

DATE SUBMITTED 03/10/16
 SUBMITTED BY City Manager
 DATE ACTION REQUIRED 03/16/15

COUNCIL ACTION (X)
 PUBLIC HEARING REQUIRED ()
 RESOLUTION ()
 ORDINANCE 1ST READING ()
 ORDINANCE 2ND READING ()
 CITY CLERK'S INITIALS ()

**IMPERIAL CITY COUNCIL
 AGENDA ITEM**

SUBJECT: PROFESSIONAL SERVICES – EXECUTIVE SEARCH FIRM FOR RECRUITMENT OF CITY MANAGER

1. Approval of contract with Bob Murray & Associates for Recruitment of a Replacement City Manager

DEPARTMENT INVOLVED: City Manager

BACKGROUND/SUMMARY: City Manager Best has accepted a position with another community and will be leaving employment with the City of Imperial on March 27, 2016. Ten years ago the City contracted with Bob Murray & Associates to perform the recruitment for a City Manager that resulted in the hiring of Mrs. Best. The firm also assisted the city with the hiring of Chief Colon. Bob Murray & Associates has successfully placed over 200 City Managers since 2000. In 2005 the city paid \$25,700 for the recruitment service. The firm has provided a proposal for the same service today at a cost of \$24,400. The use of a reputable and qualified firm will enhance the opportunity for the City to hire a professional Manager that will work well with the Council, community and staff, and in the shortest amount of time possible. If approved, a professional services contract should be drafted and executed to allow the process to begin.

FISCAL IMPACT: \$24,400 from the general fund.

F.O. INITIALS _____

STAFF RECOMMENDATION:

MANAGER'S RECOMMENDATION:

MANAGER'S INITIALS _____

The City Manager recommends the City Council approve the proposal from Bob Murray & Associates in the amount of \$24,400.

MOTION:
 SECONDED:
 AYES:
 NAYES:
 ABSENT:

APPROVED () REJECTED ()
 DISAPPROVED () DEFERRED ()
 REFERRED TO:



**A PROPOSAL TO CONDUCT AN EXECUTIVE
RECRUITMENT FOR A
City Manager
ON BEHALF OF THE
City of Imperial**

1544 Eureka Road, Suite 280
Roseville, CA 95661
(916) 784-9080
(916) 784-1985 fax

March 1, 2016

Mayor Doug Cox and Members of the City Council
City of Imperial
420 South Imperial Ave.
Imperial, California 92251

Dear Mayor Cox and Council Members:

Thank you for inviting Bob Murray & Associates to submit a proposal to conduct the City Manager recruitment for the City of Imperial. The following proposal details our qualifications and describes our process of identifying, recruiting and screening outstanding candidates on your behalf. It also includes a proposed budget, timeline, guarantee, and sample recruitment brochure.

At Bob Murray & Associates, we pride ourselves on providing quality service to local governments. We have created a recruitment process that combines our ability to help you to determine the direction of the search and the types of candidates you seek with our experience recruiting outstanding candidates who are not necessarily looking for a job. 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.

With respect to the City Manager recruitment, Bob Murray & Associates offers the following expertise:

- We have placed over 200 City Managers since our firm's inception in 2000. We are currently conducting City Manager recruitments on behalf of the cities of Alhambra, Gridley, Manteca, Martinez, and Rosemead, CA; as well as the City of Newberg, OR; and Chandler, AZ. In the past three years, we have placed City Managers in the California cities of Albany, Arvin, Atherton, Banning, Bell, Cathedral City, Chino, Chino Hills, Colton, Concord, El Monte, Fortuna, Goleta, Hemet, Hesperia, Lake Elsinore, Lemon Grove, Marina, Merced, Modesto, Oceanside, Oxnard, Pico Rivera, Rancho Cordova, Rancho Palos Verdes, Redondo Beach, San Fernando, Santa Ana, Santee, Seaside, South Gate, Temple City, Ventura, Vernon (City Administrator), CA; Chandler, Glendale, Phoenix, and Tucson, AZ; Sterling, CO; Miami Beach, FL; Topeka, KS; and Dallas, TX. For a complete list of our previous City Manager recruitments, please reference the enclosed client list. Our extensive contacts and knowledge of outstanding candidates will ensure you have a quality group of finalists from which to select the City of Imperial's next City Manager.
- Bob Murray & Associates is familiar with Imperial having conducted your City Manager recruitment resulting in the placement of Ms. Marlene Best. We have conducted recruitments with the Imperial Irrigation District in Imperial County.

Our knowledge of the City, region, issues, and quality of life will be an asset in presenting this opportunity to prospective candidates.

A significant portion of our process focuses on conducting thorough and confidential background investigations of the top 2-3 candidates to ensure that nothing about them is left undiscovered. We have candid discussions with references who have insight into the candidate's experience, style and ethics; conduct a search of newspaper articles; and run credit, criminal and civil records reports. This ensures that the chosen candidate will not only be an excellent fit with the City of Imperial, but also that the selected candidate will reflect positively upon your organization.

To learn first hand of the quality of our service and our recruitment successes, we invite you to contact the references listed on page 10 of the attached proposal.

We look forward to your favorable consideration of our qualifications. Please do not hesitate to contact us at (916) 784-9080 should you have any questions.

Sincerely,

Valerie Gaeta Phillips

Valerie Gaeta Phillips
President
Bob Murray & Associates

TABLE OF CONTENTS

THE RECRUITMENT PROCESS.....	2
STEP 1 DEVELOPING THE CANDIDATE PROFILE	2
STEP 2 ADVERTISING CAMPAIGN AND RECRUITMENT BROCHURE	2
STEP 3 RECRUITING CANDIDATES.....	2
STEP 4 SCREENING CANDIDATES	2
STEP 5 PERSONAL INTERVIEWS	3
STEP 6 PUBLIC RECORD SEARCH	3
STEP 7 RECOMMENDATION	3
STEP 8 FINAL INTERVIEWS	3
STEP 9 BACKGROUND CHECKS /DETAILED REFERENCE CHECKS.....	4
STEP 10 NEGOTIATIONS.....	4
STEP 11 COMPLETE ADMINISTRATIVE ASSISTANCE	4
BUDGET AND TIMING.....	5
PROFESSIONAL FEE AND EXPENSES	5
TIMING	5
GUARANTEE	5
PROFESSIONAL QUALIFICATIONS	6
REFERENCES	10

THE RECRUITMENT PROCESS

Bob Murray & Associates' unique and client oriented approach to executive search will ensure that the City of Imperial has quality candidates from which to select the new City Manager. Outlined below are the key steps in our recruitment process.

STEP 1 DEVELOPING THE CANDIDATE PROFILE

Our understanding of the City of Imperial's needs will be key to a successful search. We will work with the City Council to learn as much as possible about the organization's expectations for a new City Manager. We want to learn the values and culture of the organization, as well as understand the current issues, challenges and opportunities that face the City of Imperial. We also want to know the City Council's expectations regarding the knowledge, skills and abilities sought in the ideal candidate and will work with the City to identify expectations regarding education and experience. Additionally, we want to discuss expectations regarding compensation and other items necessary to complete the successful appointment of the ideal candidate. The profile we develop together at this stage will drive subsequent recruitment efforts.

STEP 2 ADVERTISING CAMPAIGN AND RECRUITMENT BROCHURE

After gaining an understanding of the City of Imperial's needs, we will design an effective advertising campaign appropriate for the City Manager recruitment. We will focus on professional journals that are specifically suited to the City Manager search. We will also develop a professional recruitment brochure on the City Council's behalf that will discuss the community, organization, position and compensation in detail. Once completed, we will mail the profile to an extensive audience, making them aware of the exciting opportunity with the City of Imperial.

STEP 3 RECRUITING CANDIDATES

After cross-referencing the profile of the ideal candidate with our database and contacts in the field, we will conduct an aggressive outreach effort, including making personal calls to prospective applicants, designed to identify and recruit outstanding candidates. We recognize that the best candidate is often not looking for a new job and this is the person we actively seek to convince to become a candidate. Aggressively marketing the City Manager position to prospective candidates will be essential to the success of the search.

STEP 4 SCREENING CANDIDATES

Following the closing date for the recruitment, we will screen the resumes we have received. We will use the criteria established in our initial meetings as a basis upon which to narrow the field of candidates.

STEP 5 PERSONAL INTERVIEWS

We will conduct personal interviews with the top 10 to 12 candidates with the goal of determining which candidates have the greatest potential to succeed in your organization. During the interviews we will explore each candidate's background and experience as it relates to the City Manager position. In addition, we will discuss the candidate's motivation for applying for the position and make an assessment of his/her knowledge, skills and abilities. We will devote specific attention to establishing the likelihood of the candidate's acceptance of the position if an offer of employment is made.

STEP 6 PUBLIC RECORD SEARCH

Following the interviews, we will conduct a review of published articles for each recommended candidate. Various sources will be consulted including Lexis-Nexis™, a newspaper/magazine search engine, Google, and local papers for the communities in which the candidates have worked. This alerts us to any further detailed inquiries we may need to make at this time.

STEP 7 RECOMMENDATION

Based on the information gathered through meetings with your organization and personal interviews with candidates, we will recommend a limited number of candidates for your further consideration. We will prepare a detailed written report on each candidate that focuses on the results of our interviews and public record searches. We will make specific recommendations, but the final determination of those to be considered will be up to you.

STEP 8 FINAL INTERVIEWS

Our years of experience will be invaluable as we help you develop an interview process that objectively assesses the qualifications of each candidate. We will adopt an approach that fits your needs, whether it is a traditional interview, multiple interview panel or assessment center process. We will provide you with suggested interview questions and rating forms and will be present at the interview/assessment center to facilitate the process. Our expertise lies in facilitating the discussion that can bring about a consensus regarding the final candidates.

We will work closely with your staff to coordinate and schedule interviews and candidate travel. Our goal is to ensure that each candidate has a very positive experience, as the manner in which the entire process is conducted will have an effect on the candidates' perception of your organization.

STEP 9 BACKGROUND CHECKS /DETAILED REFERENCE CHECKS

Based on final interviews we will conduct credit, criminal, civil litigation and motor vehicle record checks for the top one to three candidates. In addition, those candidates will be the subjects of detailed, confidential reference checks. In order to gain an accurate and honest appraisal of the candidates' strengths and weaknesses, we will talk candidly with people who have direct knowledge of their work and management style. We will ask candidates to forward the names of their supervisors, subordinates and peers for the past several years. Additionally, we make a point of speaking confidentially to individuals who we know have insight into a candidate's abilities, but who may not be on their preferred list of contacts. At this stage in the recruitment we will also verify candidates' degrees.

STEP 10 NEGOTIATIONS

We recognize the critical importance of successful negotiations and can serve as your representative during this process. We know what other organizations have done to put deals together with great candidates and will be available to advise you regarding current approaches to difficult issues such as housing and relocation. We will represent your interests and advise you regarding salary, benefits and employment agreements with the goal of putting together a deal that results in the appointment of your chosen candidate. Most often we can turn a very difficult aspect of the recruitment into one that is viewed positively by both you and the candidate.

STEP 11 COMPLETE ADMINISTRATIVE ASSISTANCE

Throughout the recruitment we will provide the City Council with updates on the status of the search. We will also take care of all administrative details on your behalf. Candidates will receive personal letters advising them of their status at each critical point in the recruitment. In addition, we will respond to inquiries about the status of their candidacy within twenty-four hours. Every administrative detail will receive our attention. Often, candidates judge our clients based on how well these details are handled.

BUDGET AND TIMING

PROFESSIONAL FEE AND EXPENSES

The consulting fee for conducting the City Manager recruitment on behalf of the City of Imperial is \$17,500 plus expenses. Services provided for in the fee consist of all steps outlined in this proposal including three (3) days of meetings on site. The City of Imperial will be responsible for reimbursing expenses Bob Murray & Associates incurs on your behalf. We estimate expenses for this project to be \$6,900. Reimbursable expenses include such items as the cost of recruiter travel; clerical support; brochure development; placement of ads; credit, criminal and civil background checks; education verification; and public records searches. Postage, printing, photocopying, and telephone charges are allocated costs and included in the expense estimate.

TIMING

We are prepared to start work on this assignment immediately and anticipate that we will be prepared to make our recommendation regarding finalists within seventy five to ninety days from the start of the search.

GUARANTEE

We guarantee that should a recommended candidate selected for the position be terminated within the first year of employment we will conduct the search again at no cost (with the exception of expenses) to the City of Imperial. We are confident in our ability to recruit outstanding candidates and do not expect the City of Imperial to find it necessary to exercise this provision of our proposal.

PROFESSIONAL QUALIFICATIONS

BOB MURRAY, FOUNDER

Mr. Murray brings over 25 years experience as a recruiter. Mr. Murray is recognized as one of the nation's leading recruiters. He has conducted hundreds of searches for cities, counties, and special districts. He has been called on to conduct searches for some of the largest most complex organizations in the country and some of the smallest. Mr. Murray has conducted searches for chief executives, department heads, professional and technical positions. Mr. Murray has taken the lead on the firm's most difficult assignments with great success. His clients have retained him again and again given the quality of his work and success in finding candidates for difficult to fill positions.

Prior to creating Bob Murray & Associates, Mr. Murray directed the search practice for the largest search company serving local government in the country. Mr. Murray has worked in local government and benefits from the knowledge of having led an organization. Prior to his career in executive search he served as the City Manager for the City of Olympia, Washington. He has also served as an Assistant City Manager and held positions in law enforcement.

Mr. Murray received his Bachelor of Science Degree in Criminology from the University of California at Berkeley with graduate studies in Public Administration at California State University at Hayward.

VALERIE GAETA PHILLIPS, PRESIDENT

Ms. Gaeta 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. Gaeta Phillips has expertise in the full recruiting cycle, from process design and outreach through candidate assessment and selection. She has placed senior-level candidates in a variety of industries and fields, including Finance, Information Technology, and Engineering. Ms. Gaeta Phillips is valued for her passion for finding and retaining the most outstanding candidates for even the most difficult or untraditional assignments and for her commitment to her clients' success. Ms. Gaeta 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.

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 of Science Degree in Administration of Justice from San Jose State University. He is also a graduate of the FBI National Academy.

JOEL BRYDEN, VICE PRESIDENT

Mr. Bryden has over 30 years of local government experience that he brings to the firm, having recently retired as the Chief of Police in Walnut Creek, CA.

Throughout his career, Mr. Bryden has been involved in public sector consulting. He has vast experience in hiring and promotional processes, as well as interviewing candidates for advancement in all aspects of local government.

Mr. Bryden has a solid reputation as a leader in the public sector, and clients find his ability to find and evaluate outstanding applicants invaluable.

Mr. Bryden is a graduate of the FBI National Academy and obtained his Bachelor of Arts degree in Communication from San Diego State University.

FRED FREEMAN, VICE PRESIDENT

Mr. Freeman brings over 24 years of local government experience to Bob Murray & Associates, with 11 years in the recruitment field. Mr. Freeman is a retired Chief of Police and has served as an elected official in local government. He has vetted hundreds of local governmental officials in the pre-employment process and conducted recruitments for positions in all sectors of public agency employment.

In addition to his career in the law enforcement field, Mr. Freeman served as the Mayor and the Mayor Pro-Tem for the Los Alamitos City Council. Mr. Freeman has been a member of the Public Safety Policy Committee - California League of Cities; the Orange County Fire Authority Board of Directors; and the Orange Line Development Authority as the Vice-Chair. His unique perspective and experience, as both a member of executive city staff and as an elected official, provides exceptional results for our clients.

Mr. Freeman is a graduate of the FBI National Academy and received his Teaching Credential from the University of California Los Angeles.

AMANDA URRUTIA-SANDERS, PRINCIPAL CONSULTANT

As a consultant with Bob Murray & Associates, Ms. Urrutia-Sanders is responsible for research, candidate recruitment and screening, as well as reference checks and background verifications. She focuses on client communication and works closely with clients to coordinate candidate outreach and ensure a successful search.

Ms. Urrutia-Sanders brings several years of industry experience as she worked for one of the nation's largest recruitment firms. Her insight into the recruitment process is a valuable asset to Bob Murray & Associates.

Ms. Urrutia-Sanders received her Bachelor of Arts degree in Communications from the University of Wyoming.

AMBER SMITH, SENIOR CONSULTANT

As Senior Consultant with Bob Murray & Associates, Ms. Smith acts as a liaison between clients and candidates from beginning to end of each recruitment process. She is responsible for the development and distribution of position recruitment and advertising materials, client research, reference and background checks, responding to requests for proposals, and providing a broad range of support services for the recruiting team.

Ms. Smith brings over 5 years of client-oriented customer service, administrative, and management experience to Bob Murray & Associates. She is committed to working as a partner with clients and candidates in order to provide a quality service and experience.

Ms. Smith received her Bachelor of Arts degree in Business Administration from La Sierra University, Riverside, California.

ADAM CARP, OFFICE COORDINATOR

Mr. Adam Carp is the Office Coordinator at Bob Murray & Associates. He is the first point of contact at Bob Murray & Associates and has years of administrative experience. Mr. Carp actively contributes to Bob Murray and Associates' goal of providing exceptional customer service through close coordination and follow through with our clients and candidates alike.

Mr. Carp received his Bachelor of Arts degree in Spanish from the University of California, Los Angeles.

REFERENCES

Clients and candidates are the best testament to our ability to conduct quality searches. Clients for whom Bob Murray & Associates has recently conducted searches are listed below.

CLIENT: City of Banning, CA
POSITION: City Manager
REFERENCE: Mayor Debbie Franklin, (951) 922-3146

CLIENT: City of Dinuba, CA
POSITION: City Manager
REFERENCE: Ms. Jayne Anderson, Assistant City Manager (559) 591-5900

CLIENT: City of Pico Rivera, CA
POSITION: City Manager, Finance Director, Human Resources Manager, and Senior Human Resources Manager
REFERENCE: Mr. David Armenta, Mayor Pro Tem, (562) 801-4371

CLIENT: City of Pittsburg, CA
POSITION: City Manager and Police Chief
REFERENCE: Mr. Joe Sbranti, City Manager, (925) 252-4923



CITY OF PICO RIVERA, CA

INVITES YOUR
INTEREST IN
THE POSITION OF

CITY MANAGER



**BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

The City of Pico Rivera is a thriving community that offers opportunities to all who live and work in the City.

Incorporated in 1958 by residents of two historic old communities, Pico and Rivera, the once agricultural area is home to a balanced mix of homes, businesses, and recreation facilities. At present, the City boasts a population in excess of 63,000.

The City of Pico Rivera traces its beginning to the 1870s as the communities of Pico and Rivera when the Atchison, Topeka and Santa Fe, and the Union Pacific completed rail lines through the area. Fabulously fertile farmlands of citrus, avocado, and walnut groves were cultivated between the Rio Hondo and San Gabriel Rivers. During the first four decades of the 20th century, these two country towns grew slowly in an agricultural setting.

By mid-1950s, leaders from both communities started to voice strong support for incorporation. In an election on January 7, 1958, incorporation was favored by 56 percent of the voters. A Council-Manager form of government was approved, the name "Pico Rivera" was confirmed for the new city, and five citizens were chosen from a field of 24 candidates to serve as members of the first City Council. It was then that Pico Rivera officially became the 61st city in Los Angeles County.

The City is served by the El Rancho Unified School District (K-12) with nearby university and college systems in Los Angeles and Orange counties providing a range of opportunities for higher education.

Within the City's nine square miles, more than 120 developed acres are devoted to recreational facilities for the enjoyment of the community, including just under 100 acres of local parks. Its access to major railroads and three freeways coupled with its close proximity to port and airport facilities continue to attract various industries to the City. Entertainment facilities, beaches, and the mountains are a few miles away. The housing stock has been expanded in recent years with the addition of several new housing developments. 70 percent of homes in Pico Rivera are owner-occupied.

The City of Pico Rivera is a thriving community that offers opportunities to all who live and work in the City.

The City looks forward to the next 50 years with several recent and pending projects helping to ensure that Pico Rivera continues to be a great place to live, work, and play.

THE ORGANIZATION

The City is governed by a Council-Manager form of government. Council members are elected at large and choose a City Manager to carry out policies and serve as the administrative head of the City organization. The City Manager appoints department directors to implement the City's various programs and projects. Other than police and fire services that are contracted with the County of Los Angeles, public services are provided by City staff.

As the administrative head of the City, the City Manager oversees the day-to-day operations of the City government, enforces City laws, and prepares and manages the City budget. The City Manager advises the City Council on matters that affect all aspects of City operations and recommends appropriate action that may involve legislation, fiscal matters, capital improvement, and other City policies.

The City of Pico Rivera has contracted with the Los Angeles County Sheriff's Department for law enforcement service; the Los Angeles County Fire Department for fire prevention, protection, and control services, as well as medical and other emergency



response services; and the Los Angeles County Library System to operate its two community libraries with the central library being a new 16,000 square-foot state-of-the-art gold-certified facility. Building, planning, recreation, public works, and engineering services are directly provided by the City to its residents and businesses.



THE IDEAL CANDIDATE

The City is seeking a City Manager to oversee the day-to-day operations of the City government, enforce City laws, and prepare and manage the annual budget. The new City Manager will work closely with the City Council, advising on matters that affect City operations and recommending appropriate action. The City Manager will also be visible within the community.

The ideal candidate will encourage an open and transparent relationship with the City Council. A City Manager who has a history of positive interaction and communication with the Council will be valued. The ideal candidate will use a straightforward approach with the Council and be able to express opinions and recommendations without reservation. A candidate with the ability to gain the confidence of Council Members is sought. Strong interpersonal skills and unquestioned integrity will be highly valued.

The new City Manager will attend various community functions and travel to conferences. A candidate who can effectively communicate with the public is sought. The ideal candidate will be open to new ideas concerning community issues. Candidates who will roll up their sleeves and lead by example will be highly valued. The City Manager will emphasize the importance of partnerships to community members. The ideal candidate will build strong relationships within the community.

The City celebrates its great success with capital projects including a new library and the improvement and expansion of four City parks. The new City Manager

should be willing and able to build on these successes. An innovative and proactive thinker will be highly valued. The ideal candidate will move the City in a positive direction by bringing a broad perspective to further developments. A candidate who possesses appreciation for diversity within a City organization is sought.

The ideal candidate must have a broad range of experience in municipal government. A candidate with experience in a variety of areas such as economic development and finance will be highly valued. The new City Manager should have a background in developing intergovernmental relations as well as relations between regional jurisdictions. A Bachelor's degree in public administration, business administration or a related field is required; a Master's degree is desirable.

THE COMPENSATION

The salary for the City Manager is open and is dependent upon qualifications. The City offers an attractive benefits package including:

Retirement –

Covered under the State of California Public Employees' Retirement System (CalPERS) at the 2% at 60 formula for current CalPERS members and 2% at 62 for new CalPERS members. The employee pays 4% of the employees' portion to CalPERS.

The new City Manager will work closely with the City Council, advising on matters that affect City operations and recommending appropriate action.

Insurance – The City provides health benefits for all full-time employees and their dependents under a Cafeteria Plan.

Under the Cafeteria Plan, employees are offered the following selections:

- 12 Medical plans or Cash Back Incentive
- Dental Insurance (2 plans)
- Vision Insurance
- Life Insurance
- Short- and Long-Term Disability Insurance

Paid Vacation – 88 hours per year.

Management/Administrative Leave – 90 hours per year.

Sick Leave – 81 hours per year.

Car Allowance – Subject to negotiation.

9/80 Schedule – City Hall is closed every other Friday.

Holidays – The City observes 11 holidays per year.

Technology Stipend – \$150.00 per month stipend or City cell phone.

Tuition Reimbursement – Up to \$3,000 per fiscal year.

Deferred Compensation – 2 optional plans are available for employee contributions.

Pre-Tax Dependent Care – Employees may specify a dollar amount annually to be deducted from their earnings to pay for qualifying dependent care on a pre-tax basis (FSA).

TO APPLY

If you are interested in this outstanding opportunity, please visit our website at www.bobmurrayassoc.com to apply online.

**Filing Deadline:
April 4, 2014**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray and Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Pico Rivera. Candidates will be advised of the status of the recruitment following selection of the City Manager.

If you have any questions, please do not hesitate to call Mr. Bob Murray at:

(916) 784-9080



BOB MURRAY & ASSOCIATES
CLIENT LIST

CITY MANAGER

Airway Heights, WA
Albany, CA
Albany, OR
Alhambra, CA
Antioch, CA
Apple Valley, CA (Town Manager)
Arcadia, CA
Arcata, CA
Arvada, CO
Arvin, CA
Banning, CA
Barstow, CA
Bell, CA
Benicia, CA
Campbell, CA
Capitola, CA
Carmel, CA
Castle Rock, CO (Town Manager)
Cathedral City, CA
Centennial, CO
Chandler, AZ
Chico, CA
Chino, CA
Chino Hills, CA
Chowchilla, CA (City
Administrator)
Chula Vista, CA
Claremont, CA
Concord, CA
Coos Bay, OR
Corcoran, CA
Corona, CA
Coronado, CA
Corte Madera, CA (Town Manager)
Cotati, CA
Dallas, TX
Dinuba, CA
Dixon, CA
Dublin, CA
El Monte, CA
Elk Grove, CA
Escalon, CA
Eugene, OR
Fairfield, CA
Fort Lauderdale, FL
Fortuna, CA
Fremont, CA
Glendale, AZ
Goleta, CA
Gridley, CA (City Administrator)
Grover Beach, CA
Half Moon Bay, CA
Hemet, CA
Hesperia, CA
Hollister, CA
Imperial, CA
Ione, CA
Irwindale, CA
Kirkland, WA
La Mesa, CA
La Palma, CA
Laguna Beach, CA
Lake Elsinore, CA
Lakeport, CA
Lancaster, CA
Lathrop, CA
Lemon Grove, CA
Loomis, CA (Town Manager)
Los Alamitos, CA
Manteca, CA
Marina, CA
Martinez, CA
Menifee, CA
Menlo Park, CA
Merced, CA
Miami Beach, FL
Millbrae, CA
Mill Valley, CA
Milwaukie, OR
Modesto, CA
Monrovia, CA
Montebello, CA (City
Administrator)
Monterey Park, CA
Mountain View, CA
Needles, CA
Newberg, OR
Newcastle, WA
Novato, CA
Oak Creek, WI (City
Administrator)
Oakdale, CA
Oakley, CA
Oceanside, CA
Ojai, CA

Orinda, CA
Oxnard, CA
Pacifica, CA
Palo Alto, CA
Pasadena, CA
Patterson, CA
Phoenix, AZ
Pittsburg, CA
Pico Rivera, CA
Pismo Beach, CA
Pittsburg, CA
Poway, CA
Rancho Cordova, CA
Rancho Palos Verdes, CA
Red Bluff, CA
Redondo Beach, CA
Rio Vista, CA
Roseville, CA
Salem, OR
Salinas, CA
San Antonio, TX
San Carlos, CA
San Clemente, CA
San Fernando, CA
San Jose, CA
San Marcos, CA
San Pablo, CA
San Rafael, CA
San Ramon, CA
Santa Ana, CA
Santa Paula, CA
Santa Rosa, CA
Santee, CA
Seaside, CA
Shoreline, WA
Sonoma, CA
South Lake Tahoe, CA
South Pasadena, CA
Springfield, OR
St. Helena, CA
Stanton, CA
Sterling, CO
Stockton, CA
Temple City, CA
Thousand Oaks, CA
Topeka, KS
Truckee, CA (Town Manager)
Tualatin, OR
Tucson, AZ
Turlock, CA

Vallejo, CA
Ventura, CA
Vernon, CA (City Administrator)
Walnut Creek, CA
Westminster, CA
Woodland, CA
Yuba City, CA

**ASSISTANT/DEPUTY CITY
MANAGER**

Alameda, CA
Arlington, TX
Arvada, CO
Barstow, CA
Beverly Hills, CA
Brighton, CO
Carlsbad, CA
Dublin, CA
Lancaster, CA
Monterey, CA
North Las Vegas, NV
Orange, CA
Pasadena, CA
Peoria, AZ
Petaluma, CA
Pomona, CA
Rancho Cordova, CA
Reno, NV
Rocklin, CA
Sanger, CA
Signal Hill, CA
Stockton, CA
Virginia Beach, VA
Ventura, CA
Woodland, CA
Yuba City, CA

COUNTY ADMINISTRATOR

Alachua County, FL
Butte County, CA
Clackamas County, OR
Clark County, NV
Deschutes County, OR
Lee County, FL
Marion County, OR
Pasco County, FL
San Benito County, CA
Tehama County, CA
Wake County, NC
Washington County, OR

ADMINISTRATIVE SERVICES

DIRECTOR

Garden Grove, CA
Lincoln, CA
Los Alamitos, CA
Ontario, CA
Placer County Water Agency, CA
Pleasanton, CA
San Carlos, CA
Stockton, CA
Union City, CA
Yucca Valley, CA

ANIMAL SERVICES DIRECTOR

Contra Costa County, CA
Franklin County, Ohio
Irvine, CA
Oakland, CA
Rancho Cucamonga, CA
Sacramento County, CA

AVIATION/AIRPORT

Big Bear Airport, CA
Bob Hope Airport, CA
Clark County, NV-McCarran
International Airport
Dallas/Fort Worth, TX
Fresno, CA
Los Angeles World Airports, CA
San Francisco International
Airport, CA
San Jose, CA

BUILDING

OFFICIALS/INSPECTION

Arroyo Grande, CA
Bakersfield, CA
Centre City Development
Corporation, CA
El Segundo, CA
Grants Pass, OR
Marin County, CA
Modesto, CA
Palo Alto, CA
Sacramento, CA
San Francisco, CA
San Luis Obispo County, CA
Stockton, CA
Tehama County, CA
Yuba City, CA

CITY CLERK

Central Contra Costa Sanitation
District, CA (Secretary to the
District)
Chino Hills, CA
Commerce, CA
Dublin, CA
Fremont, CA
Hollister, CA
Menlo Park, CA
Monterey County, CA (Clerk to the
Board)
Napa, CA
Rio Vista, CA
Santa Clara Valley Transportation
Authority, CA (Board Secretary)
Sunnyvale, CA

COMMUNITY DEVELOPMENT

DIRECTOR

Benicia, CA
Beverly Hills, CA
Capitola, CA
Chino Hills, CA
Concord, CA
Cotati, CA
Daly City, CA
Dublin, CA
Fremont, CA
Fullerton, CA
Hollister, CA (Development
Services Director)
Inglewood, CA
Irvine, CA
Lincoln, CA
Los Banos, CA
Manteca, CA
Maple Valley, WA
Marin County, CA
Modesto, CA
Moreno Valley, CA
Morgan Hill, CA
Newark, CA
Newcastle, WA
Oakland, CA
Oceanside, CA
Palo Alto, CA
Palm Springs, CA (Community
Economic Development Director)
Pleasanton, CA

Redlands, CA
Salem, OR
Salinas, CA
San Antonio Housing Authority,
TX
San Carlos, CA
Santa Cruz, CA
Sausalito, CA
Stockton, CA
Sumter County, FL
Vacaville, CA
Vallejo, CA
Walnut Creek, CA
Yuba City, CA
Yucca Valley, CA

**CONVENTION AND VISITOR'S
BUREAU DIRECTOR**

Las Vegas Convention and
Visitors' Authority, NV
Los Angeles, CA
North Lake Tahoe Visitors Bureau,
CA
Mammoth Lakes, CA
San Antonio, TX
Steamboat Springs, CO

ECONOMIC DEVELOPMENT

Broward County, FL
Chula Vista, CA
Concord, CA
Corona, CA
Daly City, CA
Fullerton, CA
Milpitas, CA
Modesto, CA
Morgan Hill, CA
New Orleans Redevelopment
Authority, OR
Oakland, CA
Peoria, AZ
Phoenix, AZ
Port of Los Angeles, CA
Port of San Diego, CA
Redlands, CA
Sacramento, CA
Salinas, CA
San Antonio Housing Authority,
TX
Scottsdale, AZ

Stockton, CA
Taft, CA
Tracy, CA
Upland, CA
Vancouver, WA
Visalia, CA

ENGINEERING

Bakersfield, CA
Barstow, CA
Bob Hope Airport, CA
Central Contra Costa Sanitary
District, CA
Chino Hills, CA
Clark County, NV – McCarran
Airport
Corona, CA
Damascus, OR
Dublin San Ramon Services
District, CA
Elk Grove, CA
Imperial Irrigation District, CA
Long Beach, CA
Los Banos, CA
Monterey County Water Resources
Agency, CA
Needles, CA
Nevada County, NV
Nye County, NV
Oceanside, CA
Omnitrans, CA
Peoria, AZ
Pico Rivera, CA
Pismo Beach, CA
Pomona, CA
Redlands, CA
Richmond, CA
Reno, NV
San Luis Obispo County,
Nacimiento Project, CA
School District of Hillsborough
County, FL (General Manager of
Transportation)
Sewer Authority Mid-Coastside,
CA
South Pasadena, CA
Stockton, CA
Tiburon, CA
Tracy, CA

United Water Conservation
District, CA
Vallejo, CA
Visalia, CA

EXECUTIVE DIRECTOR

Association of Monterey Bay Area
Governments, CA
Arizona Municipal Water Users
Association, AZ
Bay Area Air Quality Management
District, CA
Broward County, FL (Port
Everglades Chief Executive/Port
Director)
California Fire and Rescue Training
Authority, CA
California Peace Officers
Association, CA
California State Association of
Counties, CA
California School Boards
Association, CA
Central Contra Costa Solid Waste
Authority, CA
Chula Vista Redevelopment
Agency, CA
Cooperative Agricultural Support
Services Authority (CASS), CA
Early Learning Coalition of
Broward County, Inc (CEO)
Elk Grove-Rancho Cordova-El
Dorado Connector JPA, CA
El Paso Water Utilities-Public
Service Board, TX
(President/CEO)
Florida Public Transportation
Association (FPTA), FL
Hillsborough County, FL-Head
Start Division (Division Director)
Home Forward, OR
Housing Authority of the City of
Austin, TX (President/CEO)
Housing Authority of the City of
Los Angeles, CA
Housing Authority of the City of
Madera, CA
Housing Authority of the County
of Butte, CA

Housing Authority of the County
of Santa Cruz, CA
Hub Cities Consortium, CA
Kings Community Action
Organization, CA
Mammoth Lakes Visitors Bureau,
CA
March Joint Powers Authority, CA
Metro, Portland, OR
Oakland Housing Authority, CA
(CEO)
Oregon Cascades West Council of
Governments, OR
Palos Verdes Library District, CA
PATH Ventures, CA
Pima Association of Governments
and Regional Transit Association,
AZ
Recreation Centers of Sun City
West, AZ
Sacramento Area Flood Control
Agency, CA (Executive & Deputy)
San Bernardino Associated
Governments, CA
San Diego, CA (Assistant Deputy
Director – Wastewater)
San Diego Association of
Governments, CA
Children’s Board of Hillsborough
County (Executive Director)
Louisiana Housing Corporation
(Executive Director)
San Francisco Estuary Institute, CA
San Joaquin Council of
Governments, CA
Santa Clara Valley Water District,
CA (CEO)
SOS Children’s Villages – Florida
(CEO)
South Bayside Waste Management
Authority, CA
Southern California Association of
Governments (Deputy)
Vancouver Housing Authority, WA
(Executive & Deputy)
West Contra Costa Integrated
Waste Management District, CA
West Contra Costa Transportation
Advisory Committee, CA

Yolo Emergency Communications
Agency, CA

FINANCIAL

Alameda, CA
Alameda County Congestion
Management Agency, CA
Aurora, CO
Baldwin Park, CA
Barstow, CA
Boulder, CO
Boulder City, NV
Calaveras County Water District,
CA
Campbell, CA
Chino Hills, CA
Clark County, NV
Corona, CA
Cotati, CA
Damascus, OR
D.C. Government, DC
East Bay Municipal Utility District,
CA
El Dorado Hills Community
Services District, CA
Elk Grove, CA
Fairfield, CA
Grants Pass, OR
Half Moon Bay, CA
Hallandale Beach, FL
Healdsburg, CA
Hercules, CA
Housing Authority of the City of
Los Angeles, CA
Imperial Beach, CA
Imperial Irrigation District, CA
Inglewood, CA
Ione, CA
Lancaster, CA
Las Vegas Valley Water District,
NV
Lincoln, CA
Los Altos, CA
McCarran International Airport-
Clark County, NV
Menlo Park Fire Protection
District, CA
Modesto, CA
Monterey Park, CA
Norfolk, VA (Assistant Director)

Oakland, CA
Oceanside, CA
Palmdale Water District, CA
People Assisting the Homeless, CA
Pinellas Suncoast Transit
Authority, FL
Pico Rivera, CA
Pleasanton, CA
Quincy, FL
Recreation Centers of Sun City
West, AZ
Roseville, CA
Sacramento County, CA
San Bernardino International
Airport, CA
San Carlos, CA
San Diego, CA
San Francisco, CA
San Leandro, CA
San Jose, CA
San Mateo, CA
Santa Monica, CA
Sparks, NV
Stockton, CA
Thornton, CO
Topeka, KS
Union City, CA
Washoe County, NV
Wayne County, MI
West Covina, CA
West Hollywood, CA
West Wendover, NV
White Pine County, NV
Yolo County, CA

FIRE CHIEF

Alameda, CA
Arroyo Grande (Director of
Building & Fire)
Aurora, CO
Cathedral City, CA
Chino Valley Independent Fire
District, CA
Chula Vista, CA
Contra Costa County Fire
Protection District, CA
Encinitas, Del Mar, and Solana
Beach, CA
Eugene, OR
Fremont, CA

Folsom, CA
Fullerton, CA
Garden Grove, CA
Glendale, CO
Hillsboro, OR
Hollister, CA
Lodi, CA
Livermore – Pleasanton Fire District, CA
Marina, CA
Milpitas, CA
Monrovia, CA
Montebello, CA
Mountain View, CA
Newark, CA (Assistant & Chief)
Oceanside, CA
Palm Springs, CA
Peoria, AZ
Petaluma, CA
Piedmont, CA
Poudre Fire Authority, CO
Rancho Cucamonga, CA (Deputy & Chief)
Rancho Santa Fe Fire Protection District, CA
Roseville, CA
Sacramento County, CA
Salinas, CA
San Mateo, CA
San Miguel Fire Protection District, CA
Santa Cruz, CA
Sonoma Valley Fire & Rescue Authority, CA
Spokane Valley Fire Department, WA (Deputy)
Sumter County, FL
Sunnyvale, CA (Public Safety Director)
Tracy, CA
University of California, Davis
Union City, CA (Assistant & Chief)
Upland, CA
Vacaville, CA
Walla Walla, WA

GENERAL MANAGER

Big Bear City Community Services District, CA

Calaveras County Water District, CA
Central Arizona Project, AZ
Central Contra Costa Sanitation District, CA
Central Marin Sanitation Agency, CA
Coachella Valley Mosquito Vector Control District, CA
Cordova Recreation and Park District, CA (District Administrator)
East Bay Dischargers Authority, CA
Fallbrook Public Utilities District, CA
Hilton, Famkopf, and Hobson LLC, CA
Joshua Basin Water District, CA
Jurupa Community Services District, CA
Kennewick Irrigation District, WA (District Manager)
Los Angeles Convention Center, CA
Mendocino County Russian River Flood Control & Water Conservation Improvement District, CA
Montecito Water District, CA
Monterey Peninsula Regional Park District, CA
Monterey Regional Waste Management District, CA
Monterey Regional Water Pollution Control Agency, CA (Assistant)
Oro Loma Sanitary District, CA
Public Agency Risk Sharing Authority of California, CA
Pleasant Valley Recreation & Park District, CA
Reclamation District 1000, CA (District Engineer)
Ross Valley Sanitary District, CA
Salinas Valley Solid Waste Authority, CA
Sanitary District No. 5 of Marin County, CA
San Lorenzo Valley Water District, CA

Santa Cruz Consolidated
Emergency Communications
Center, CA
Sewer Authority Mid-Coastside,
CA
South Placer Municipal Utility
District, CA
Sweetwater Springs Water District,
CA
Union Sanitary District, CA
United Water Conservation
District, CA
Valley of the Moon Water District,
CA
Walnut Valley Water District, CA

HOUSING

City of West Hollywood, CA Fort
Worth, TX Housing Authority
Home Forward, OR
Housing Authority of the City of
Austin, TX
Housing Authority for the City of
Brownsville, TX
Housing Authority for the County
of Butte, CA
Housing Authority for the City of
Los Angeles, CA
Housing Authority for the City of
Milpitas, CA
Housing Authority of the County
of San Joaquin, CA
Housing Authority for the County
of Santa Cruz, CA
Louisiana Housing Corporation,
LA
Oakland Housing Authority, CA
PATH, CA
PATH Ventures, CA
San Antonio Housing Authority,
TX
Vancouver Housing Authority, WA

LEGAL COUNSEL

Aurora, CO
Broward County, FL
Coconut Creek, FL
Cupertino, CA
Fremont, CA
Gainesville, FL

Hayward, CA
Inglewood, CA
Lathrop, CA
Lee County, FL
Merced, CA
Monterey, CA
Morgan Hill, CA
Newport Beach, CA
North Las Vegas, NV
North Port, FL
Oceanside, CA
Orange, CA
Palo Alto, CA
Port of San Diego, CA
Sacramento Area Flood Control
Agency, CA
Sacramento County, CA
Salinas, CA
San Benito County, CA
San Bernardino Associated
Governments, CA
San Mateo, CA
Santa Ana, CA
Stockton, CA
Sunnyvale, CA
Thousand Oaks, CA
Ventura, CA
Walnut Creek, CA
Yolo County, CA

LIBRARY

Corona, CA
Folsom, CA
Monterey Park, CA
Palos Verdes Library District, CA
Salinas, CA
Stockton-San Joaquin County
Public Library, CA

PARKS/RECREATION/ COMMUNITY SERVICES

Anaheim, CA
Arlington, TX
Bakersfield, CA
Commerce, CA
El Segundo, CA
Emeryville, CA
Half Moon Bay, CA
Lemoore, CA
Long Beach, CA

Lynwood, CA
Maple Valley, WA
Midpeninsula Regional Open Space
District, CA
Milpitas, CA
Monterey County, CA
Orange County, CA
Palo Alto, CA
Peoria, AZ
Pleasanton, CA
Pleasant Valley Recreation and
Park District, CA
Pomona, CA
Sacramento County, CA
Sacramento, CA
San Carlos, CA
San Jose, CA
Santa Barbara County, CA
Santa Clarita, CA
Spokane, WA
Stockton, CA
Ventura, CA
Whittier, CA

**PERSONNEL/HUMAN
RESOURCES**

Alameda County, CA
Anaheim, CA
Apple Valley, CA
Arcadia, CA
Azusa, CA
Barstow, CA
Bellevue, WA
Benicia, CA
Colusa County, CA
Commerce, CA
Corona, CA
Desert Water Agency, CA
Fallbrook Public Utility District
Fremont, CA
Inglewood, CA
Inland Empire Utilities Agency, CA
Glendale, AZ
Grants Pass, OR
Hollister, CA
Judicial Council of California –
Administrative Office of the
Courts, CA
Las Virgenes Municipal Water
District, CA

Moreno Valley, CA
Monterey Park, CA
Napa, CA
Newark, CA
Norfolk, VA
North Las Vegas, NV
Oceanside, CA
Ontario, CA
Patterson, CA
Palmdale Water District, CA
Petaluma, CA
Pico Rivera, CA
Pomona, CA
Rancho Cordova, CA
Redlands, CA
Rocklin, CA
Roseville, CA
San Antonio Housing Authority,
TX
San Bernardino County, CA
San Carlos, CA
San Francisco International Airport
(SFO), CA
Scottsdale, AZ
Sedgwick County, KS
Stockton, CA
Tehama County, CA
Wayne County, MI
White Pine County, NV
Yucca Valley, CA

PLANNING

Alameda, CA
Beverly Hills, CA
Centre City Development
Corporation, CA
Corona, CA
Chula Vista, CA
Damascus, OR
El Segundo, CA
Elk Grove, CA
Healdsburg, CA
Los Angeles, CA
Los Banos, CA
Madera, CA
Milpitas, CA
Modesto, CA
Needles, CA
Oceanside, CA
Pacifica, CA

Palo Alto, CA
Palm Springs, CA
Pleasanton, CA
Reno, NV
Riverside, CA
Robson Homes, CA
Roseville, CA
Sacramento, CA
Santa Ana, CA
Santa Clara County, CA
San Benito County, CA
San Luis Obispo County, CA
Santa Cruz, CA
Santa Monica, CA
Spokane, WA
Stockton, CA
Sumter County, FL
Tracy Unified School District, CA
Washington County, OR

POLICE CHIEF/SAFETY

Arroyo Grande, CA
Arvin, CA
Ashland, OR
Aurora, CO
Bay Area Rapid Transit, CA
Bellevue, WA
Benicia, CA
Berkeley, CA
California State Polytechnic
University, Pomona, CA
California State University, East
Bay, CA
California State University,
Sacramento, CA(Chief/Lieutenant)
California State University, San
Bernardino, CA (Chief/Lieutenant)
California State University, San
Francisco, CA
California State University, San
Marcos, CA
Capitola, CA
Carlsbad, CA
Cathedral City, CA
Chandler, AZ
Chico, CA
Concord, CA
Corona, CA
Coronado, CA
Culver City, CA

East Bay Regional Park District,
CA
East Palo Alto, CA
El Cerrito, CA
Eugene, OR
Fairfield, CA
Folsom, CA
Fort Bragg, CA
Fullerton, CA
Glendale, AZ
Glendora, CA
Half Moon Bay, CA
Hayward, CA
Humboldt State University, CA
Huntington Beach, CA
Irvine, CA
Irwindale, CA
Klamath Falls, OR
La Mesa, CA
Lake Oswego, OR
Littleton, CO
Livingston, CA
Lodi, CA
Los Angeles, CA
Los Angeles World Airports, CA
Los Banos, CA
Mammoth Lakes, CA (Interim)
Manhattan Beach, CA
Maywood, CA
Menlo Park, CA
Merced, CA
Mesa, AZ
Modesto, CA
Monrovia, CA
Montebello, CA
Monterey, CA
Monterey County Sheriff's
Department, CA
Morgan Hill, CA
North Las Vegas, NV
Novato, CA
Oakdale, CA
Oakland Unified School District,
CA
Orange County, CA
Orange County, FL (Chief of
Corrections)
Pacifica, CA
Palm Springs, CA
Palo Alto, CA

Pasadena, CA
Pasadena City College, CA
Peoria, AZ
Petaluma, CA
Piedmont, CA
Pismo Beach, CA
Pittsburg, CA
Placentia, CA
Pleasanton, CA
Port of Long Beach, CA
Port of San Diego, CA
Port of Seattle, WA
Redlands, CA
Redondo Beach, CA
Reno, NV
Rio Vista, CA
Rocklin, CA
Roseville, CA
Sacramento, CA
Salinas, CA
San Bernardino, CA
San Diego State University, CA
San Fernando, CA
San Francisco, CA
San Diego State University, CA
San Jose State University, CA
San Rafael, CA
Santa Rosa Junior College, CA
Sausalito, CA
Seattle, WA
Seaside, CA
Signal Hill, CA
South Gate, CA
Stockton Unified School District,
CA
Sunnyvale, CA
Tehachapi, CA
Tracy, CA
Tulsa, OK
Turlock, CA
University of California at Davis,
CA
University of California at Santa
Barbara, CA
University of Merced, CA (Officer)
University of Oregon, OR
Vacaville, CA
Vallejo, CA
Vancouver, WA
Virginia Commonwealth University

Walla Walla, WA
Walnut Creek, CA
West Sacramento, CA
Whittier, CA
Winters, CA

POLICE COMMAND STAFF

Atascadero, CA
Bay Area Rapid Transit, CA
California State University, East
Bay, CA
California State University,
Sacramento, CA
California State University, San
Bernardino, CA
California State University, San
Francisco, CA
Commerce, CA
East Bay Regional Park District,
CA
East Palo Alto, CA
Menlo Park, CA
Monterey County, CA
Pleasanton, CA
Santa Rosa, CA
Port of San Diego, CA
University of California at
Merced, CA
University of Oregon, OR

POLICE OVERSIGHT

Bay Area Rapid Transit, CA
San Francisco, CA
San Jose, CA
Sonoma County, CA

PUBLIC AFFAIRS/ INTERGOVERNMENTAL RELATIONS DIRECTOR

Beverly Hills, CA
Rancho Cordova, CA
Thornton, CO
San Diego Regional Airport
Authority, CA
West Basin Municipal Water
District, CA

PUBLIC SAFETY COMMUNICATIONS

Aurora, CO

Clackamas County, OR
Heartland Communications Facility
Authority, CA
San Francisco, CA
San Jose, CA
Santa Cruz Consolidated
Emergency Communications
Center, CA
Scott Emergency Communications
Center
Consolidated Intergovernmental
Dispatch Agency-Tallahassee, FL
Washington County Consolidated
Communications Agency, OR
Yolo Emergency Communications
Agency, CA

PUBLIC WORKS

Belmont, CA
Chandler, AZ
Clark County, NV
Commerce, CA
Dallas, TX
Elk Grove, CA
Fresno, CA
Galt, CA
Grants Pass, OR
Half Moon Bay, CA
Healdsburg, CA
Huntington Beach, CA
Inglewood, CA
Lathrop, CA
Los Banos, CA
Mammoth Lakes, CA
Maple Valley, WA
Monrovia, CA
Morro Bay, CA
Needles, CA
Pico Rivera, CA
Pismo Beach, CA
Pomona, CA
Poway, CA
Provo, UT
Redlands, CA
Roseburg, OR
Roseville, CA
San Benito County, CA
San Carlos, CA
San Diego, CA
San Jose, CA

Santa Cruz, CA
South Pasadena, CA
Stockton, CA
Sumter County, FL
Tehama County, CA
Tiburon, CA
Upland, CA
Vallejo, CA
Woodland, CA
Yuba City, CA
PURCHASING
Central Contra Costa Sanitary
District, CA
Corona, CA
Housing Authority of the City of
Los Angeles
Tacoma, WA

RISK MANAGEMENT

Azusa, CA
California State University, San
Marcos, CA
Central Contra Costa Sanitary
District, CA
Central Marin Sanitation Agency,
CA
Long Beach, CA
Las Vegas Valley Water District,
NV
Riverside Transit Agency, CA

TECHNOLOGY

Clark County, NV
Durham, NC
Fresno, CA
Hayward, CA
Hillsboro, OR
Inland Empire Utilities Agency, CA
Modesto, CA
Peoria, AZ
Port of Los Angeles, CA
San Antonio Housing Authority,
TX
San Francisco, CA
State Bar of California
Tucson, AZ
West Hollywood, CA

TRANSPORTATION

Association of Monterey Bay Area Governments, CA
Dallas, TX
Elk Grove-Rancho Cordova-El Dorado County Connector Joint Powers Authority, CA
Omnitrans, CA
San Diego Association of Governments, CA
San Joaquin Council of Governments, CA
Santa Clarita, CA
Washington County, OR
West Contra Costa Transportation Advisory Committee, CA

WASTE WATER/SANITATION/ SOLID WASTE

Berkeley, CA
Central Contra Costa Sanitation District, CA
Central Contra Costa Solid Waste Authority, CA
Central Marin Sanitation Agency, CA
Dublin San Ramon Services District, CA
East Bay Dischargers Authority, CA
Monterey Regional Waste Management District, CA
Monterey Regional Water Pollution Control Agency, CA
Oro Loma Sanitary District, CA
Redlands, CA
Richmond, CA
Ross Valley Sanitary District, CA
Salinas Valley Solid Waste Authority, CA
Sanitary District No. 5 of Marin County, CA
San Jose, CA
Sewer Authority Mid-Coastside, CA
South Bayside Waste Management Authority, CA
South Placer Municipal Utility District, CA
Stockton, CA

Union Sanitary District, CA
Vallejo, CA
West Contra Costa Integrated Waste Management Authority, CA

WATER

Arizona Municipal Water Users Association, AZ
Aurora, CO
Bakersfield, CA
Beverly Hills, CA (Water Conservation Administrator, Water Resources Manager, Project Manager)
Calaveras County Water District, CA
Joshua Basin Water District, CA
Kennewick Irrigation District, CA
Phoenix, AZ
Reclamation District 1000, CA
Redlands, CA
Sacramento Area Flood Control Agency, CA
San Diego, CA
San Jose, CA
San Lorenzo Valley Water District, CA (District Manager)
San Luis Obispo County, CA
Santa Clara Valley Water District, CA
South Placer Municipal Utility District, CA
Stockton, CA
Sweetwater Springs Water District, CA
Vallejo, CA
Valley of the Moon Water District, CA
United Water Conservation District, CA
Walnut Valley Water District, CA
Yuba City, CA

OTHER

Bay Area Air Quality Management District, CA (Deputy Air Pollution Control Officer)
Benton County, OR (Health Director)

Boise, ID (Community Ombudsman)
Broward County, FL (Port Everglades Director of Business Development)
Bureau Veritas, CA (Vice President – Operations)
Central Contra Costa Sanitary District (Director of Collection System Operations and Director of Plant Operations)
Cooperative Agricultural Support Services Authority, CA (Executive Officer)
Cordova Recreation & Park District (District Administrator and Maintenance Superintendent)
Government Services Group, Inc. (Municipal Services Manager)
Houston Housing Authority (Director Real Estate Investments & Development)
Housing Authority of the City of Los Angeles (Director of General Services)
Imperial Irrigation District (Assistant Manager of Construction Operations and Maintenance)
Hilton, Farnkopf, and Hobson LLC (Manager/Vice President)
Las Vegas Convention and Visitors Authority, NV (Director of Facility Projects)
Metropolitan Washington Airports Authority (Vice President for Public Safety)
Monterey Bay Unified Air Pollution Control District, CA (Air Pollution Control Officer)
Monterey Park, CA (Director of Management Services)
Peoria, AZ (Chief Business Attraction Officer)
Port of Long Beach, CA (Managing Director)
Port of San Diego, CA (Senior Director of Real Estate)
Redlands, CA (8 Mid-Level Managers and Natural Resources Manager)

Robson Homes (Forward Planner and Land Acquisition Manager)
Sacramento, CA (Preservation Director)
Sacramento, CA (Urban Design Manager)
San Jose, CA (Assistant Director of Environmental Services and Environmental Services Director)
San Manuel Band of Tribal Indians, CA (Tribal Manager)
Santa Barbara County Air Pollution Control (Air Pollution Control Officer)
Sedgwick County, Kansas (Health Department Director)
Superior Court of California, County of San Luis Obispo, CA (Assistant Court Executive Officer)
Vallejo, CA (Water Engineering Manager, Water Treatment Superintendent, Water Distribution Superintendent)
Washoe County, NV (Senior Services Director)
Washoe County, NV (Social Services Director)