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Jack A. and Susan Simpson, 16707 Gerritt Avenue, Cerritos, California 90703-1442

Office No. 562/926-0800; Cell Nos. 562/896-5424 & 310/418-1035

jack@trackdownmanagement.net; and jsimpson@trackdownmanagement.net

Major 2010 ICMA Service Awards to California City Managers

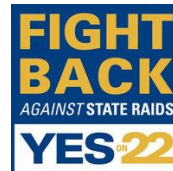
At each ICMA Annual Conferences recognition is given to members' dedication to public service. ICMA presents Service Awards for 10 years; 20 years; 30 years and each five years thereafter.

Three California City Managers are being honored for 40 years of service at the 96th Annual Conference in San Jose. We have listed the 40-year Service Award recipients, and those receiving 35-year Service Awards. We hope that we have not missed someone since the listing does not note jurisdiction. If we missed someone, we sincerely apologize. These awards are special. The survival rate for city managers is never high. Those who have stayed with the city manager craft for a good many years have beat the odds. **We salute you all!**

Former City Manager Ray Harris Retires



(L to R): L.A. County Supervisor **Don Knabe**; Bellflower City Manager **Mike Egan**; Signal Hill City Manager **Ken Farsing**; Lakewood City Manager **Howard Chambers**; **Ray Harris**; retired City Manager **Jack Simpson** of Trackdown; retired Paramount City Manager and former CJPIA Executive Director **Bill Holt**; El Segundo ACM **Bill Crowe**, a former City Manager; Huntington Park City Manager **Gregory Korduner**; & retired Pomona City Manager **Doug Dunlap**. Also present, but not pictured were: Norwalk City Manager **Ernie Garcia** and retired Rosemead City Manager **Frank Tripepi** of Willdan Financial Services; retired Rosemead ACM **Don Wagner**; and former City Manager **Paul Philips**, who is currently on special assignment in Seal Beach.



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ICMA 40 Years Service Awards:

Kenneth C. Frank, City Manager, Laguna Beach: In 1970 Ken was a Staff Assistant with the League of California Cities. In 1975 he was recruited to be the Assistant to the City Manager in Berkeley, and he served there until 1979 when he was appointed Laguna Beach City Manager. Ken has a BA from San Francisco State University and an MAPA from the University of California, Berkeley. He is a former member of the Executive Board of the City Managers' Department of the League of California Cities. Ken is taking a well-earned retirement.

Tustin City Manager **William A. Huston** began his career as an Administrative Assistant in Simi Valley in 1970. He was promoted to Assistant to the City Manager in 1972, and in 1975 he was selected to serve as Assistant City Manager in Millbrae. Bill was appointed Millbrae City Manager in 1978. He moved back to Southern California in 1981 to become the Tustin City Manager. Bill has a BA from California State University and an MPA from **USC**.

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Walnut Creek City Manager **Gary F. Pokorny** got started in a public management career in 1970 in Woodbury County, Iowa. In 1973 Gary was appointed Assistant City Manager in Sioux City, Iowa, and he was elevated to City Manager in 1974. In 1978 Gary moved west to be the City Manager in Corvallis, Oregon, where he served for 10-years. Gary did some consulting work after leaving Corvallis with his firm Pokorny Associates. He moved to California in 1989 to become the City Manager in El Cerrito. He served in El Cerrito until 2000 when he took the Director of Arts, Recreation & Community Services in Walnut Creek. Gary was selected to be the Walnut Creek City Manager in 2006. He has a BA and MA from the University of Nebraska.

These three: **Ken Frank**, **Bill Huston** and **Gary Pokorny**, are the 2010 California City Manager recipients of 40-years ICMA Service Awards. Santa Barbara County Executive Officer **Michael F. Brown** is also receiving the award.

Casey Simpson performed at the
September 25, 2010

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Trackdown Posse Roster:

Gregory Korduner, Huntington Park
Howard Chambers, Lakewood
Mike Egan, Bellflower
Ernie Garcia, Norwalk
Joe Tanner, Retired City Manager
Bob Adams, Vallejo
Dave Carmany, Seal Beach
Maria Dadian, Artesia
Ken Bayless, Greater L.A. Vector Control District
Kevin O'Rourke, Stockton & Urban Futures, Inc.
Tom Odom, Rancho Palos Verdes
George Rodericks, Belvedere
June Catalano, Pleasant Hill
Nelson Oliva, Hercules
Richard Ramirez, American Canyon
Vern Lawson, Lancaster
Fran Delach, Azusa
Bill Kelly, Urban Futures, Inc.
Chris Kelly, Chino Hills
Don Penman, Arcadia
Jason Gonsalves, Joe A. Gonsalves & Son
Anthony Gonsalves, Joe A. Gonsalves & Son
Paul Gonsalves, Joe A. Gonsalves & Son
Steve R. Thatcher, SRT Associates
Ernesto Marquez, Hawaiian Gardens
Gary K. & Mary Jo Sloan, La Mirada (Retired)
Bob & Nadean Dickey, South Gate
Deborah Lopez, Pico Rivera
Jan Perkins, Management Partners
Andy Takata, Banning
Marcia Raines, Millbrae
Gene Rogers, Moreno Valley (Retired)
Anthony R. Ybarra, South El Monte
Arthur C. Simonian, Simonian Consulting, Inc.

Bob Griego, Irwindale (Retired)
Ken Caresio, Retired Duarte City Manager
Greg Nordbak, Midway City Sanitary District
Carlos Urrutia, Rocklin
Michael P. Busch, Urban Futures, Inc.
Wade McKinney, Atascadero
Andy Lazzaretto, A.C. Lazzaretto & Associates
Doug LaBelle (Maui Doug), Chino Hills (Retired)
John Keisler, Long Beach
Sheryl Lindsey-Boell, CH2MHILL OMI
Sam Olivito, California Contract Cities Association
Bob Dominguez, Placentia (Retired)
Jack Lam, Rancho Cucamonga
Larry F. Pennell, Wasco (Retired)
Phil Vince, Martinez
Gary Chicots, Retired City Manager
Rod B. Butler, Crescent City
Debbie Smith, Independent Cities Association
Jerry Gruber, Atherton
Fred Latham, Santa Fe Springs
Anthony Lopez, Retired City Manager
Jim Gilley, The GILLEY GROUP LLC
Marshall Linn, Urban Futures, Inc.
Dr. Bill Mathis, Mathis Group
Jerry Forde, Huron
Fred Diaz, Fremont
 City Of Cerritos
Linda Lowry, Pomona
Mike & Judie Sedell, Simi Valley
Roy Pederson, ICMA Past-President
Bruce Williams, Retired City Manager
Michael A. Sakamoto, Retired City Manager



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"Always do more than is required of you."
 --George S. Patton

Major 2010 ICMA Service Awards to California City Managers

35-year ICMA Service Awards:

Ronald C. Anderson Jr., Assistant City Manager in Suisun City began his career as an Administrative Intern in Fresno in 1975. In 1977 he was promoted to Junior Administrative Assistant; in 1978 to Administrative Assistant; in 1979, Management Analyst III; 1982, Chief Deputy City Manager; 1986, Budget Manager; 1987, Assistant Finance Director; and in 1992 Ron became the Fresno Assistant Public Utilities Director. In 2001 Ron left Fresno after more than 25-years of service to become the City Manager in Grover Beach. He served there until 2005, the year he moved to Suisun City as Assistant City Manager. Ron has a BA from California State University.

Major 2010 ICMA Service Awards to California City Managers

Gary R. Brown, Imperial Beach City Manager, began his working history as VD Epidemiologist in Hew, Florida in 1969. That year he took an Urban Intern post with HUD in Georgia and was promoted to Housing Specialist in 1979; and to Community Development Representative in North Carolina in 1971. In 1972 Gary was appointed Evaluation Director in Winston Salem, North Carolina, and was elevated there in 1976 to Community Development Coordinator; and Community Development Director in 1978. In 1984 Gary was appointed Community Development Director in Lakewood, Colorado where he became the Acting Assistant City Manager in 1985, before returning to the Community Development post in 1986. Gary moved to Tempe, Arizona as the Deputy City Manager in 1988 and was appointed City Manager in Tempe in 1995, and served in that position until 2000. Gary moved west to California in 2003 to become the Imperial Beach City Manager. He has a BA from the University of Florida and an MBA from Wake Forest University. Gary has been active in ICMA, serving on a number of important committees.



Sonoma Assistant City Manager **Carol E. Giovanatto** began her public service career in Cloverdale in 1975, where she rose to Assistant City Manager. She was appointed to the Sonoma Assistant City Manager post in 2001 where her primary responsibilities are in finance, utilities and personnel. Carol also serves in the capacity of Sonoma City Treasurer.

<http://www.sonomacity.org/default.aspx?PagelId=350>



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Riverbank City Manager **Richard P. Holmer** started his public management career in 1975 as the Community Services Coordinator in Fountain Valley. Rich left Fountain Valley in 1978 for the Lakewood Community Services Manager post. In 1985 he moved to Gardena as the Human Services Manager, and in 1987 he was appointed Human Services Director in Colton. Rich became the Fontana Community Services Director in 1990, and in 1992 he headed north to take the Deputy City Administrator position in Folsom. In 1995 Rich was selected to be the Riverbank City Manager and has served there since. He has a BA from California State University.



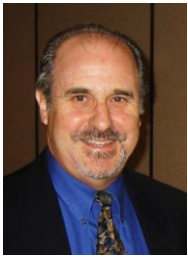
<http://www.riverbank.org/Depts/CityManager/default.aspx>



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Major 2010 ICMA Service Awards to California City Managers

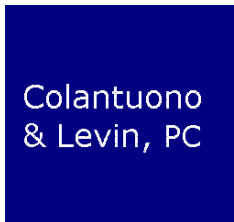
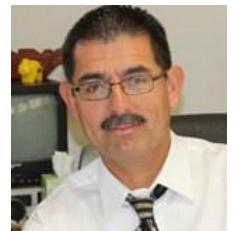


While attending high school and undergraduate classes **Gregory D. Korduner** work for the Norwalk Department of Public Works for 6-years. In 1975 he became an Administrative Assistant in Artesia working for City Manager **M.D.**

“Mac” McKeown. In 1977 Greg assume the Artesia Planning Director post, and in 1978 he was appointed Assistant City Manager. In 1981 Greg was selected to serve as City Manager in South El Monte, and in 1984 the El Monte City Council appointed Greg City Administrator, where he served for some 15-years. In 1999 Greg did some “interim” work in La Habra Heights and was then appointed to the Huntington Park City Manager position. Greg has an AA from Cerritos Community College, a BA from California State University, Fullerton and an MPA from California State University, Long Beach. Greg is a past President of the Southeast Los Angeles County City Manager group, currently the Gateway Cities Regional City Managers' Group.

Moorpark City Manager **Steven A. Kueny**, 58, began his career in 1975 as an Administrative Aide in Commerce. In 1976 Steve was appointed to an Administrative Assistant position in Walnut, where he became Assistant to the City Manager in 1978, and Assistant City Manager in 1980. Steve left Walnut when he was selected to serve the City of Tehachapi as City Administrator in 1981, and he served there until he was appointed Moorpark City Manager in 1984, some 26-years ago. Steve has a BA and an MS from California State University, Los Angeles.

Rene L. Mendez is the Gonzales City Manager. Rene began his public service career after a time in private business when he was appointed to a Senior Management Analyst post in Solano County. In 1996 Renee was appointed Acting Fleet Operations Manager, and in 1997 he was selected for the Solano County Administrator post. Rene moved to the County Administrator position in Inyo County in 1997. In 2005 he was appointed City Manager in Gonzales. Rene has a BA from California State University, Stanislaus and an MA from Duke University.
<http://www.ci.gonzales.ca.us/city-manager.php>



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 916 441-0597 - FAX 916 441-5061
 Email: gonsalves@gonsalvi.com

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Donald F. Pauley began his public service career in 1975 as the Community Development Administrator in Kasota, Minnesota. In 1976 he moved to Hutchinson, Minnesota to be the Community Development Director. Don was then appointed City Clerk in Stewartville, Minnesota in 1977, and he was selected to served as the City Clerk/City Administrator in Mounds View, Minnesota in 1980. Don moved west to California in 1990 when he was select to be the Corcoran City Manager. After nine years in Corcoran, Don was appointed to be the Kingsburg City Manager in 2000. Don has a BA from the College of St. Thomas, and an MA from Mankato State University.

Arcadia City Manager **Donald E. Penman** started his public management career in 1974 as an Administrative Intern in Arcadia. In 1975 he was retained by Simi Valley as an Administrative Assistant; Senior Administrative Assistant in 1978; Assistant to the City Manager in 1979; and Deputy City Manager in 1981. In 1982 Don was appointed City Administrator in San Fernando, and after 8-years Don was appointed to the Baldwin Park City Manager post in 1990. He left after three-years in Baldwin Park, and in 1994 Don returned to the Simi Valley management team as the Assistant City Manager. In 1994 he was recruited to be the Arcadia Assistant City Manager and when veteran City Manager **Bill Kelly** retired Don was appointed City Manager in 2008. Don has a BA from California State University and an MPA from **USC**.



Contact **Lyle Defenbaugh** about CalTRUST investment opportunities for cities.

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American Canyon City Manager **Richard J. Ramirez** began his public management career in 1975 as an Administrative Assistant in South El Monte. He was promoted to Director of Community Development in 1977. Rich moved from South El Monte and took the Stanton Assistant Director of Housing & Community Development post in June, 1978. In November, 1978 Rich was elevated to the department head post: Director of Community Development. Rich left Stanton in 1981 when he was selected to serve as the City Administrator in Lincoln, and he served in that post for the next 10-years. In 1991 Rich was recruited to be the City Manager in "El Paso de Robles," AKA: Paso Robles. After leaving the Paso job in 1997, Rich worked as the Director of Public Works in Modesto, and in April, 1998 he was appointed to the Hemet City Manager position, where veteran retired City Manager **Lyle Alberg** served on the City Council. Rich left Hemet in 2000 to join the City of Sacramento management team as Assistant City Manager. In 2006 Rich was appointed to the American Canyon City Manager post. Rich has a BA from Humboldt State University and an MPA from **USC**. He is an ICMA Credentialed Manager, and has served on many committees for ICMA and the League of California Cities City Managers' Department.

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Veteran Rocklin City Manager **Carlos A. Urrutia** began his public management journey in 1974 as an Administrative Intern Rolling Hills, and in 1975 he was appointed to an Administrative Assistant position in Hawaiian Gardens with then-City Administrator **Jack A. Simpson**. Carlos moved north in 1977 to take an Administrative Assistant post in Sunnyvale, and after four-years there he was selected to be the City Manager in Soledad. After three-years in Soledad, Carlos was selected to be the Rocklin City Manager in 1984. He continues to serve Rocklin in a part-time budget-reducing capacity since he officially retired at the end of last year. Carlos has a BA and MPA from California State University, Long Beach, and he earned a DPA from **USC**. "Dr. Urrutia" is a past Board Member for the League's City Managers' Department.

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Anaheim City Manager **Thomas J. Wood** began his public management career in 1975 as an Administrative Analyst in Long Beach. In early 1977 Tom became a Long Beach Community Services Program Manager; later in 1977, Administrative Assistant to the City Manager; in 1978, Communications Manager; 1980, Director of Administration, Community Development Department; 1981, Tidelands Officer; 1982, Budget Officer; 1983, General Services Director; and in 1984, Long Beach Public Service Manager. In 1988 Tom went to Pasadena to serve as the Director of Public Works and Transportation, and in 1990 he joined the Anaheim management team as Deputy City Manager. In 1999 Tom was appointed Assistant City Manager, and following the retirement of City Manager **David Morgan**, Tom was selected to be the Anaheim City Manager. In addition to his city duties, Tom also served as an Adjunct Faculty Instructor with the School of Public Policy and Administration at California State University, Long Beach between 1982 and 1988. He has a BA from Whittier College and an MPA from **USC**.

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35-years is a long time to do anything, but especially noteworthy with the inherent working environment of a city manager. With a multiplicity of "bosses" to satisfy, it is quite a task to survive the craft for a significant period of time. Again, we applaud the 2010 ICMA 35-year Service Award recipients: **Ronald C. Anderson Jr., Gary R. Brown, Carol E. Giovanatto, Richard P. Holmer, Gregory D. Korduner, Steven A. Kueny, Rene L. Mendez, Donald F. Pauley, Donald E. Penman, Richard J. Ramirez, Carlos A. Urrutia, and Thomas J. Wood.**

Our sincere congratulations and "thanks" to each of those honored with an ICMA Service Award. Special thanks to the 40 and 35-year recipients. It is not a simple task to be a good city manager, and to survive the work-environment drama that is usually outside the scientific and technical management realms. It is a formidable task to develop a team that appropriately addresses public policy and public service with excellence. In the face of alleged corruption that rightfully is being prosecuted in Los Angeles County, let us remember that city management in California is most often an honorable and honest calling. We salute all those who practice the city management craft, and provide professional quality service to their public agencies. Integrity and character are well-established in most California city managers.



"Death is a challenge. It tells us not to waste time... It tells us to tell each other right now that we love each other."

--Leo Buscaglia



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Rod Wood, the Immediate Cal-ICMA Past President provides the following commentary: Mandler did perform contorted calculations on the annual value of benefits both medical and retirement by calculating the life time benefit prorated into the annual compensation costs. In other words he include the unfunded future liability of expected life time benefits into the annual budget. This cost is distorted as the actual costs would not be this high if the unfunded portion were funded annually by the agency, as it should, because those funds earn investment income during those years. I have used several approaches to convert current funding systems to fully fund the unfunded liabilities and get around the low yield restrictions on public funds so agencies can rid themselves of the unfunded liability and in some cases save billions over the normal 35 year life expectancy of the retired employee. His point is valid for different reasons, but it is not an accurate reflection of the annual earnings of the executive.

We need to separate Bell where it appears outright corruption was occurring versus agencies where it is a matter of competition for the best talent. Personally, I hope the folks in Bell have to pay all the money back, lose their pensions and spend a long time in prison if found guilty of violating their sacred and duty bound trust to the public.

I believe the confusion of "underreporting" in most cases is that the media and agencies typically report the "base salary" of an employee, this seems true for both public or private sector. With every employee there are other compensations, special pays and benefits that have to be calculated into the real annual costs. I have always used total compensation as the base for labor negotiations and for my own compensation. One agency may pay higher salaries, but lower benefits or vice versa. Also, the cost of living can vary greatly from place to place. What should be reported to the public as annual compensation is what is placed on the W2, that would include all salary, overtime, special pays and payouts that a person receives that year. In addition you can calculate the annual medical insurance premiums and other benefits to give the total annual compensation. You have to include that years retirement costs to PERS and any deferred compensation plans to get to the real total annual compensation. PERS is an annual variable that can change widely year to year because PERS has done a poor job on its cost analysis often hiding huge future costs by over estimating their long term earnings.

One issue that is lost is this debate on executive compensation is where the CEO fits in comparison to other city employees and in the market place to attract good employees. Many police sergeants make more money than the police chief and many fire battalion chiefs not only make more money than the fire chief they make more than the city manager. I had one battalion chief make over \$330,000 plus benefits. Many first level police officers and firefighter make over \$100,000. This is because they get overtime and special pays. They

do not work more hours than most executives, but executives do not get overtime. Regular staff, especially public safety, also tend to have better work schedules then executives with 3/12 and 48/96 schedules versus 5/40 or 9/80 for most executives. Executives also have a higher number of night meetings and weekend obligations expanding their work weeks. It does reduce the people interested in the executive positions when they have take a actual reduction in pay and work and commute more days and hours per week. It is not uncommon nowadays that people only within a couple years of retirement to seek these executive positions for the highest single year base pay calculation for PERS.

Public CEO's have career options, they can work in the private sector and many have shifted to the private sector due to the complexity and politics of the CEO job and the ability to earn more in the private sector. If you use the private sector analysis of what would a CEO of a private corporation with \$4 billion in assets and \$465 million in annual revenues be paid? What "bonuses" would the CEO receive for saving millions or billions in costs or increase annual revenues by millions? This was the circumstance in my last city of Beverly Hills. A private sector CEO would be paid significantly more then I was or my successor is paid. Having said that, I agree that public positions and compensation are different and you do not go into the profession seeking wealth, it is about purpose and making a difference. The pay can and should be comfortably less then private sector even for just the fact I'm not certain that making a lot of money should be the driving force for someone managing a public agency. The public good goes only so far as far fewer young people are choosing degrees oriented to government work and even fewer are interested in long term careers in government or even worse fewer never want the CEO position. The city manager profession has had to develop an extensive program trying to deal with this reality. This means the competition for the best talent is increasing not decreasing. Yes you can get people for lower pay, I have had bowling alley managers and candy store managers seek executive positions truly believing managing is managing and they could effectively run a city just as well as a bowling alley. Always possible one of these folks is extremely talented and could do it, but generally I would hate to leave the destiny of a city to that hope. Any recruiter can tell you about the challenge of finding truly talented people in any category of department head or city manager.

Each agency, not the State or Feds, must make a decision of the type of CEO they want, milquetoast, maintain but don't rock the boat, visionary, results driven, change agent and risk taker, all valid approaches based on their needs and politics. The problems an agency has will or should dictate the money they will have to pay to obtain the talent and risk taking they need. The poorest and most problem cities actually need the best talent. Cities can get CEO's for much less then what has been bantered about in the press and questioned as "overpaid", the question is do they want that outcome?



<http://www.willdan.com/financial/home.html>

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Willdan Financial Services specializes in providing revenue generation, enhancement, and administration services to public agencies. The company is a service-oriented firm that delivers a high quality product to public agencies-and ultimately, to the public. Willdan Financial Services serves as an extension of the firm's clients' staff, augmenting existing personnel by providing specialized expertise.

Willdan Financial Services clients include more than 800 cities, counties, state agencies, port authorities, housing agencies, special districts, school districts and health care agencies in more than 35 states. The firm conducts year-round workshops and on-site training to assist client public agencies to keep current with the latest developments in the firm's areas of expertise.

Willdan Financial Services is known throughout the country for the following Groups of services:

Financial Consulting

Helping agencies meet the needs of both existing residents, as well as, new developments.

Federal Compliance

Administering and applying innovative approaches to arbitrage rebate and continuing disclosure.

District Administration Services

Providing customized administration services to public agencies for nearly 20 years.

MuniMagic

A proprietary database management program helps clients administer specific special charges and parcel taxes.

Willdan Financial Services has expert staff to provide **Information Technology Assessment Services**. An IT infrastructure solutions centered on improving staff productivity, reducing user stress and providing cost-effective recommendations is available.

Financial Consulting

Willdan Financial Services offers a variety of financial, economic and strategic planning services to its clients. Agencies have long been faced with meeting the needs of both existing residents and businesses, as well as, new developments. Willdan Financial Services has been consistently called upon to assist client staff with their financial and organizational challenges with the core services shown below:

- Cost Allocation Plans
- Cost of Service/User Fee Studies
 - Building and Safety Fee Studies
- Utility Rates
- Fiscal Impact Analysis
- Impact Fee Studies
- Tax and Assessment District Formations
 - Fire Assessment & CFDs
- Fiscal Analyses for Annexations & Incorporations
- Facility Financing Plans
- Real Estate Financial Analysis
- Solid Waste Audits, O&M, and Compliance Consulting

Federal Compliance

The Federal Compliance Group of Willdan Financial Services offers an innovative approach to arbitrage rebate and continuing disclosure that combines cutting-edge technology with solid experience to create comprehensive, timely, and cost effective solutions to compliance needs.

District Administration Services

For nearly 20-years Willdan Financial Services has provided customized administration services for public agency clients with Assessment, Landscaping and Lighting and Community Facilities Districts, as well as, standby charge programs, various charges and parcel taxes. The company goal is to constantly improve its ability to deliver quality service to agencies across the nation in an efficient, responsive, cost-effective and timely manner. This objective leads Willdan Financial Services to continuously search for new technological solutions to assist its staff achieve that goal.

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Maintaining relationships is important. It is worth setting time aside to meet with old friends, tell stories and enjoy each other. Pictured here are retired Hercules City Manager **Mike Sakamoto**, Bellflower City Manager **Mike Egan**, retired Rosemead Assistant City Manager **Don Wagner** and veteran former City Manager **Paul Philips**.



Retired Los Angeles County official **Fred Guido**, a past President of the California Contract Cities Association; retired Rosemead City Manager **Frank G. Tripepi**, currently the President & CEO of Willdan Financial Services; former Palmdale Mayor, former Assembly Member and Past President of the California Contract Cities Association, 90+ year old **Larry Chimbole**; retired City Manager **Jack A. Simpson** of Trackdown; and CCCA Executive Director **Sam Olivito** at a special September meeting in the Antelope Valley.



California Contract Cities Association

30th Annual Fall Seminar

October 29-31, 2010

Fess Parker's Doubletree Hotel, Santa Barbara

<http://www.contractcities.org/>

Among the Fall Conference Presenters are: **Roxanne Diaz**, Richards Watson & Gershon; **Dave Mora**, ICMA West Coast Regional Director; **Ken Pulskamp**, Santa Clarita City Manager and President of the City Managers' Department of the League of California Cities; **Frank Zerunyan**, Council Member, Rolling Hills Estates and Past CCCA President; **Eric Rose** of Englander Knabe & Allen; **Ruben Vives**, Writer for the Los Angeles Times; **Stephen Whitmore**, Sr. Media Advisor for the Los Angeles County Sheriff's Department; **Yvonne Hunter**, Institute for Local Government; **Richard Niño**, Burretec Waste Services; Los Angeles County District Attorney **Steve Cooley**; Assembly Member **Anthony Portantino** of the 44th District; Santa Fe Springs City Manager **Frederick W. Latham**; and Signal Hill City Manager **Ken Farfsing**.

Picking Up the Pieces: Folsom City Manager **Kerry Miller** announced that Folsom Police Chief **Sam Spiegel**, a 39-year law enforcement veteran, will retire after serving 9+ years as the City's chief. Former Bell Chief Administrative Officer **Robert Rizzo**, facing 53 counts related to alleged corruption and the miss appropriation of public funds, owns a 10 acre horse ranch on the Green River in Auburn. **Gonzalo Vazquez**, a former member of the Bellflower management team, who is now a veteran Cypress staffer, is the Water Quality Manager in the Cypress Public Works Department. San Bruno City Manager **Connie Jackson** has expressed disappointment with FEMA's decision to deny additional funds to help California and San Bruno pay for ongoing efforts to repair and reconstruct a neighborhood struck by a PG&E gas pipeline explosion. A developer who submitted a proposal to become the master developer of the former Alameda Naval Air Station property has filed suit claiming Interim City Manager **Ann Marie Gallant** and City Clerk **Laura Weisiger** have withheld public records needed in their lawsuit against the City. Eureka City Manager **David Tyson** has been working to develop an array of options to address the increased cost of water from the Humboldt Bay Municipal Water District, to incorporate projected capital improvement project and to appropriately address Prop 218 requirements. Round Rock, Texas City Manager **Jim Nuse** is the sole finalist for the vacant San Marcos City Manager position. **Laurie Moyer** is the San Marcos Interim City Manager.

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City Manager Newsletter by Trackdown

California City Manager Compensation Transparency

City Manager Compensation Guidelines have been developed by a Compensation Task Force. Santa Clarita City Manager **Ken Pulskamp**, then-League of California Cities City Managers' Department President, appointed the task force in July 2010. Chaired by **Kevin O'Rourke**, former Fairfield city manager and recent Stockton Interim City Manager. The task force included 15 city managers from various regions of the state, representatives of ICMA, the California City Management Foundation, the Municipal Management Assistants of Southern and Northern California and representatives of the California State Association of Counties and the California County Chief Administrators Officers Association. The guidelines are available on line at:

http://www.cacities.org/resource_files/29206.CityManagerCompensationGuidelines091710.pdf

City Managers Compensation Guidelines are for city councils and managers to use to negotiate employment agreements. They identify the most critical financial, ethical, and other dimensions of the negotiation and approval process. While these guidelines offer standards that can be employed in the contract process, they also retain flexibility necessary for cities to address local conditions.



Can anyone identify this location properly?



More Pieces Picked Up: Anderson City Manager **Dana Shigley**, Police Chief **Dale Webb**, Public Works Director **Jeff Kiser** and Finance Office Manager **Liz Cottrell** participated in a recent "Anderson State of the City" luncheon program. To be more accurate with what we reported in an earlier issue, veteran City Manager **Paul Philips** is the Interim Dispatch Administrator for the "West Cities Police Communications" JPA serving the cities of Seal Beach, Los Alamitos and Cypress. Following a two-month audit of the King City police department that shows the community wants more officers on the street, City Manager **Michael Powers** said that the time may have come for local voters to approve a one-cent sales tax to help pay for the police department improvements. City Manager **Peter Ingram** has been working to secure an appropriate site for a new San Mateo County jail in Redwood City that would replace a proposed downtown location. Santa Monica city hall employees, where **Rod Gould** is City Manager, have agreed to pay a portion of their health insurance premiums as a city budget cost-saving effort. Sanger has named former Tulare County and Butte County Chief Administrative Officer **Brian Haddix** to be their new City Manager. Brian replaces City Manager **Jim Brinkhouse**, who resigned in February, 2009 after 7-years on the job. Public Works Director **John White** has been serving as Acting City Manager since the resignation. An employment agreement has been approved with Patterson Interim City Manager **Bryan Whitemyer** to become the new Hughson City Manager. Bryan has served in the Patterson post since City Manager **Cleve Morris** resigned in May. He was an Assistant City Manager under Cleve. It was August, 1988 when **E. Eugene Romig** resigned as City Manager in Artesia. Former Bell Assistant City Manager **Angela Spaccia**, 52, among eight Bell officials arrested, has been charged with four felony counts of misappropriation of public funds. President and CEO **Joan McCallen** of the ICMA Retirement Corp., a nonprofit organization, earned compensation worth \$1.6 million last year, and **Kathryn McGrath**, ICMA-RC's Secretary and General Counsel made \$1.4 million.