

# **City of Port St. Lucie, Florida Request for Proposal City Attorney Recruitment & Selection**

September 18, 2023



630 Dundee Road  
Suite 225  
Northbrook, IL 60062

**Primary Contact Person:**

Laurie Pederson  
Senior Vice President  
Operations & Client Services  
847-380-3198  
[LPederson@GovHRusa.com](mailto:LPederson@GovHRusa.com)

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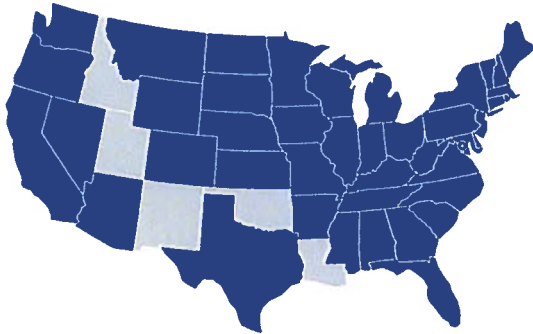
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Consultant Biography

Client List

## Firm Profile

GovHR is a public management consulting firm serving local government clients and other public-sector entities across the country. The firm was originally formed as Voorhees Associates in 2009 and changed its name to GovHR USA in 2013. We are a certified Female Business Enterprise and work exclusively in the public and non-profit sectors. GovHR offers customized executive recruitment services, management studies and consulting projects for local government and organizations who work with local government.



GovHR has 29 full-time and 12 permanent part-time employees including 12 full-time recruiters and more than 30 additional project consultants. Our employees and project consultants are located across the country, giving us a national presence. Additionally, GovTempsUSA, GovHR's subsidiary, provides interim staffing solutions to keep operations moving during the recruitment process.

Our consultants are experienced executive recruiters who have conducted over 1,250 recruitments, working with cities, counties, special districts, and other governmental entities of all sizes throughout the country. In addition, we have held leadership positions within local government, giving us an understanding of the complexities and challenges facing today's public sector leaders.

## Our Leadership



**Heidi Voorhees**

President

847-380-3240

[HVoorhees@GovHRusa.com](mailto:HVoorhees@GovHRusa.com)

*Ms. Voorhees has conducted more than 400 recruitments in her management consulting career, with many of her clients being repeat clients, attesting to the high quality of work performed for them. In addition to her 22 years of executive recruitment and management consulting experience, Ms. Voorhees has 19 years of local government leadership and management service, including ten years as Village Manager for the Village of Wilmette, Illinois.*



**Joellen Cademartori**

Chief Executive Officer

847-380-3238

[JCademartori@GovHRusa.com](mailto:JCademartori@GovHRusa.com)

*Ms. Cademartori is a seasoned manager, with expertise in public sector human resources management. She has held positions from Human Resources Director and Administrative Services Director to Assistant Town Manager and Assistant County Manager. Ms. Cademartori has worked in forms of government ranging from Open Town Meeting to Council-Manager and has supervised all municipal and county departments ranging from Public Safety and Public Works to Mental Health and Social Services.*

## Why Choose GovHR?

**Unparalleled Expertise and Level of Service:** We are a leader in the field of local government recruitment and selection with experience in **44 states**, in communities ranging in population from 1,000 to 3,000,000. Since our establishment in 2009, more than 40% of our clients are repeat clients showing a high level of satisfaction with our work. We encourage you to call any of our previous clients. Surveys of our clients show that 94% rate their overall experience with our firm as **Outstanding** and indicate that they plan to use our services or highly recommend us in the future.

**Delivering the Best:** We conduct comprehensive **due diligence** on candidates. Our state-of-the-art process, includes extensive use of **social media** for candidate outreach and video interviews with potential finalist candidates, ensure a successful recruitment for your organization. Our high quality, thorough Recruitment Brochure reflects the knowledge we will have about your community and your organization and will provide important information to potential candidates. Additionally, before we recommend a candidate to you, we will have interviewed them via video, conducted reference calls, and news media and social media searches. Our knowledge of local government ensures that we can ask probing questions that will verify their expertise.

**A Partner from Start to Finish:** We are your partners in this important process. You are welcome to review all the resumes we receive, and we will share our honest assessment of the candidates. Our goal is your **complete satisfaction**. We can strategize with you on a variety of approaches for meeting your recruiting needs, including evaluation of internal candidates, identification of non-traditional candidates who meet your recruitment requirements, succession planning and mentoring options. We are committed to working with you until you find the candidate that is the best fit for your position.

**Services for Any Budget and Any Search:** We strive to meet the specific needs of our clients. We offer several options for recruitment services to meet your needs and your budget. Our services range from Full Executive Recruitments to Virtual Recruitments and even simply Professional Outreach for those who want to reach a broader network. In the following proposal, we have provided the scope we believe that best fits your needs. However, you may find all our services [here on our website](#).

## Our Team

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GovHR employs a team of professionals with backgrounds in local government and the not-for-profit sector. With your staff needs in mind and due to the significance of this recruitment, we have assigned our highly knowledgeable and experienced Senior Vice President Sarah McKee. She will act as your project manager and primary point of contact for this project. Her full biography can be found as part of the Appendix and her client list is available on our website.

### Project Manager & Main Point of Contact



**Sarah McKee**  
Senior Vice President  
847-867-5151  
[SMcKee@GovHRusa.com](mailto:SMcKee@GovHRusa.com)

### Proposal Inquiries



**Laurie Pederson**  
Senior Vice President  
Operations & Client Services  
847-380-3198  
[LPederson@GovHRusa.com](mailto:LPederson@GovHRusa.com)

## References

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We are a proven leader in public sector consulting. **More than one-third of the organizations served by GovHR are repeat clients.** Our team provides a growing pool of highly qualified candidates who are well-suited to handle the challenges and expectations of professional positions in local government and the not-for-profit sector.

The following references can speak to the quality of service provided by GovHR.

**Deerfield Beach, FL**  
**(Director of Parks & Recreation, 2023)**  
**(Director of Human Resources, 2023)**  
**(Assistant City Manager, 2022)**  
**(Director of Parks and Recreation, 2021)**  
Dave Santucci, City Manager  
150 NE 2nd Avenue  
Deerfield Beach, FL 33441  
954-480-4263  
[dsantucci@deerfield-beach.com](mailto:dsantucci@deerfield-beach.com)

**Bethel, AK**  
**(City Manager, In Process)**  
**(City Attorney, 2020)**  
Lori Strickler, CMC, City Clerk  
300 Chief Eddie Hoffman Highway  
Bethel, AK 99559  
907-543-1384  
[lstrickler@cityofbethel.net](mailto:lstrickler@cityofbethel.net)

**Orlando, FL**  
**(Compensation Manager - Professional Outreach, 2023)**  
**(Director of Public Works, 2022)**  
**(Fire Chief, 2022)**  
Ana Palenzuela, Human Resources Director  
400 South Orange Ave.  
Orlando, FL 32802  
407-246-2057  
[ana.palenzuela@cityoforlando.net](mailto:ana.palenzuela@cityoforlando.net)  
Deborah Girard, Deputy Chief Administrative Officer  
[deborah.girard@cityoforlando.net](mailto:deborah.girard@cityoforlando.net)

**Boulder City, NV**  
**(City Manager, 2021)**  
**(City Attorney, 2021)**  
Bryce Boldt, HR Director  
401 California Avenue  
Boulder City, NV 89005  
702-293-9295  
[bboldt@bcnv.org](mailto:bboldt@bcnv.org)

**Englewood, CO**  
**(City Attorney, 2021)**  
**(Finance Director, 2020)**  
**(City Manager, 2019)**  
J. Shawn Lewis, City Manager  
1000 Englewood Parkway  
Englewood, CO 80110  
303-762-2310  
Othoniel Sierra, Mayor  
720-551-3301  
[osierra@englewoodco.gov](mailto:osierra@englewoodco.gov)



## Project Approach and Methodology

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A typical recruitment and selection process takes approximately 175 hours to conduct. At least 50 hours of this time is administrative, including advertisement placement, reference interviews, and due diligence on candidates. We believe our experience and ability to professionally administer your recruitment will provide you with a diverse pool of highly qualified candidates for your position search. GovHR clients are informed of the progress of their recruitment throughout the entire process. We are always available by mobile phone or email should you have a question or need information about the recruitment.

### Phase I: Position Assessment, Position Announcement & Brochure

GovHR treats each executive recruitment as a transparent partnership with our client. We believe in engaging with stakeholders early in each recruitment process to fully understand the challenges and opportunities inherent in the position. Understanding the organizational culture is critical to a successful recruitment. We gain this insight and information through meetings (one on one and small groups), surveys and a review of relevant information. This information is reflected in a polished marketing piece that showcases the organization and the area it serves.

#### Information Gathering:

- One-on-one or group interviews with stakeholders identified by the client.
- GovHR can establish a dedicated email address for feedback from stakeholders or the community.
- Community forums (In-person or via video) can be used to gather input and feedback.
- Surveys can be used for department personnel and/or the community to gather feedback.
- Conversations/interviews with department heads.

A combination of the above items can be used to fully understand community and organizational needs and expectations for the position (this proposal includes 12 hours of meetings – additional meetings can be added for a fee of \$150/hour plus actual expenses if incurred. Dedicated email address and one organizational survey are included. Community Survey can be conducted for \$2,500. Community Forums can be conducted as an optional service.

Development of a **Position Announcement** to be placed on websites and social media.

Development of a thorough **Recruitment Brochure** for client review and approval.

Agreement on a detailed **Recruitment Timetable** – a typical recruitment takes between 90 to 120 days from the time you sign the contract to appointment of the finalist candidate.

### Phase II: Advertising, Candidate Recruitment & Outreach

We make extensive use of social media as well as traditional outreach methods to ensure a diverse and highly qualified pool of candidates. In addition, our website is well known in the local government industry – we typically have 17,000+ visits monthly to our website and career center. Additionally, our weekly jobs listings are sent to over 8,000 subscribers.

Phase II will include the following:

- GovHR consultants will personally identify and contact potential candidates.
- Develop a database of potential candidates from across the country unique to the position and to the Client, focusing on:

- Leadership and management skills
- Size of organization
- Experience in addressing challenges and opportunities also outlined in Phase I
- The database will range from several hundred to thousands of names and an email blast will be sent to each potential candidate.
- Placement of the Position Announcement:
  - Public sector online Career Centers
  - Social media: LinkedIn (posted on GovHR Executives LinkedIn news feeds to reach over 50,000 connections), Facebook and Instagram
  - GovHR will provide you with a list of advertising options for approval

### **Phase III: Candidate Evaluation & Screening**

Phase III will include the following steps:

- Review and evaluation of candidates' credentials considering the criteria outlined in the Recruitment Brochure
- Candidates will be narrowed down to those candidates that meet the qualification criteria
- Candidate evaluation process:
  - Completion of a questionnaire explaining prior work experience
  - Live Video conducted by consultant with each finalist candidate
  - References provided by the candidate are contacted
  - Internet/Social Media search conducted on each finalist candidate

All résumés will be acknowledged and inquiries from candidates will be personally handled by GovHR, ensuring that the Client's process is professional and well regarded by all who participate.

### **Phase IV: Presentation of Recommended Candidates**

Phase IV will include the following steps:

- GovHR will prepare a Recruitment Report presenting the credentials of those candidates most qualified for the position.
- GovHR will provide an electronic recruitment portfolio which contains the candidates' materials along with a "mini" résumé for each candidate so that each candidate's credentials are presented in a uniform way.
- Client will receive a log of all applicants and may review résumés if requested.
- Report will arrive in advance of the Recruitment Report Presentation.

GovHR will meet with the Client to review the recruitment report and provide additional information on the candidates.

### **Phase V: Interviewing Process & Background Screening**

Phase V will include the following steps:

GovHR will:

- Develop the first and second round interview questions for your review and comment
- Coordinate candidate travel and accommodations



- Provide you with an electronic file that includes:
  - Candidates’ credentials
  - Set of questions with room for interviewers to make notes
  - Evaluation sheets to assist interviewers in assessing the candidate’s skills and abilities

Background screening will be conducted along with additional references contacted:

<b>GovHR USA Background Screening</b>	
✓ Social Security Trace & Verification	✓ County/Statewide Criminal
✓ U.S. Federal Criminal Search	✓ Civil Search
✓ Enhanced Verified National Criminal	✓ Bankruptcy, Leans and Judgements
- National Sex Offender Registry	✓ Motor Vehicle Record
- Most Wanted Lists FBI, DEA, ATF, Interpol	✓ Education Verification – All Degrees Earned
- OFAC Terrorist Database Search	<b>Optional:</b> Credit Report – Transunion with score (based on position and state laws)
- OIG, GSA, SAM, FDA	<b>Optional:</b>
- All felonies and misdemeanors reported to the National Database	Professional License Verification
	Drug Screen
	Employment Verification

GovHR will work with you to develop an interview schedule for the candidates, coordinating travel and accommodations. GovHR consultants will be present for all the interviews, serving as a resource and facilitator.

GovHR will coordinate a 2-Step Interview process. The first round interviews will include four to five candidates. The second round interviews will include two or three candidates. GovHR will supply interview questions and an evaluation form.

In addition to a structured interview, the schedule can incorporate:

- Tour of Client facilities
- Interviews with senior staff

### **Phase VI: Appointment of Candidate**

- GovHR will assist you as much as you request with the salary and benefit negotiations and drafting of an employment agreement, if appropriate.
- GovHR will notify all applicants of the final appointment, providing professional background information on the successful candidate.

## Project Timeline

Week	Week	Week	Week	Week	Week	Week	Week	Week	Week	Week	Week	Week	Week
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Phase I		Phase II				Phase III			Phase IV	Phase V		Phase VI	

Weeks 1 & 2

Phase 1: Interviews & Brochure Development

Weeks 3 thru 6

Phase 2: Advertising, Candidate Recruitment & Outreach

Weeks 7 thru 9

Phase 3: Candidate Evaluation & Background Screening

Week 10

Phase 4: Presentation of Recommended Candidates

Week 11 & 12

Phase 5: Interview Process & Additional Background Screening

Weeks 13 & 14

Phase 6: Appointment of Candidate

## Commitment to Comprehensive Outreach

GovHR has a long-standing commitment to Equity, Diversity and Inclusion. Since our firm's inception we have supported, with our time and financial resources, organizations that advance underrepresented populations in local government. These include the National Forum for Black Public Administrators, the Local Government Hispanic Network, The League of Women in Government and CivicPride.

GovHR Team Members have moderated and spoken on inclusion topics at the International City and County Management Association conference and numerous state conferences. Our employees and consultants have undergone Implicit Bias Training and we are frequent speakers on incorporating inclusivity into recruitment and selection processes.

GovHR has formally partnered with the National Forum for Black Public Administrators' consulting arm, i4x, in several recruitment and selection processes throughout the country including Toledo, OH, Fort Collins, CO, Ann Arbor, MI, Oakland, MI and Arlington, TX. Our partnership reflects our mutual commitment to increasing inclusion and advancing values of local government leaders at the highest levels of local government organizations.

## Recruiting in Today's Candidate Market

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The GovHR team is aware of the lasting impact that the Great Resignation has had on nearly all local government positions. Data shows annual quit rates have been at record highs the past two years. Additionally, there is a growing trend of public workers accelerating retirement plans, a drastic change from when workers were *postponing* retirement.

Our team of consultants work diligently to ensure the success of each recruitment and will be transparent upfront and throughout the process regarding any obstacles or delays they anticipate. Despite these challenging times, we have still seen a tremendous amount of success in our recruitments largely due to our consultants' outreach methods and our team's marketing strategies.

### GOVHR'S RECOMMENDATIONS TO RECRUIT AND RETAIN TOP TALENT

**Responsive: Roll out the Welcome Mat!** Candidates may struggle with relocating for a new position as well as be concerned about the "fit" with a new team. It is important to include costs for your top candidate(s) to travel to your location for the final interview process. Our team will work with you to create a welcoming, informative experience for both you and the candidate(s).

**Encouraging:** Employee development is a must-have in today's market. Candidates appreciate their employer investing in them as much as they are investing themselves in the job. Consider "up and coming" candidates who may lack one or two preferred skills and assign a mentor or invest in a course to encourage their professional development. A mentor/training program will also help establish a peer-to-peer connection and make them feel more comfortable about the transition to a new job.

**Competitive:** Our team will guide you in offering a competitive market rate compensation and competitive benefits package attractive to today's candidates. Competitive employers must include relocation expenses and should consider signing bonuses and temporary housing.

**Resourceful:** Review your job description – do you need public sector experience? Are the years' experience you list essential, or can that be preferred? Consider a more resourceful approach when reviewing candidates' experience. Carefully consider requirements such as CPA, Professional Engineer and others that will limit your talent pool – consider using the word "ideally" or "preferably."

**Understanding:** These past few years have, without a doubt, changed the work environment. Competitive employers have recognized this and are offering flexible/hybrid/remote work options. Those positions that offer this type of flexibility consistently receive a better candidate response rate.

**Innovative:** Think about what is unique and attractive about your community and organization and highlight that in your recruitment efforts. Talk about organizational culture and what your values are with respect to your employees. GovHR will assist you in being as innovative as possible in your outreach.

**Transparent:** Some states now mandate listing salary ranges in any job advertisements or postings. More and more companies are now showing at least a salary range in their postings to promote pay transparency and equity. Post the salary range you will use for hiring – it is public information if we make it too difficult for candidates to find out the salary, they will move on to the next opportunity.

## Full Scope Recruitment – Price Proposal

Summary of Costs: Full Scope	Price
Recruitment Fee:	<b>\$20,500</b>
Recruitment Expenses: (not to exceed) ➤ Expenses include candidate due diligence efforts	<b>\$1,500</b>
Advertising:  <i>*Advertising costs over \$2,500 will be placed only with client approval. If less than \$2,500, Client is billed only for actual cost.</i>	<b>\$2,500*</b>
<b>Total:</b>	<b>\$24,500**</b>

\*\*Consultant travel expenses are not included in the price proposal. If the consultant is requested to travel to the client, travel costs will be estimated at time of request. Only actual expenses will be billed to the client for reimbursement to GovHR.

Possible in-person meetings could include:

1. Recruitment brochure interview process
2. Presentation of recommended candidates
3. Interview Process

Any additional consultant visits requested by the Client (beyond the three visits listed above) will be billed at \$150/hour. The additional visits may also result in an increase in the travel expenses and those expenses will be billed to the client.

This fee does not include travel and accommodations for candidates interviewed.

### Payment for Fees & Services:

**1<sup>st</sup> Invoice:** Contract Award (40% of the Recruitment Fee)

**2<sup>nd</sup> Invoice:** Presentation of Candidates (40% of the Recruitment Fee & expenses incurred to date)

**Final Invoice:** Completion of Recruitment (20% of the Recruitment Fee plus all remaining expenses)

Payment of invoices is due within thirty (30) days of receipt.

## The GovHR Guarantee – Full Scope Recruitment

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GovHR is committed to assisting our clients until a candidate is appointed to the position. Therefore, no additional professional fee will be incurred if the client does not make a selection from the initial group of recommended candidates and requests additional candidates be developed for interview consideration. If additional advertising beyond the Phase I advertising is requested, client will be billed for actual advertising charges. Reimbursable expenses may be incurred should the recruitment process require consultant travel to the Client.

Upon appointment of a candidate, GovHR provides the following guarantee: should the selected and appointed candidate, at the request of the Client or the employee's own determination, leave the employ of the Client within the first 12 months of appointment, we will, if desired, conduct one additional recruitment for the cost of expenses and announcements only. This request must be made within 6 months of the employee's departure.

## Contract Signature Page

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We believe we have provided you with a comprehensive proposal; however, if you would like a service that you do not see in our proposal, please let us know. We can most likely accommodate your request.

This proposal will remain in effect for a period of six months from the date of the proposal. We look forward to working with you on this recruitment and selection process!

City of Port St. Lucie, Florida agrees to retain GovHR USA, LLC ("GovHR") to conduct a City Attorney Recruitment in accordance with its proposal dated September 18, 2023. The terms of the proposal are incorporated herein and shall become a part of this contract.

**ACCEPTED:**

**City of Port St. Lucie, Florida**

By: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Billing Contact: \_\_\_\_\_

Billing Contact Email: \_\_\_\_\_

**GovHR USA, LLC**

By: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_



## Optional Services

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### GovTemps USA

Need an Interim? GovTempsUSA, a subsidiary of GovHR USA, specializes in the temporary placement of positions in local government. The firm offers short-term assignments, in addition to long-term and outsourced arrangements. Our placement professionals at GovTempsUSA have typically enjoyed distinguished careers in local government and displayed a commitment to public service throughout their career.

### Recorded One-Way Video Interview of Candidates

Candidates we recommend for your consideration can complete a one-way video interview with 3 to 5 questions that will be recorded and which you can review electronically at your convenience. This can occur prior to making your decision on which candidates to invite for an interview. Cost \$100 per candidate.

### Leadership/Personality Testing

GovHR has experience working with a wide variety of leadership and personality assessment tools, depending on the qualities and experiences the client is seeking in their candidates. These include but are not limited to Luminaspark, Caliper, DISC and others. Depending on the evaluation type selected fees can range between \$100 to \$500 per candidate.

### 360° Evaluation

As a service to the Client, we offer the option to provide you with a proposal for a 360° performance evaluation for the appointed position at six months into his or her employment. This evaluation will include seeking feedback from both elected officials and department directors, along with any other stakeholder the Client feels would be relevant and beneficial. This input will be obtained on a confidential basis with comments known only to the consultant. If you are interested in this option, GovHR will prepare a proposal for this service.



# SARAH MCKEE



Sarah McKee is a Senior Vice President with GovHR USA and has extensive experience as a local government manager and in non-profit management. She has conducted recruitments for a variety of positions in various states throughout the country. She has also done various organizational analysis studies and classifications and compensation studies.

Sarah was a city manager in Johnstown, OH and Rolling Meadows, IL. While managing in Johnstown, the community saw a 20 percent growth in residential and commercial and Sarah was instrumental in establishing their first comprehensive plan as well as a downtown revitalization plan. During her administration, she successfully acquired various grants for community park renovations and led the community through the Main Street application process.

During the recession of 2008, she led Rolling Meadows through a workforce reduction which also included an early incentive retirement program as well as a successful re-negotiation of police and fire contracts for additional cost savings to the City. Additionally, she developed a retention and expansion program for the community's commercial and industrial businesses and attracted additional employers to their corporate centers. During her tenure, she was influential in attracting several new businesses to the area including expansion of several large employers.

Sarah also has extensive experience in Public Works Administration. Having served as a solid waste and fleet superintendent prior to being a public works director, she is known for several innovative ideas that have saved millions of dollars in local governments. While serving as the solid waste superintendent in Paducah, KY, she created the first biosolids waste composting facility in the state. In its first year of operation, the City saved approximately \$1M dollars in landfill costs through the diversion of biosolids and yard waste.

Through ICMA's international program and their cooperation with USAID, Sarah was asked to assist the country of Bulgaria in developing their solid waste management program as they transitioned to the European Union. She spent over seven years developing their program and training their environmental experts as well as assisting in the development of their landfills and composting sites. In addition to Bulgaria, Sarah has also worked in Beirut, Lebanon in the development of the Economic Development plan.

Recently, Sarah expanded her experience into non-profit management. She served as the first Executive Director of the Issaquah Highlands Community Association. Issaquah Highlands is an award winning, large scale master planned, built green urban village located just east of Seattle, WA. The community association is responsible for the governance and management of over 4,000 housing units as well as commercial (including a hospital campus) and retail spaces with 1500 acres of open spaces with 22 parks, soccer fields, dog parks, sport courts and play areas. The Association is charged with maintaining all streetscape, storm water systems including its use as irrigation in streetscapes and parks, management of 9 neighborhoods and 13 supplemental neighborhoods including z-Homes (zero based energy homes).

## PROFESSIONAL EDUCATION

- Master of Public Administration with emphasis in Organizational Communications, Murray State University, KY
- Bachelor of Science in Business Administration with emphasis in management, Murray State University, KY

## PROFESSIONAL DEVELOPMENT AND SPEAKING ENGAGEMENTS

- ICMA's Women's luncheon
- Illinois Government Finance Officers Association
- Indiana Municipal Managers Association
- Illinois City/County Management Association
- ICMA, coach

## PROFESSIONAL BACKGROUND

*Extensive Experience in Local Government Management and Non-Profit Management*

- Executive Director, Issaquah Highlands Community Association, Issaquah, WA 2012-2014
- City Manager, Rolling Meadows, IL 2008-2011
- Village Manager, Johnstown, OH 2003-2008
- Public Works Director, Paducah, KY 1999-2003
- Solid Waste Superintendent/Fleet Superintendent, Paducah, KY 1994-1999





**Attorney/Legal Client List**

<b>State</b>	<b>Client</b>	<b>Position Title</b>	<b>Year</b>	<b>Population</b>
Alaska	Bethel	City Attorney	2019	6,500
Colorado	Englewood	City Attorney	2021	34,957
Florida	Alachua County	Court Services Director (Virtual)	2018	263,496
Illinois	Galesburg	City Attorney (Professional Outreach)	2023	33,706
	Henry County	Assistant State's Attorney (2) (Professional Outreach)	2023	48,907
	Lake County	Justice Council Coordinator	2013	703,462
	Lake County/Nineteenth Judicial Circuit Court	Superintendent of Detention (Professional Outreach)	2018	Multi
	Metra	General Counsel	2023	2,700,000
	Pace Suburban Bus	Staff Attorney	2022	Multi
Kansas	Wyandotte County	Chief Counsel	2023	169,245
Maine	Bangor	City Solicitor	2021	33,039
Michigan	Coldwater	City Attorney	2023	13,829
	Jackson	City Attorney	2019	32,704
	Oakland County	Corporation Counsel	2021	1,251,000
	Oakland County	Deputy Corporation Counsel	2021	1,251,000
	Oakland County	Director of Public Service	2021	1,251,000
	Royal Oak	Assistant City Attorney (Professional Outreach)	2021	59,112
	Royal Oak	City Attorney	2020	59,112
Nevada	Boulder City	City Attorney	2021	16,207
New York	Long Beach	Corporation Counsel (Professional Outreach)	2021	33,275
North Carolina	Shelby	City Attorney	2022	22,000
Texas	Denton	City Attorney	2021	135,000



### Florida Client List

State	Client	Position Title	Year	Population
Florida	Alachua County	Court Services Director (Virtual)	2018	263,496
	Alachua County	Human Resources Director	2017	263,496
	Boca Raton	Deputy Director, Development Services (Virtual)	2023	95,787
	Broward County	Facilities Maintenance Director	2021	1,954,000
	Broward County Sheriff's Office	Director of Information Technology	2022	1,900,000
	Cape Coral	Human Resources Director	2023	209,000
	Deerfield Beach	Assistant City Manager	2022	80,000
	Deerfield Beach	Assistant Senior Services Director	2016	80,000
	Deerfield Beach	Director of Human Resources	2023	80,000
	Deerfield Beach	Director of Parks and Recreation	2021	80,000
	Deerfield Beach	Director of Parks and Recreation	2023	80,000
	Deerfield Beach	Purchasing Manager	2022	80,000
	DeFuniak Springs	Finance Director	2023	7,000
	Gainesville	Assistant City Manager	2021	133,997
	Gainesville	Director, Department of Sustainable Development	2021	133,997
	Gainesville	Fire Chief	2020	133,997
	Hillsborough Area Regional Transit Authority	Chief Executive Officer	2020	1,500,000
	Lakeland	City Manager	2020	110,000
	Largo	Assistant City Manager	2018	82,244
	Largo	Director of Public Works	2018	82,244
	Marion County	County Administrator	2015	337,362
	Orlando	Compensation Manager (Professional Outreach)	2023	307,573
	Orlando	Fire Chief	2021	307,573
	Orlando	Public Works Director	2022	307,573
	Pasco County	County Administrator	2016	475,502
	Pinellas County	Assistant County Administrator	2020	970,600
	Pinellas County	Deputy County Administrator/Chief of Staff	2019	970,600
	Pinellas County	Director of Building & Development Review Services	2022	970,600
	Pinellas County	Director of Human Resources	2020	970,600
	Pinellas County	Director of Office of Management and Budget	2021	970,600
	Pinellas Park	Chief Technology Officer	2019	52,137
	Ponce Inlet	Town Manager	2022	3,411
	Riviera Beach Community Redevelopment Agency	Executive Director	2020	35,000
	St. John's County	County Administrator	2023	292,466
	Tampa Bay Water	Chief Science Officer	2021	Multi
	Tampa Bay Water	Director of Information Technology	2021	Multi



Tampa Bay Water	Human Resources Director	2022	Multi
Walton County	County Administrator	2023	75,305
West Palm Beach	Assistant Chief Financial Officer	2023	117,000