hard-edged business world, it sounds a bit corny to talk about love, but the reality at SGR is that we have a serious commitment to walking the talk of our personal faith. We believe our faith is the most important part of who we are, and that it is most meaningfully conveyed in our actions and how we treat other people. SGR team members are encouraged to give back to the community through volunteerism. Below are the organizations SGR supports:

- The Navigators	- Habitat for Humanity	- Susan Komen Cancer Foundation
- Dry Bones	- Gamma Sigma Phi- ACU	- American Cancer Society
- CitySquare	- KERA Radio	- Leukemia & Lymphoma Society
- Heroes Baseball Club	- Circle Ten Council- Friends of Scouting	- JDFR Walk-a-Thon
- PUMP Works	- Randall Children's Hospital	- MADD- Mothers Against Drunk Drivers
- Samaritan's Purse	- Big Brothers Big Sisters	- Battle Human Trafficking
- Live Beyond	- Blue Sky	- Global Samaritan Resources

- **Continuous Improvement** - SGR team members constantly reassess how we can improve services to our customers to better meet their needs. We value constructive criticism and spirited discussions among Team

Members. We are committed to structure/restructure our business in any way that best advances the mission as often as is needed.

- **Flexibility** - SGR is a fluid organization, and accordingly, we must leave room for growth and change. SGR's success depends on our ability to meet the ever-changing needs of our customers. SGR team members should be innovative, responsive, and be able to adapt to changing conditions in the local government environment. SGR team members are expected to possess and maintain a high degree of tolerance for change and to embrace frequent changes with optimistic enthusiasm.
- **The Golden Rule** - Our primary market is comprised of local government officials who could be making more money working in the private sector but have been drawn into public service because they want to make a difference. We will honor that noble calling of our clients in the way we treat them, the way we interact with them, and the way we talk about them. SGR team members value our relationships with others and do not take them for granted. We treat everyone with dignity and respect, and we value diverse opinions, perspectives, and life experiences.
- **Collaboration** - SGR highly values the power of collaboration and views it as perhaps the most important tool for successful local government initiatives. In many cases, SGR's role is simply to assist in facilitating collaboration between local governments so that they are able to maximize resources and, in turn, provide the highest level of service to their residents.
- **Protecting Relationships** - SGR takes pride in the relationships we develop with organizations that partner with us. We will do everything possible to show them that we truly do care about the service we provide them. We are not happy unless they are happy and will not settle for less than 100% satisfaction.

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CURRENT ACTIVE SEARCHES

JOB TITLE	ORGANIZATION	STATUS	POSITION PROFILE	APPLY
Assistant City Manager	Waco, Texas	First review of applications 5 pm CST, June 24	View Position Profile	Apply Online
Chief Building Official	Lubbock, Texas	First Review of applications 5 pm CST, July 11	View Position Profile	Apply Online
City Manager	Canyon, Texas	First Review of applications 5 pm CST, June 20	View Position Profile	Apply Online
Commissioners' Administrative Director/County Administrator	Campbell County, Wyoming	First review of applications 5 pm CST, July 8	View Position Profile	Apply Online
Director of Finance	Midland, Texas	First review of applications 5 pm CST, July 10	View Position Profile	Apply Online
Director of Human Resources & Organizational Development	Missouri City, Texas	First review of applications 5 pm CST, June 17	View Position Profile	Apply Online
Executive Director of Economic Development	Dickinson, Texas	First review of applications 5 pm CST, June 24	View Position Profile	Apply Online
Information Technology Director	Lubbock, Texas	First review of applications 5 pm CST, July 8	View Position Profile	Apply Online
Planning Director	Lubbock, Texas	Open Until Filled	View Position Profile	Apply Online
Police Chief	Lubbock, Texas	First review of applications 5 pm CST, July 18	View Position Profile	Apply Online
Transit Director	Ames, Iowa	First review of applications 5 pm CST, July 3	View Position Profile	Apply Online

OTHER RECRUITMENT OPPORTUNITIES



Finance Director
Richmond, Texas
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City Manager
Keene, Texas
[Learn More](#) | [Apply Now](#)



Executive Director - Bastrop
Development Corporation
Bastrop, Texas
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Emergency Management Coordinator
Waco, Texas
[Learn More](#) | [Apply Now](#)



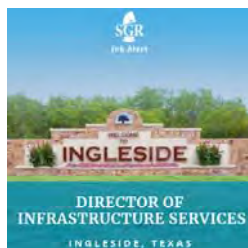
Transit Planning, Projects & Grants Manager
NCRTD - Santa Fe/Espanola, New Mexico
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Planning Manager
Burleson, Texas
[Learn More](#) | [Apply Now](#)



Assistant Finance Director
Bastrop, Texas
[Learn More](#) | [Apply Now](#)



Director of Infrastructure Services
Ingleside, Texas
[Learn More](#) | [Become a Prospect](#)



Lineworker
San Marcos, Texas
[Learn More](#) | [Apply Now](#)



Planner I
Denison, Texas
[Learn More](#) | [Become a Prospect](#)

SEARCHES IN PROCESS

Applications Under Review

Assistant City Manager - Innovation

Stillwater, Oklahoma

Assistant Director of Public Works - Utilities
Temple, Texas

Assistant Fire Chief
Williston, North Dakota

Associate or Senior Attorney
Messer, Rockefeller & Fort

Semifinalists Selected

City Manager
Blaine, Minnesota

City Manager
Orange, Texas

Director of Public Works
Rowlett, Texas

Library Director
Denison, Texas

Police Chief

Finalists Selected

Business Development Director
Lubbock, Texas

City Administrator
Castroville, Texas

City Manager
Copperas Cove, Texas

City Manager
Springfield, Oregon

Development & Neighborhood Services Director

[City Engineer](#)
Baytown, Texas

Olathe, Kansas

Weatherford, Texas

[City Manager](#)
Bullard, Texas

[Police Chief](#)
Ann Arbor, Michigan

[City Manager](#)
Terrell, Texas

[Chief Information Officer](#)
Johnson County, Kansas

[Community Development Corporation](#)
[Executive Director](#)
Royse City, Texas

[Director of Austin Resource Recovery](#)
Austin, Texas

[Director of Development Services](#)
Wichita Falls, Texas

[Director of Inspections](#)
Irving, Texas

[Finance Director](#)
Shawnee, KS

[Police Chief](#)
Fort Smith, AR

[Town Manager](#)
Tolland, Connecticut

UPCOMING SEARCHES

- Assistant City Attorney - North Port, Florida
- Chief Building Official - Angleton, Texas
- Chief Public Defender - Aurora, Colorado
- Police Chief - Beaverton, Oregon

For general information about SGR recruitment, email ER@GovernmentResource.com.

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RALPH ANDERSEN & ASSOCIATES » EXECUTIVE RECRUITERS

The following directory of executive search firms is an informative service for both public sector employers and job seekers alike. Executive search firms provide a variety of important and valuable services which include: personnel management and classification systems development; candidate recruitment and testing; test development and training; and general consultation on human resources-related topics.

Please do not send unsolicited resumes to executive search firms unless you are applying for a specific position for which they are conducting an active recruitment.

- [Go back to directory.](#)
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RALPH ANDERSEN & ASSOCIATES

Work

5800 Stanford Ranch Road ste. 410
Rocklin CA 95765

Work Phone: (916) 630-4900

Work Fax: (916) 630-4911

Work Email: info@ralphandersen.com



Website: [Website](#)



BIOGRAPHY

Ralph Andersen & Associates » Executive Recruiters - Careers in Government

Ralph Andersen & Associates has a clear focus in its approach to assignments:

- There's always an entire team behind every assignment;
- We take a multi-disciplinary approach to meeting our client's needs;
- We provide a broad range of personalized services; and
- We keep commitments, performing at a level that exceeds our client's expectations.

Since 1972, we've provided executive search and consulting services to an array of cities, counties, special districts, state agencies, and other organizations. As one of the first in the nation to work exclusively in the public sector, we have become a leader in local government issues. We have worked hard to earn and maintain a reputation for excellence by delivering exceptional quality, meeting client objectives, and producing results on time, on budget, as promised.

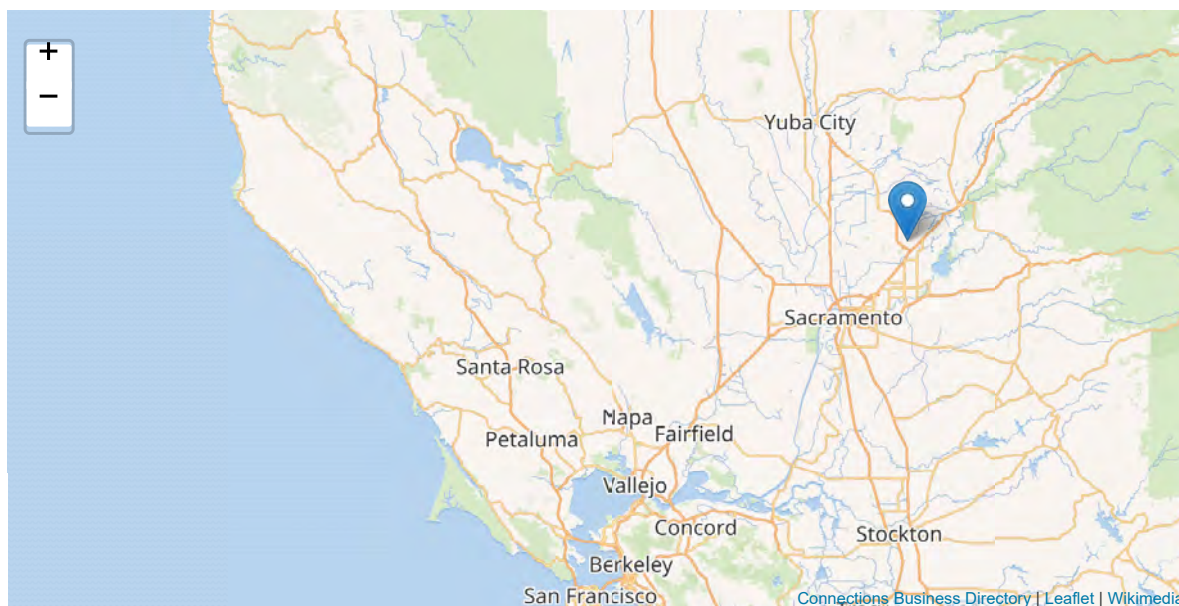
Providing exceptional client service takes exceptional people. Our staff has worked exclusively with public sector clients for many years, gaining an understanding of the intricacies and nuances of local government placement and municipal management consulting. This awareness enables us to work quickly and effectively. To keep clients informed, our project directors work from start to finish on an assignment, remaining available during each step in the process.

Because every client and each position are unique, we tailor our search process to match the right candidate with the right organization. Our success comes from our personal approach and techniques developed and refined over more than 36 years, with hundreds of clients. Working one-to-one with the client, we gain a thorough understanding of the position and organization that allows us to identify outstanding potential candidates. During the evaluation phase, we use our understanding and experience to gain a complete picture of the background, experience, and management style of the top candidates. We strive to find the best fit for our client in order to achieve a long-term successful placement.

We have found that the key elements of the search process can be tailored to fit the specific needs of our client and should include the following:

- Developing a comprehensive position profile based upon information obtained in individual meetings with key management staff and others, as directed.
- Reviewing current compensation and recommending changes based upon market and competitive conditions.
- Developing a marketing strategy that taps professional contacts throughout the geographic area identified and supplements the extensive candidate identification process through selected advertising and use of the Internet.
- Creating specific outreach to attract women and minority candidates to consider the career opportunity.
- Implementing a screening process that narrows the field of candidates to those that most closely match the needs of our client, including discussing results of preliminary reference checks on top candidates.
- Conducting personal interviews with the top candidates that meet the stated criteria.
- Assisting during the interview and the selection process, including an optional [Assessment Center](#), if desired.
- Delivering a product in the form of a search report that recommends the top group of candidates and provides the client with detailed information about their backgrounds and experience from interviews and other sources.
- Assisting in negotiating a compensation package.

At Ralph Andersen & Associates, we believe in an approach that meets our client's needs in terms of timetable and budget.



Current Career Opportunities

Show all Administrator/Executive Airport & Aviation Association/Special District Management City/Cou

Civic Innovation, Communications & PR Community Services Construction Management Engineering & Operations Finance & Budget H

Legal Parks & Recreation Planning Public Safety Public Works Recently Awarded Technology Water



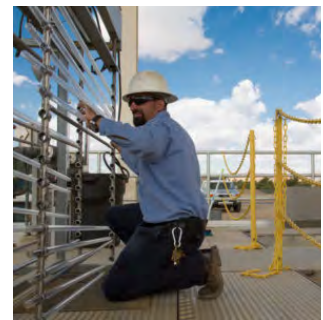
Administrative Services Director – Half
Moon Bay, CA

Apply Immediately



Airside Operations Director – San Francisco
International Airport

Apply Immediately



Assistant General Manager of En
Operations – Elsinore Valley Mun
Water District

Closing Date: August 30, 2019



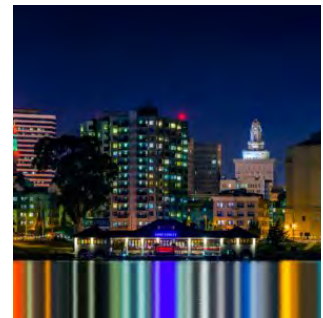
Assistant Public Works Director –
Environmental Engineering – Reno, NV

Closing Date: July 22, 2019



Business & Revenue Manager – Sacramento,
CA

Closing Date: July 8, 2019



Capital Programs Manager – Alai
County, CA

Recently Awarded





City Manager – South Padre Island, TX
Recently Awarded



City Manager – Upper Arlington, OH
Closing Date: June 14, 2019



County Counsel – Nevada County
Closing Date: July 8, 2019



County Manager – Washoe County, NV
Recently Awarded



Deputy City Manager – Beverly Hills, CA
Closing Date: July 15, 2019



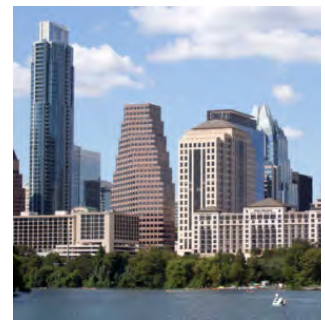
Director of Communications – Al
Closing Date: July 29, 2019



Director of Community Services – Beverly



Director of Information Technology –



Director of the Watershed Prote



Hills, CA
Recently Awarded



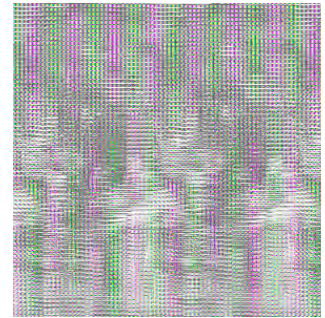
Fire Chief – Tucson, AZ
Closing Date: June 24, 2019

Concord, CA
Closing Date: June 28, 2019



General Manager – Elsinore Valley
Municipal Water District
Closing Date: July 8, 2019

Department – Austin, TX
Closing Date: July 8, 2019



President – Ocean Reef Commur
Association
Recently Awarded



Public Works Director – Clearlake, CA
Apply Immediately



Public Works Director – Delray Beach, FL
Closing Date: June 24, 2019

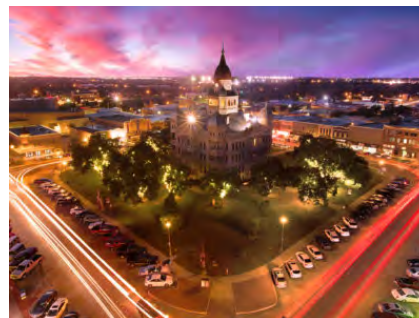


Utilities Director – Delray Beach
Closing Date: June 24, 2019

Recently Closed Recruitments



Assistant City Manager – Charlotte, NC
CLOSED



Assistant City Manager – Denton, TX
CLOSED



Assistant City Manager – Municipi
– Sacramento, CA ^

CLOSED



Assistant City Manager – Palm Desert, CA
CLOSED



Assistant City Manager – Paso Robles, CA
CLOSED



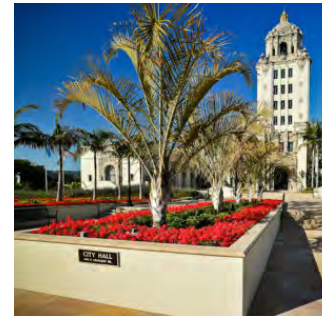
Assistant City Manager – Public Safety
Sacramento, CA
CLOSED



Assistant City Manager for Mobility –
Austin, TX
CLOSED



Assistant City Manager for Safety – Austin,
TX
CLOSED



Assistant Director of Human Resources
Beverly Hills, CA
CLOSED



Assistant District Counsel – East Bay
Regional Park District
CLOSED



Assistant Electric Utility Director –
Roseville, CA
CLOSED



Assistant Finance Director – Ben
CLOSED



ROBERTS CONSULTING GROUP**Contact:** Valerie Roberts**Work**

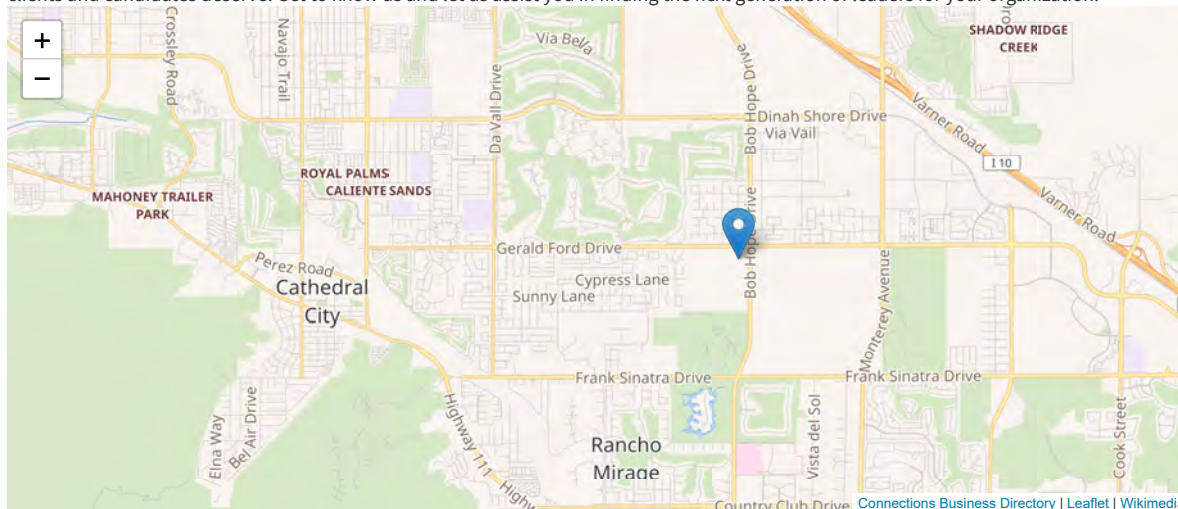
P.O. Box 1127
Rancho Mirage CA 92270
USA

Work Phone: (424) 522-2251**Work Email:** robertsrcg@msn.com**Website:** [Website](#)**BIOGRAPHY**

Norm Roberts pioneered the field of public sector recruiting. Our consultants have successfully recruited thousands of chief executives and senior-level executives for public agencies throughout the United States. We have assisted our clients in finding highly talented individuals with a commitment to serving the public, and our placements are some of the best and brightest in their fields. These individuals play a critical role in how services are provided to the public and how local government, special district and not-for-profit organization resources are utilized, and we take great pride in working with our clients to find the best possible fit.

We have worked for organizations of all sizes, both urban and rural, and in virtually every state in the nation, including the District of Columbia. In addition, we have conducted recruitments in all functional areas within the public sector. A substantial number of our clients have hired us multiple times over a span of many years. While at the present time our clients are limited to California, we are capable of conducting local/regional, statewide or nationwide recruitments.

And, by undertaking only a limited number of recruitments at any one time, we are able to provide the personal service and attention our clients and candidates deserve. Get to know us and let us assist you in finding the next generation of leaders for your organization.

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UNSURPASSED EXCELLENCE IN EXECUTIVE RECRUITING

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EXPERIENCE – Norm Roberts pioneered the field of public sector recruiting and has managed/conducted more executive recruitments in this area than anyone else in the business. He was a leader in setting professional standards for the industry and, while our thoroughness and commitment to excellence have never changed, our approaches have evolved with the times.

FOCUSED – Accepting only a limited number of recruitments, we are able to provide senior level, hands on service of the highest quality. From ascertaining our client's needs, to identifying and recruiting qualified candidates, and extensively verifying background information, the work is conducted by senior level consultants with numerous years of experience and judgment.

CLIENTS – Our consultants have worked for organizations of all sizes, both urban and rural, and in virtually every state in the nation, including the District of Columbia. And, we have conducted recruitments in all functional areas within the public sector. A substantial number of our clients have hired us multiple times over a span of many years. While at the present time our clients are limited to California, we are capable of conducting local/regional, statewide or nationwide recruitments.

PARTNERSHIP – We work in conjunction with our clients to help find the right candidates. It is very much a team effort. We work closely with boards/councils, chief executives, department heads and human resources executives to ensure a successful outcome.



THOROUGH EVALUATIONS – We do not ask for a blanket list of references from candidates. We are very specific in asking for reference names to ensure that we get a complete picture about a candidate's background. It is also important to know how and what to ask, and our consultants have numerous years of experience in this area. Our background checks are very thorough, including a review of news articles, degree/certification verifications and credit/criminal/civil litigation/motor vehicle record checks.

FIT – There is no one "right" candidate for any position. Our job is to identify candidates who best match what our client is looking for, and who are available or will consider a career change at this particular point in time. It is our mission to find someone who is a good match with the culture of the organization.

And, we communicate regularly with our clients and candidates throughout the process.

INDUSTRY RELATIONS – Because of both the breadth and depth of our experience, we have garnered a network of relationships with industry leaders who are in a position to know about rising stars, as well as those who have skeletons in the closet. We are discreet, but thorough, in sourcing potential candidates and verifying credentials.

PROACTIVE – We do not want to overlook candidates who are not actively seeking a new position and may not be looking at advertisements, or who come from non-traditional sources. We have a database of many individuals who may be a good fit, but we also do new research for every recruitment we undertake to ensure that we are targeting those people who will best meet our client's needs. Not only do we send brochures with letters inviting potential candidates to apply, we follow up by telephone to encourage their interest and to make sure they have a clear understanding of the opportunity. We believe that there is no substitute for personal contact.

CONFIDENTIALITY – Many of the best qualified candidates are reluctant to apply for a potential new opportunity due to concerns about confidentiality. We place great emphasis on this with our clients, and do everything within our ability to keep candidate names confidential, where allowed by law.

DIVERSITY – Since the beginning, our consultants have had a commitment to diversity in recruiting. Norm Roberts placed the first person of color as City Manager of a large city, and has continued to recruit and place well-qualified candidates in all areas of the public sector.

RESULTS – Whether it is delivering on time with candidates that meet the specifications identified in the Recruitment Brochure, conducting background checks that are accurate and thorough, or assisting with critical negotiations to hire the person desired, our consultants are relentless in ensuring results. Our placement and retention rates are among the highest in the industry, if not *the* highest.

TIMING – A typical recruitment takes approximately 90 days from the first meeting with a client until the date our client interviews leading candidates. We work with our client in setting a schedule and meeting deadlines.

PRICING – We work on a fixed fee basis, including our firm's expenses. Our clients know exactly how much to budget and there are no conflicts of interest in assisting with compensation negotiations.

EXPERIENCE • RELATIONSHIPS • RESULTS

recruiting chief executives and senior level executives for public
agencies



UNSURPASSED EXCELLENCE IN EXECUTIVE RECRUITING

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While at the present time our executive recruitment practice is limited to clients in California, our consultants have conducted chief executive and senior level recruitments for public agencies in virtually every state in the nation, including the District of Columbia. A substantial number of our clients have hired us multiple times over a span of many years, including one county having engaged our services more than 40 separate times. In addition, our placement and retention rates are among the highest in the industry. Below is a partial listing of clients for whom our consultants have worked:



A

Agua Caliente Tribal Council (CA)
Alameda Corridor Transportation Authority (CA)
Alameda County, CA
Alameda County Health Care Services Agency (CA)
Alameda County Transportation Commission (CA)
Alameda-Contra Costa Transit District (CA)
Alaska Municipal League/Joint Insurance Association
Albany, CA, City of
Albany, GA, City of

H

Habitat for Humanity (CA)
Hartford, CT, City of
Hazel Crest, IL, Village of
Healthgroup International (CA)
Hemet, CA, City of
Hercules, CA, City of
Hidden Hills, CA, City of
Hillsborough County, FL
Humboldt County, CA
Huntington Beach, CA, City of



I

R

Rainbow Water District (CA)
Ramona Municipal Water District (CA)
Ramsey County, MN
Rancho Palos Verdes, CA, City of
Redding, CA, City of
Redlands, CA, City of
Redmond, OR, City of
Redondo Beach, CA, City of
Redwood City, CA, City of
Regional Transportation Commission of Clark County (NV)
Richmond, CA, City of
Richmond Renaissance Inc. (VA)
Richmond, VA, City of
Ridgecrest, CA, City of
Riverside, CA, City of
Riverside County, CA

Alexandria, VA, City of

Alhambra, CA, City of

Alliance of Schools for Cooperative Insurance Programs (CA)

American Friends of the Hebrew University (CA)

American Water Works Association (CO)

Ames, IA, City of

Amyotrophic Lateral Sclerosis Society (CA)

Anaheim, CA, City of

Ann Arbor, MI, City of

Anniston, AL, City of

Arapahoe County, CO

Arcadia, CA, City of

Arizona State Retirement System

Arlington County, VA

Arrowhead Regional Medical Center (CA)

Arvada, CO, City of

Association of Bay Area Governments (CA)

Association of California Water Agencies

Aurora, CO, City of

Austin, TX, City of

B

Bakersfield, CA, City of

Baldwin Park, CA, City of

Banning, CA, City of

Bartlesville, OK, City of

Bay Area Air Quality Management District (CA)

Bayside District Corporation (CA)

Bellaire, TX, City of

Bellevue, WA, City of

Belmont, CA, City of

Berkeley, CA, City of

Beverly Hills, CA, City of

Bexar County, TX

Bishop International Airport Authority (MI)

Bombardier Transportation (CA)

Boulder, CO, City of

Brea, CA, City of

Illinois State Retirement System

Imperial County, CA

Indian Wells Valley Water District (CA)

Industry, CA, City of

Industry Hills Recreation (CA)

Inland Empire Economic Council (CA)

Inland Empire Economic Partnership (CA)

Inland Empire Utilities Agency (CA)

Irvine Ranch Water District (CA)

J

Jewish Family Service of Santa Monica (CA)

Joffrey Ballet (CA)

Jupiter, FL, Town of

K

Kaiser Permanente (CA)

Kalamazoo, MI, City of

Kansas City, MO, City of

Keep Riverside Ahead (CA)

Ken Spiker & Associates (CA)

Kern County, CA

Kern Economic Development Corporation (CA)

Ketchikan, AK, City of

Ketchikan Gateway Borough, AK

King City, CA, City of



L

La Habra, CA, City of

Ladies Professional Golf Association (TX)

Laguna Hills, CA, City of

Laguna Niguel, CA, City of

Lake Oswego, OR, City of

Lakewood, CA, City of

Lakewood, CO, City of

Riverside County Consolidated Courts (CA)

Riverside County Law Library (CA)

Riverside County Transportation Commission (CA)

Rockville, MD, City of

Rolling Hills, CA, City of

Rose Bowl Operating Company (CA)

Ryder Dedicated Logistics (CA)

Ryder Distribution Resources (CA)

Ryder Integrated Logistics (CA)



S

Sacramento Airport (CA)

Sacramento County, CA

Sacramento County Employees' Retirement System (CA)

Saginaw, MI, City of

Salinas, CA, City of

San Antonio, TX, City of

San Antonio Water System (TX)

San Bernardino County, CA

San Bernardino County Board of Retirement (CA)

San Buenaventura, CA, City of

San Diego Area Wastewater Management District (CA)

San Diego, CA, City of

San Diego, CA, Port of

San Diego County, CA

San Diego County Employees Retirement System (CA)

San Diego Housing and Community Development Authority (CA)

San Diego State University (CA)

San Diego Superior Court (CA)

San Diego Transit Corporation (CA)

San Fernando, CA, City of

Brooklyn Park, MN, City of

Broward County, FL

Brownsville & Matamoros Bridge Company (TX)

Brownsville, TX, City of

Bryan, TX, City of

Buellton, CA, City of

Burbank, CA, City of

Butte County, CA



C

Cadiz Inc. (CA)

California Advantage

California American Water Company

California Association of Marriage & Family Therapists

California Endowment

California Franchise Tax Board

California Polytechnic State University Foundation

California Special Olympics

California State Association of Counties

California, State of

California State University Long Beach Foundation

California Urban Water Agencies

California Urban Water Conservation Council

Camarillo, CA, City of

Cambria Community Services District (CA)

Camrosa Water District (CA)

Carrollton, TX, City of

Carson, CA, City of

Casper Area Economic Development Alliance (WY)

Casper, WY, City of

Castaic Lake Water Agency (CA)

Laramie, WY, City of

Las Vegas, NV, City of

Lawndale, CA, City of

League of California Cities

Lee County, FL

Leisure Village Association (CA)

Lewiston, ME, City of

Little Blue Valley Sewer District (MO)

Livermore, CA, City of

Livermore-Amador Valley Water Management Agency (CA)

Lomita, CA, City of

Long Beach Airport (CA)

Long Beach, CA, City of

Long Beach, CA, Port of

Long Beach Transit (CA)

Long Beach Water Department (CA)

Longview, TX, City of

Los Altos Hills, CA, Town of

Los Angeles, CA, City of

Los Angeles, CA, Port of

Los Angeles Coliseum-Sports Arena Complex (CA)

Los Angeles Community Redevelopment Agency (CA)

Los Angeles Convention and Visitors Bureau (CA)

Los Angeles County, CA

Los Angeles County Economy & Efficiency Commission (CA)

Los Angeles County Health Services Department (CA)

Los Angeles County Law Library (CA)

Los Angeles County Metropolitan Transportation Authority (CA)

Los Angeles County Superior Court (CA)

Los Angeles County Transportation Commission (CA)

Los Angeles County + University of Southern California Medical Center

Los Angeles Department of Water & Power (CA)

Los Angeles Housing Authority (CA)

Los Angeles International Airport (CA)

Los Angeles Music Center Operating Company (CA)

San Francisco Bay Area Rapid Transit District (CA)

San Francisco, CA, City/County of

San Francisco Public Utilities Commission (CA)

San Jacinto, CA, City of

San Joaquin County, CA

San Joaquin County Council of Governments (CA)

San Jose, CA, City of

San Juan Capistrano, CA, City of

San Luis & Delta-Mendota Water Authority (CA)

San Luis Obispo, CA, City of

San Luis Obispo County, CA

San Mateo County, CA

San Rafael, CA, City of

Santa Ana, CA, City of

Santa Barbara, CA, City of

Santa Barbara County, CA

Santa Barbara Retirement System (CA)

Santa Clara, CA, City of

Santa Clara County, CA

Santa Clara County Health and Hospital System (CA)

Santa Clara Valley Transportation Authority (CA)

Santa Clarita, CA, City of

Santa Cruz Metropolitan Transit District (CA)

Santa Monica Big Blue Bus (CA)

Santa Monica, CA, City of

Santa Paula, CA, City of

Sarasota Bradenton Airport (FL)

Sarasota County, FL

Scarsdale, NY, Village of

Scottsdale, AZ, City of

Seattle Center (WA)

Seattle, WA, City of

Seattle, WA, Port of

Seattle Water Department (WA)

Sedgwick County, KS

Seidler-Fitzgerald Public Finance (CA)

Sequoia Institute (CA)

Central Basin Municipal Water District (CA)

Central Coast Water Authority (CA)

Central Contra Costa Transit Authority (CA)

Central Ohio Transit Authority

Chandler, AZ, City of

Charlotte, NC, City of

Charlottesville/Albemarle Airport Authority (VA)

Chesapeake, VA, City of

Chesterfield County, VA

Children's Hospital of Los Angeles (CA)

Children's Institute International (CA)

Chino Basin Watermaster (CA)

Cincinnati, OH, City of

Cincinnati Parks Board (OH)

Citrus Heights, CA, City of

Claremont, CA, City of

Clark County, NV

Clearwater, FL, City of

Coachella Valley Water District (CA)

Coconino County, AZ

Colorado Springs Employees Retirement System (CO)

Columbia, MO, City of

Concord, CA, City of

Contra Costa County, CA

Contra Costa Transportation Authority (CA)

Contra Costa Water District (CA)

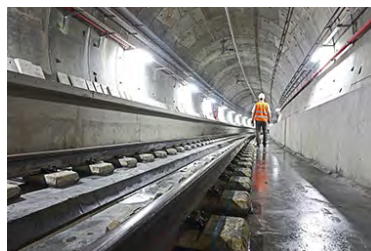
Corpus Christi Convention and Tourist Bureau (TX)

Corpus Christi, TX, City of

Corte Madera, CA, Town of

Culver City, CA, City of

Cypress, CA, City of



Los Angeles Olympic Organizing Committee (CA)



M

Madera, CA, City of

Malibu, CA, City of

Maricopa County, AZ

Marin Community Foundation (CA)

Marin County, CA

Marin Municipal Water District (CA)

Marina, CA, City of

Mariposa County, CA

Martinez, CA, City of

Maxicare (CA)

Mecklenburg County, NC

Menlo Park, CA, City of

Meriden, CT, City of

Mesa, AZ, City of

Mesa County, CO

Metropolitan Sewerage District (OH)

Metropolitan Water District of Southern California

Miami, FL, City of

Miami Beach, FL, City of

Miami-Dade County, FL

Michigan Municipal Risk Management Authority

Millbrae, CA, City of

Milwaukie, OR, City of

Minneapolis, MN, City of

Modesto, CA, City of

Mojave Water Agency (CA)

Monrovia, CA, City of

Monte Vista Water District (CA)

Montebello, CA, City of

Monterey County, CA

Shasta County, CA

Shreveport Airport Authority (LA)

Signal Hill, CA, City of

Simi Valley, CA, City of

Single Room Occupancy Housing Corporation (CA)

Sioux City, IA, City of

Sisters of Providence Hospital (AK)

Skokie, IL, City of

Society for the Prevention of Cruelty to Animals, Monterey County (CA)

Solano County, CA

Solvang, CA, City of

Sonoma County, CA

Sonoma County Building Economic Success Together (CA)

Sonoma County Community Development Commission (CA)

Sonoma-Marina Area Rail Transit (CA)

South Coast Air Quality Management District (CA)

South Florida Water Management District

South Gate, CA, City of

South Lake Tahoe, CA, City of

South Pasadena, CA, City of

Southeastern Economic Development Corporation (CA)

Southern California Association of Governments

Southern California Public Power Association

Southern California Rapid Transit District

Southwest Florida Water Management District

St. Charles, MO, City of

St. Joseph Health System (CA)

St. Louis Park, MN, City of

St. Petersburg, FL, City of

Stanislaus County, CA

Stanton, CA, City of

State Water Contractors (CA)

Stone Mountain Park (GA)

Sunnyvale, CA, City of

D

Dallas Area Rapid Transit (TX)

Dallas Retirement System (TX)

Dallas, TX, City of

Dallas/Fort Worth Airport (TX)

Dana Point, CA, City of

Davenport, IA, City of

Dayton, OH, City of

Denver Urban Renewal Authority (CO)

Des Plaines, IL, City of

Desert Hot Springs, CA, City of

DeSoto, TX, City of

Diamond Bar, CA, City of

District of Columbia

District of Columbia Water and Sewer Authority

Dominguez Water Corporation (CA)

Don Bosco Technical Institute (CA)

Downers Grove, IL, Village of

Downey, CA, City of

Dublin, CA, City of

DuPage County, IL

E

East Bay Municipal Utility District (CA)

East Lansing, MI, City of

East Palo Alto, CA, City of

Eastern Municipal Water District (CA)

Eastvale, CA, City of

Eau Claire, WI, City/County of

El Dorado County, CA

El Paso City-County Health District (TX)

El Paso County Retirement System (CO)

El Paso International Airport (TX)

El Paso, TX, City of

El Segundo, CA, City of

Elgin, IL, City of

Encinitas, CA, City of

Enid, OK, City of

Equipoise, Inc. (CA)

Estes Park, CO, Town of

Monterey County Water Resources Agency (CA)

Monterey Park, CA, City of

Monterey Peninsula Water District (CA)

Moorpark, CA, City of

Moreno Valley, CA, City of

Morgan Hill, CA, City of

Morris County Municipal Utilities Authority (NJ)

Mothers Against Drunk Driving (TX)

Mothers Embracing Nuclear Disarmament (CA)

Moulton Niguel Water District (CA)

Mount Prospect, IL, Village of

Mountain View, CA, City of

Mountains Restoration Trust (CA)

Municipal Mutual Insurance Company (CA)

Mustang, OK, City of

Myrtle Beach, SC, City of

N

Naperville, IL, City of

Naples, FL, City of

National Association of Black Journalists (CA)

National Association of Colleges & Employers (PA)

National Association of Housing & Redevelopment Officials (DC)

National Council on Alcoholism (NY)

National Institute of Governmental Purchasing (VA)

National Medical Enterprises, Inc. (CA)

National Outdoor Leadership School (WY)

Nevada State Industrial Insurance System

New Orleans Airport Authority (LA)

New Orleans Regional Transit Authority (LA)

Newport Beach, CA, City of

Newport News, VA, City of

Norco, CA, City of

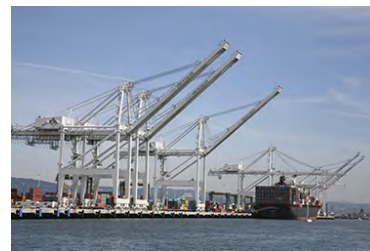
Norfolk, VA, City of

Northglenn, CO, City of

Novato, CA, City of

Superior Court of California, County of Imperial

Superior Court of California, County of Riverside



T

Tacoma, WA, City of

Tehama, CA, City of

Tehama County Solid Waste District (CA)

Thornton, CO, City of

Torrance, CA, City of

Trans World Airlines (NY)

Transportation Corridor Agencies (CA)

Tucson, AZ, City of

Tucson Water Department (AZ)

Tulare, CA, City of

Tulare County, CA

Tulsa, OK, City of

Turlock, CA, City of

U

U.S. Airways (DC)

Union Development Company (CA)

University of California, Los Angeles

University of California, Los Angeles UniCamp

University of California, San Francisco

University of California System

University of Southern California



V

Eugene, OR, City of

Evanston, IL, City of

Exceptional Children's Foundation (CA)

F

Fairfax County, VA

Family Service Agency of San Mateo County (CA)

Financial Accounting Foundation – FASB & GASB (CT)

Flossmoor, IL, Village of

Fontana, CA, City of

Foss Waterway Development Authority (WA)

Foundation for the Junior Blind (CA)

Fremont, CA, City of

Fresno, CA, City of

Fresno City Retirement Systems (CA)

Fresno County, CA

Fresno Yosemite International Airport (CA)

Ft. Lauderdale, FL, City of

Fulton County, GA



G

Gainesville, FL, City of

Garden City, NY, Village of

Garden Grove, CA, City of

Gardena, CA, City of

Gaston County, TX

General Telephone of California

George Washington University (DC)

Glendale, AZ, City of

Glendale, CA, City of

Glendora, CA, City of

Golden Gate Bridge, Highway & Transportation District (CA)

Government Finance Officers Association (IL)



O

Oakland, CA, City of

Oakland, CA, Port of

Oceanside, CA, City of

Ontario, CA, City of

Orange County, CA

Orange County Employees Retirement System (CA)

Orange County, FL

Orange County Transportation Authority (CA)

Oxnard, CA, City of

P

Pacific Vascular Research Foundation (CA)

Padre Dam Municipal Water District (CA)

Palm Beach County, FL

Palm Beach County Healthcare District (FL)

Palm Desert, CA, City of

Palm Springs, CA, City of

Palm Springs Desert Resorts Convention and Visitors Authority (CA)

Palo Alto, CA, City of

Paramount, CA, City of

Pasadena, CA, City of

Pasadena Senior Center (CA)

Peninsula Airport Commission (VA)

Pensacola, FL, City of

Peoria, IL, City of

Perris, CA, City of

Personal Assistance Services Council (CA)

Phoenix, AZ, City of

Phoenix Sky Harbor Airport (AZ)

Piedmont, CA, City of

Valdez, AK, City of

Valencia Water Company (CA)

Vallejo, CA, City of

Vallejo Sanitation and Flood Control District (CA)

Valley County Water District (CA)

Valley of the Moon Water District (CA)

Valley Health Plan (CA)

Ventura County, CA

Ventura County Transportation Commission (CA)

Ventura Independent Physicians Health Plan (CA)

Ventura Regional Sanitation District (CA)

Vernon, CA, City of

Village Management Services, Inc. (CA)

Virginia Beach, VA, City of

Visalia, CA, City of

Vista, CA, City of

W

W.M. Keck Foundation (CA)

Walnut Creek, CA, City of

Washington State Investment Board

Washington Suburban Sanitary District (MD)

Washoe County Health Department (NV)

Washtenaw County, MI

Water Replenishment District of Southern California

Weingart Center Association (CA)

Weingart Foundation (CA)

West Basin Municipal Water District (CA)

West Covina, CA, City of

West Hartford, CT, Town of

West Hollywood, CA, City of

Western Riverside County Regional Conservation Authority (CA)

Westwood Business Improvement District (CA)

Westwood Village Management Corporation (CA)

Whittier, CA, City of

Wichita Falls, TX, City of

Wichita, KS, City of

Grand Junction, CO, City of

Grand Rapids, MI, City of

Grapevine, TX, City of

Great Falls, MT, City of

Greater Orlando Aviation Authority (FL)

Greater Tucson Economic Council (AZ)

Greensboro, NC, City of

Plainsboro, NJ - Township of

Plateau Mental Health Center (TN)

Pomona, CA, City of

Porterville, CA, City of

Portland, OR, City of

Prince George's County, MD

Pro Rodeo Cowboys Association (CO)

Project Open Hand (CA)

Public Financial Management, Inc. (CA)

Pueblo Economic Development Corporation (CO)

Windshields America (CA)

Winston-Salem City & County Planning Board (NC)

Winston-Salem, NC, City of

Women's International Tennis Association (FL)

Wood River, IL, City of



Y

Yolo County, CA

Yorba Linda, CA, City of

Ypsilanti, MI, City of

PECKHAM & MCKENNEY » EXECUTIVE RECRUITERS

The following directory of executive search firms is an informative service for both public sector employers and job seekers alike. Executive search firms provide a variety of important and valuable services which include: personnel management and classification systems development; candidate recruitment and testing; test development and training; and general consultation on human resources-related topics.

Please do not send unsolicited resumes to executive search firms unless you are applying for a specific position for which they are conducting an active recruitment.

- [Go back to directory.](#)
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PECKHAM & MCKENNEY

Contact: Bobbi C. Peckham & Phil McKenney

Work

300 Harding Boulevard, Ste. 106-E
Roseville CA 95678

Work Phone: [916-912-1919](tel:916-912-1919)

Work Fax: [916-771-7501](tel:916-771-7501)

Work Email: Bobbi@peckhamandmckenney.com

Work Email: Phil@peckhamandmckenney.com



Website: [Website](#)

**BIOGRAPHY**

PECKHAM & MCKENNEY PROVIDES EXECUTIVE SEARCH AND CONSULTING SERVICES TO LOCAL GOVERNMENT AGENCIES THROUGHOUT THE WESTERN UNITED STATES AND IS HEADQUARTERED IN SACRAMENTO, CA. THE FIRM WAS ESTABLISHED AS A PARTNERSHIP IN JUNE 2004 BY BOBBI PECKHAM AND PHIL MCKENNEY AND IS SUPPORTED BY AN EXPERIENCED ADMINISTRATIVE STAFF.

PECKHAM & MCKENNEY WAS ESTABLISHED ON THE PREMISE THAT AN EXECUTIVE SEARCH AND CONSULTING FIRM MUST BE DEDICATED TO PROVIDING ITS CLIENTS AND CANDIDATES WITH PROFESSIONAL SERVICE, AS WELL AS A PERSONAL, HANDS-ON APPROACH. OUR BUSINESS PHILOSOPHY CENTERS UPON THE UNDERSTANDING THAT THIS IS A "PEOPLE" RELATED INDUSTRY AND THAT ATTENTION TO OTHERS' NEEDS IS THE KEY TO PROVIDING EFFECTIVE CUSTOMER SERVICE. NOT ONLY ARE WE COMMITTED TO PROVIDING OUR CLIENTS WITH WELL-QUALIFIED CANDIDATES, BUT WE ALSO TAKE PRIDE IN TREATING BOTH OUR CLIENTS AND CANDIDATES WITH UTMOST RESPECT. THIS COMMITMENT HAS LEAD TO MULTI-YEAR RETAINER AGREEMENTS WITH A NUMBER OF AGENCIES, AS WELL AS NUMEROUS CLIENT AND CANDIDATE TESTIMONIALS TO THEIR EXPERIENCES WITH US.

AT PECKHAM & MCKENNEY, WE ARE COMMITTED TO LOCAL GOVERNMENT AND SENSITIVE TO THE CHALLENGES AND ISSUES FACED BY OUR CLIENTS. AS SUCH, WE PARTICIPATE IN ICMA'S FRIENDS OF THE PROFESSION PROGRAM AND THE CAL-ICMA PREPARING THE NEXT GENERATION COMMITTEE. IN ADDITION, WE ACTIVELY SUPPORT AND PARTICIPATE IN THE MUNICIPAL MANAGEMENT ASSOCIATION OF NORTHERN CALIFORNIA AND SOUTHERN CALIFORNIA AND HAVE RECENTLY BEEN SELECTED TO OVERSEE THEIR NEWLY CREATED CREDENTIALLED GOVERNMENT LEADER PROGRAM.

NOTES

Bobbi Peckham is one of the West Coast's leading local government recruiters and has 28 years of experience in local government and executive recruitment.

Ms. Peckham began her career in the public sector in Naperville, Illinois, where she became familiar with all aspects of local government. Ms. Peckham was then recruited to join the Executive Search practice of a leading California recruitment firm. Later, she played an integral role in creating a national search business for what became the largest recruitment practice serving local government in the country. Here, she became Regional Director overseeing Northern California and a nine-state region.

In 2001, Ms. Peckham was invited to implement a public sector search practice for a Sacramento-based, private sector firm. With its significant success and her outstanding track record on local government placements, she chose to form her own search firm in partnership with Phil McKenney in 2004. Ms. Peckham has personally conducted hundreds of national searches throughout the Western United States. She has extensive experience working with City Councils, Executive Boards, and local government administrators, listening to and understanding their needs in executive level placements.

Ms. Peckham received a Bachelor of Science degree in Organizational Behavior from the University of San Francisco. She is a contributing member of the International City/County Management Association, Cal-ICMA, Women Leading Government, Municipal Management Association of Southern California, and Municipal Management Association of Northern California. In addition to serving on Cal-ICMA's Preparing the Next Generation Committee, Ms. Peckham was instrumental in writing the ICMA's Job Hunting Handbook for Local Government Professionals. She currently serves on the Planning Committee for the Annual Women's Leadership Summit, managing all aspects of the event's treasured Executive Roundtable Discussions. These roles not only enhance her presence in local government but speak to her strong reputation of integrity within the industry.

Phil McKenney has over 35 years' management experience and is very familiar with local government agencies, having led a county organization and having worked with numerous city governments and special districts.

Mr. McKenney began his career in the resort and hospitality industry and served in executive management positions with Martha's Vineyard as well as Keystone Resort in Colorado. Mr. McKenney later took over the helm of the Summit County Chamber of Commerce as their Executive Director. This hybrid-Chamber was the only countywide organization responsible for marketing all of Summit County, Colorado, home to Breckenridge, Keystone, and Copper Mountain resorts. Through his leadership and collaborative style, and working with the cities and county within Summit County, he led the Chamber to being a readily recognized and well-respected organization within Colorado and the Western United States.

Mr. McKenney was then selected by Placer County, California to lead the merger of the North Lake Tahoe Chamber of Commerce and the North Tahoe Visitors and Convention Bureau into the North Lake Tahoe Resort Association. The Resort Association is now a proactive, nationally recognized organization whose model of governance is being replicated in numerous resort communities across the western United States.

Mr. McKenney joined Ms. Peckham as an executive recruiter in January 2003 and in partnership with her formed Peckham & McKenney in June 2004. He has personally conducted dozens of national recruitments such as Town Manager, Town of Vail, Colorado; City Manager, City of Sedona, Arizona; Community Manager, The Sea Ranch, California; County Administrator, Teton County, Jackson, Wyoming; City Manager, City of Durango, Colorado; General Manager, North Tahoe Public Utility District, Kings Beach, California; and numerous public safety and department head positions as well, many for the same clients listed here.

Mr. McKenney has an undergraduate degree in Recreation from Slippery Rock State College as well as a Master of Business Administration from the University of Denver.

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EMPLOYER RESOURCES
EMPLOYER FAQ
LEVERAGING YOUR ONLINE PRESENCE
HEALTH AND WELLNESS
EMPOWERMENT

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SEARCH FOR JOBS
POST A RESUME
LOCATION SPOTLIGHT
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QUESTIONS AND ANSWERS

GOV TALK

EDUCATION/TRAINING
ELIGIBILITY/HIRING ISSUES
JOB DESCRIPTIONS/GLOSSARY
OVERVIEW
TRENDS
PUBLIC SECTOR NEWS
OUR AUTHORS

CAREER ADVICE

NETWORKING/INTERVIEWING
ON THE JOB
PERSONALITY ASSESSMENT
RESUMES/COVER LETTERS
INNOVATIONS
SOCIAL MEDIA



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[Testimonials \(/testimonials\)](#)
[Industry Commitment \(/industry-commitment\)](#)
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Current Searches

Discover the perfect "fit" for you.

Current Searches

Peckham & McKenney is proud to present the following current searches. We invite you to explore these outstanding career opportunities to find the perfect "fit."

 <p>ASSISTANT CITY MANAGER CITY OF AMERICAN CANYON, CA</p> <p>FILING DEADLINE: JULY 3, 2019.</p>	 <p>CITY MANAGER CITY OF ASPEN, CO</p> <p>FILING DEADLINE: JULY 8, 2019</p>	 <p>CITY MANAGER CITY OF BELMONT, CA</p> <p>FILING DEADLINE: JULY 8, 2019.</p>	 <p>DEPUTY PUBLIC WORKS DIRECTOR – OPERATIONS/CITY ENGINEER CITY OF BENICIA, CA</p> <p>FILING DEADLINE: OPEN UNTIL FILLED</p>
 <p>CHIEF ADMINISTRATIVE OFFICER COSUMNES COMMUNITY SERVICES DISTRICT, ELK GROVE, CA</p> <p>FILING DEADLINE: JULY 10, 2019.</p>	 <p>COMMUNITY DEVELOPMENT DIRECTOR CITY OF GILROY, CA</p> <p>FILING DEADLINE: JULY 15, 2019.</p>	 <p>FIRE CHIEF CITY OF GILROY, CA</p> <p>FILING DEADLINE: JULY 15, 2019.</p>	 <p>ADMINISTRATIVE SERVICES DIRECTOR/CITY TREASURER CITY OF LAGUNA WOODS, CA</p> <p>FILING DEADLINE: JUNE 17, 2019.</p>



Closed Searches

The filing deadlines have passed for the searches below, and we are currently engaged in the screening and selection process.

- City Administrator - City of Canby, OR (/city-administrator-city-of-canby-oregon2)
- City Manager - City of Flagstaff, AZ (/city-manager-city-of-flagstaff-arizona)
- Finance Director - City of Kent, WA (/finance-director-city-of-kent-washington)
- Human Resources Director - City of Kent, WA (/human-resources-director-city-of-kent-washington)
- City Attorney - City of Mountain View, CA (/city-attorney-city-of-mountain-view-california)
- County Manager - San Miguel County, CO (/county-manager-san-miguel-county-colorado)
- City Manager - City of Port Townsend, WA (/city-manager-city-of-port-townsend-washington)
- City Manager - City of Rio Rancho, NM (/city-manager-city-of-rio-rancho-new-mexico2)

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(Toll Free) (866) 912-1919

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BOB MURRAY & ASSOCIATES Photo of Bob Murray & Associates**Contact:** Bob Murray**Work**

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Work

Valerie Gaeta Phillips
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Roseville CA 95661

Work Phone: (916) 784-9080**Work Fax:** (916) 784-1985**Work Phone:** (850) 391-0000**Work Email:** apply@bobmurrayassoc.com**Website:** [Website](#)

BIOGRAPHY

Valerie Gaeta Phillips/President

Ms. Phillips has over 15 years of recruiting experience, including more than a decade of recent experience in executive search for public, private, and startup companies nationwide. Ms. Phillips has expertise in the full recruiting cycle, from process design and outreach through candidate assessment and selection. She has placed executive senior-level candidates in a variety of industries and fields, including Finance, Information Technology, and Engineering. Most recently Ms. Phillips has placed City Managers, Directors of Finance & Administration, Directors of Economic Development, CIO and Engineering executives in the public sector. Ms. Phillips is valued for her ability to find and retain the most outstanding candidates for even the most difficult or untraditional assignments and for her commitment to her clients' success.

Ms. Phillips is a member and or a sponsor of the International Hispanic Network, ICMA, Women Leading Government, International Fire Chiefs Association, Water & Waste Water Professionals, GFOA, CME, Hispanic Professional Women's Association.

Ms. Phillips has a passion for helping people, evidenced by her fundraising and efforts to raise awareness for organizations such as Autism Speaks and the M.I.N.D. Institute.

Follow her on Twitter [@VGaetaPhillips](#) or LinkedIn <http://www.linkedin.com/pub/valerie-gaeta-phillips/23/2b4/806/>

Gary Phillips/Executive Vice President

Mr. Phillips started his career with a New York based Fortune 100 company and quickly became a Senior Manager building and running a large customer service organization in New York and eventually in thirteen countries in Europe. He also served as a Director with a large Fortune 500 company and was responsible for developing and maintaining new and existing clients in Europe, Asia, and Australia. He then became Senior Vice President with a public enterprise software company. Some of his successes include building an organization from 2 to 250 people worldwide; acquiring 5 companies in two years; and growing a company from 800 to 1200 employees.

Mr. Phillips was part of an executive acquisition and recruiting team where he helped build a start-up enterprise software company in San Francisco. He recruited top notch talent, and built a world class organization. The company was eventually sold to a Fortune 500 software company.

Mr. Phillips has maintained customer relationships in the public sector, private sector, as well as medical, and financial institutions. He prides himself on finding key talent and offering the best customer service to his clients.

Mr. Phillips is involved in his community as a soccer coach and as an organizer of fundraisers for Autism Speaks in Sacramento. Mr. Phillips received his Associate of Science degree, as well as completed coursework at Rochester Institute of Technology, NY.

Regan Williams/Senior Vice President

Mr. Williams brings 30 years of local government experience to Bob Murray & Associates. Most recently, he worked as a private consultant with Deloitte and Touche on various public sector assignments. Prior to that, he served as Director of Public Safety with the City of Sunnyvale, CA.

Mr. Williams was involved in the development of some of Sunnyvale's most innovative programs and has a national reputation for excellence in law enforcement. He has been responsible for numerous recruitments throughout his career. Clients find his insight and expertise in recruitment and selection a valuable asset.

Mr. Williams received his Bachelor's degree in Administration of Justice from San Jose State University. He is also a graduate of the FBI National Academy.

NOTES

Bob Murray & Associates brings a personal approach to providing quality executive recruitment services. Our clients include cities, counties, and special districts, both large and small. Our experience includes working with the cities of San Francisco, Los Angeles, Long Beach, Fresno, Sacramento, and San Diego, CA; Eugene, Salem, and Portland, OR; Seattle, WA; San Antonio, TX; New Orleans, LA; Greenville, SC; Norfolk, VA; Jupiter and Miami Beach, FL; and Washington DC. Counties we have assisted include Orange County, Monterey County, and Marin County, CA; Clackamas County and Washington, OR; Fulton County, Orange County and Lowndes County, GA; Arlington County, VA; and Bay County, FL. We have also assisted a number of special districts and professional organizations including the Bay Area Air Quality Management District, the Arizona Municipal Water Users Association and the California State Association of Counties.

Many of our clients are "repeat customers" that return to Bob Murray & Associates because of our emphasis on quality and our success in finding candidates for positions that are difficult to fill.

Through many years of experience, we have created an ideal recruitment process by combining our ability to help you to determine the direction of the search and the types of candidates you seek. We understand the importance of recruiting candidates who are not necessarily looking for a job and are doing well in their current position. Working with professionalism, integrity and personal attention, our team-oriented search process, in addition to our proven expertise, ensures that the candidates we present for your consideration will match the criteria you have established and will be outstanding in their field. Our collaborative process, created to build partnerships with our clients, entails the following:

- Developing a Candidate Profile
- Advertising Campaign and Recruiting Brochure
- Recruiting Candidates
- Candidate Interviews and Evaluation
- Referencing Top Candidates
- Recommendation
- Final Interviews and Background Checks
- Negotiations



Bob Murray & Associates is currently conducting searches for the following positions...

▲ Grid View ▲



**Assistant Director of Orange
County Public Works**
County of Orange, California



City Manager
City of Huntington Beach,
California



**Community Development
Director**
City of Newark, California



**Community Development
Director**
City of Vallejo, California



Deputy Chief Financial Officer
PATH



Deputy Chief of Police
City of Anaheim, California



**Deputy Executive Director,
Law Enforcement & Homeland
Security**
Los Angeles World Airports,
California



Deputy Finance Director
City of Long Beach, California



**Director of Electric Utility
Services**
City of Victorville, California



Director of Human Resources
The State Bar of California



Director of Parks & Recreation
City of Rocklin, California



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(/)

Watch for these Upcoming Opportunities...



Assistant City Manager
City of Santa Cruz, California



Chief of Police
City of Westminster, California



City Manager
City of Jurupa Valley, California



Community Development Director
City of Fairfield, California



Executive Director
Child Haven, California



Vice President of Economic Development
Denver South Economic Development Partnership



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