



OFFICE OF THE COUNTY ADMINISTRATOR

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M E M O R A N D U M

**TO:** The Honorable Chairman and Members of the Board of County Commissioners

**FROM:** Mark S. Woodard, County Administrator *CW*

**SUBJECT:** County Administrator Recruitment - Executive Search Firms

**DATE:** January 23, 2018

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The Board requested additional detail on executive search firms to support the County Administrator recruitment. The Purchasing Department has identified two (2) firms competitively sourced by other Florida jurisdictions. These contracts provide an opportunity to access the vendors (i.e. piggyback) pursuant to the Procurement Ordinance (Section 2-164). Upon further research, Deloitte Consulting, while on a GSA contract, did not offer a fixed price contract. Therefore, it is not included as an option.

The two firms identified, Springsted/Waters (Waters) and Colin Baenziger & Associates (Baenziger), provide fixed pricing for their services (except travel expenses which represent an additional cost). Both firms have been previously utilized by the County with Waters supporting the County Administrator search in 2007 and the Human Resources Director in 2015. Baenziger was used in 2011 for the Director of Environment and Infrastructure recruitment.

Below please find the pricing and services offered by each firm. Neither include candidate travel and per diem. A roster of recruitments has also been attached for your information.

**Waters - \$24,500 all-inclusive fee billed in four installments:**

25% at the beginning of the recruitment process (Brochure Development), identify candidates

25% at the screening of applications and due diligence checks

25% at the final process/on site interviews including 2 days on site by Project Team Leader

25% at the acceptance of offer by candidate

- Waters guarantees to remain with client until an appointment has been made
- Recruitment is guaranteed for 24 months against termination or resignation for any reason. If such occurs, the recruitment is repeated with no additional professional fee except for travel related expenses.

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**Baenziger - \$20,000 fee for all costs associated with recruitment and \$600 fee per finalist for complete background check. Priced as follows:**

Phase 1 - needs analysis/information gathering \$3,500

Phase 2 - recruiting \$8,700

Phase 3 - preliminary screening \$5,000

Phase 4 - full background checks (per candidate selected) \$600

Phase 5 - Interview process coordination and candidate selection \$1,500

Phase 6 - negotiation and hiring assistance \$1,300

- Baenziger guarantees to repeat the search with no additional charge should candidate leave for any reason other than Act of God (death etc.)
- If the County is not satisfied with the presented candidates, Baenziger will repeat the search until the County is satisfied

Attachments: Waters list of clients  
Baenziger list of clients

# Waters List of Clients and Recruitments

List of Florida Executive Recruitments: 2013 to Present							
Year	Client	Recruitment	Pop.	Fee	Contact	Phone	Email
2013	Dunedin	Director of HR and Risk/Safety	35,690	23,500.00	DiSpirito, Rob	727-298-3007	rdspirito@dunedinfl.net
2013	Dunedin	Director of Public Works	35,690	23,250.00	DiSpirito, Rob	727-298-3007	rdspirito@dunedinfl.net
2013	Escambia County	County Manager	205,817	23,000.00	Turner, Tom	850-535-1479	TGTURNER@co.walcala.fl.us
2013	Palm Beach County	Traffic Director	1,372,000	19,600.00	Pagel, Donna	561-516-6321	
2014	Atlantic Beach	City Manager	12,864	16,400.00	Berry, Catherine	904-247-5890	cberry@coab.us
2014	Dunedin	Director of Public Works & Utilities	35,690	23,250.00	Smaling, Theresa	727-298-3040	tsmaling@dunedinfl.net
2014	Eustis	City Manager	19,214	24,500.00	Isaacs, Ann	352-483-5472	isaacs@ci.eustis.fl.us
2014	Eustis	Deputy Finance Director	19,214	15,000.00	Isaacs, Ann	352-483-5472	isaacs@ci.eustis.fl.us
2015	Dunedin	Finance Director	35,690	23,250.00	Smaling, Theresa	727-298-3040	tsmaling@dunedinfl.net
2015	Pinellas County	Director of Human Resources	929,048	30,000.00	Woodard, Mark	727-464-3039	mwoodard@pinellascounty.org
2015	Brevard County	Director of Information Technology	550,823	24,500.00	Abbate, Frank	321-633-2004	Frank.Abbate@brevardcounty.us
2016	Deerfield Beach	Assistant City Manager	78,041	24,500.00	Hanson, Burgers	354-480-4415	wb.citymgr@deerfield-beach.com
2016	Manatee County	Development Professional	342,106	24,500.00	Wendel, Melissa	914-749-3014	melissa.wendel@my-manatee.org
2017	Gainesville	Clerk of the Commission	135,591	24,500.00	Jefferson, Lisa	352-393-8750	jeffersonLL@cityofgainesville.org
2017	Manatee County	County Administrator	342,106	19,500.00	Wendel, Melissa	914-749-3014	melissa.wendel@my-manatee.org
2017	Osceola	City Manager	13,913	19,500.00	Haddock, Bruce	813-749-1102	bhaddock@myoldsmar.com
2017	Palm Beach County	Engineer/Public Works Director	1,372,000	24,500.00	Pagel, Donna	561-616-6321	
2017	Palm Beach	City Manager	33,263	24,500.00	Davis, Bruce	561-840-4874	b.davis@rivierabci.com
2017	Sumter County	County Planner	105,056	24,500.00	Fields, Kitty	352-689-4100	kitty.fields@sumtercountytfl.gov
2017	Sumter County	Public Works Director	105,056	22,050.00	Arnold, Bradley		

**List of Relevant Executive Recruitments: 2015 – 2017**

Year	Client	State	Recruitment	Population
2015	Accomack County	VA	County Attorney	33,148
2015	Addicks	TX	Police Chief	15,407
2015	AC Transit District	CA	Chief Administrative Officer	193,000
2015	AC Transit District	CA	Chief Financial Officer	193,000
2015	AC Transit District	CA	Chief Information Services Officer	193,000
2015	AC Transit District	CA	Chief Planning, Eng. Construction Officer	193,000
2015	Arlington County	VA	County Manager	221,045
2015	Arrowhead Econ Opportunity Agency	MN	Executive Director	
2015	Aurora	CO	Director of Planning and Development	345,833
2015	Beaufort County	NC	Director of Finance/Chief Financial Officer	47,464
2015	Benidj	MN	City Manager	14,435
2015	Big Lake	MN	City Administrator	10,298
2015	Big Lake	MN	Finance Director	10,298
2015	Blenheim	VA	Assistant Director of Transportation	43,509
2015	Boston	MA	Organizational Development Director	645,966
2015	Brooklyn Center	MN	Police Chief	30,712
2015	Brooklyn Park	MN	City Manager	78,373
2015	Charlotte	NC	Planning Director	752,652
2015	Chaska	MN	Finance Manager	24,444
2015	Chippewa County	WI	Finance Director	63,132
2015	Coconino County	AZ	Deputy County Manager	135,539
2015	Coconino County	AZ	Human Resources Director	136,539
2015	Cook County	IL	County Administrator	5,200
2015	Coon Rapids	MN	City Manager	62,103
2015	Cottage Grove	MN	City Manager	35,399
2015	Coveta County	GA	Department Heads	133,180
2015	Crossroads CCR	VA	Executive Director	105,041
2015	Culpeper County	VA	County Administrator	48,506
2015	Dallas Area Rapid Transit Auth	TX	Vice President of Human Capital	1,258,000
2015	Davidson	NC	Town Manager	11,750
2015	Delaware County	OH	Director of Economic Development	184,979
2015	Denton	TX	Development Review Administrator	123,099
2015	Denton	TX	Historic Preservation Officer	123,099
2015	Diboll	TX	City Manager	5,323
2015	Discover St. Louis Park	MN	President and CEO	47,411
2015	Dunedin	FL	Finance Director	35,690
2015	Fairfield County	SC	County Administrator	23,109
2015	Fayetteville	NC	Economic Development Director	204,408
2015	Franklin County	VA	County Administrator	56,335
2015	Fredericksburg	VA	Director of Parks & Recreation	28,132
2015	Fulton County	GA	Chief of Police	984,293
2015	Fulton County	GA	Deputy County Manager	984,293
2015	Fulton County	GA	Director Aging & Youth Services	984,293
2015	Fulton County	GA	Director of Housing & Community Development	984,293
2015	Fulton County	GA	Director of Information Technology	984,293
2015	Fulton County	GA	Director of Library Systems	984,293
2015	Gloucester County	VA	County Administrator	36,834
2015	Golden Valley	MN	City Manager	20,845
2015	Grand Junction	CO	City Manager	59,778

**List of Relevant Executive Recruitments: 2015 - 2017**

Year	Client	State	Recruitment	Population
2015	Greensboro	NC	Fire Chief	279,339
2015	Hampton Roads PDC	VA	Executive Director	1,600,000
2015	Hampton Roads Trans Account Comm	VA	Executive Director	1,707,569
2015	Institute for Building Tech and Safety	VA	Executive Director	
2015	Kanabochi Co and Wilmar EDC	MN	Executive Director	
2015	Kingsville	TX	City Manager	26,312
2015	Laguna Woods Village	CA	General Manager	
2015	Lakeville	MN	Finance Director	58,562
2015	Lakeville	MN	Parks and Recreation Director	58,562
2015	Lawrence	KS	Finance Director	90,811
2015	Louisville	KY	Director of Parks	263,128
2015	Lower Allen Township	PA	Public Safety Director	17,980
2015	Macomb County	MI	Director of Finance	854,789
2015	Madison County	VA	County Administrator	13,200
2015	Manassas	VA	Deputy City Manager	41,705
2015	Mecklenburg County	NC	Economic Development Director	990,977
2015	Metropolitan Library Service Agency	MN	Executive Director	
2015	Mille Lacs County	MN	County Administrator	25,833
2015	Minneapolis	MN	Director of Regulatory Services	400,070
2015	Mnnetonka	MN	City Engineer	51,638
2015	Mnnetonka	MN	Facilities Manager	51,638
2015	Monument	CO	Town Manager	5,817
2015	New Braunfels Utilities	TX	Electrical Operations Manager	63,279
2015	New Braunfels Utilities	TX	Water Operations Manager	63,279
2015	Northampton County	VA	Director of Development	12,125
2015	Northampton County	VA	Director of Finance	12,125
2015	Orange County	NC	CFO/Finance Director	140,352
2015	Pinellas County	FL	Director of Human Resources	929,048
2015	Prince George County	VA	Police Chief	37,253
2015	Racine	WI	Director of City Development	81,855
2015	Ramsey County	MN	Analyst IV	526,714
2015	Richardson	TX	Assistant Police Chief	104,475
2015	Roanoke County	VA	Chief of Fire & Rescue	93,524
2015	Rosemount	MN	Public Works Director/City Engineer	22,666
2015	Sachse	TX	City Manager	22,026
2015	Sachse	TX	Police Chief	22,026
2015	San Antonio	TX	City Attorney	1,409,000
2015	San Antonio	TX	Controller	1,409,000
2015	San Luis	AZ	Chief of Police	31,180
2015	Susandia	MN	City Administrator	3,535
2015	Shakopee	MN	City Administrator	39,167
2015	Shakopee	MN	Finance Director	39,167
2015	Shelby County	TN	Director, Division of Health Services	949,465
2015	Sibley County	MN	County Administrator	15,072
2015	Socorro	TX	City Manager	32,517
2015	Tazewell County	VA	County Administrator	14,103
2015	Tri-County Community Corrections	MN	Executive Director	42,257
2015	University of Minnesota	MN	Police Chief	52,000
2015	Virginia Beach	VA	City Manager	448,479

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Year	Client	State	Recruitment	Population
2015	Warrenton	VA	Town Manager	9,862
2015	Wasco County	MS	County Administrator	19,097
2015	Waukegan	KS	Human Resources Director	400,000
2015	West Jordan	UT	City Manager	110,077
2015	Westminster	CO	City Manager	109,109
2015	Williamsburg	VA	City Manager	15,208
2015	Winchester	VA	Human Resources Director	27,216
2015	Wythe County	VA	County Administrator	29,344
2015	Arlington County	VA	Deputy Director Human Services	224,503
2016	Franklin County	FL	Director of Information Technology	550,923
2015	Brooklyn Center	MN	Deputy City Manager	30,712
2015	Carboro	NC	Director of Finance	20,908
2015	Cary	NC	Town Manager	151,063
2015	Catawba County	NC	Chief Financial Officer	154,810
2015	Catawba County	NC	County Manager	154,810
2015	Charter Township of Kalamazoo	MI	Township Manager	20,810
2015	Chesterfield County	VA	Capital Programs Division Chief	327,745
2015	Chesterfield County	VA	County Administrator	327,745
2015	Christiansburg	VA	Town Manager	21,533
2015	Circle Pines	MN	City Administrator	4,953
2015	Commerce	TX	City Manager	8,276
2015	Commonwealth of Virginia	VA	Chief of Transit	8,326,000
2015	Commonwealth of Virginia	VA	Transit Planning Director	8,326,000
2016	Crested Butte	CO	Town Manager	1,519
2016	Dakota County	MN	County Manager	408,509
2016	Dallas	TX	Chief Building Official	1,258,000
2016	Dallas	TX	Chief Financial Officer	1,258,000
2016	Deerfield Beach	FL	Assistant City Manager	78,041
2016	Denton	TX	City Auditor	123,099
2016	Denton	TX	City Manager	123,099
2015	Donna Ana County	NM	Finance Director	213,460
2016	Dumfries	VA	Town Attorney	5,168
2016	Dumfries	VA	Town Manager	5,168
2016	Essex County	VA	County Administrator	11,229
2016	Fairfax County	VA	County Attorney	1,131,000
2016	Fairfax County	VA	Human Resources Director	1,131,000
2016	Farmont	MN	Police Chief	10,434
2016	Frederick	MD	Human Resources Director	66,893
2016	Fredericksburg	VA	City Manager	28,132
2016	Goochland County	VA	County Administrator	21,626
2016	Grand Rapids	MI	Fire Chief	192,294
2015	Greensboro	NC	Assistant City Manager	279,639
2015	Greensboro	NC	Assistant City Manager, Public Safety	279,639
2015	Greenville	SC	Parks and Recreation Director	51,397
2016	Hayden	CO	Town Manager	1,801
2016	Isle of Wight County	VA	County Administrator	35,656
2016	Jefferson County	AL	Department Heads	659,479
2016	Jersey Village	TX	City Manager	7,862
2016	King George County	VA	County Administrator	24,526

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Year	Client	State	Recruitment	Population
2016	Knoxville CDC	TN	Chief Executive Officer	183,270
2016	Lancaster	TX	Police Chief	38,071
2016	Lancaster County	SC	Economic Development Director	80,458
2016	Lynchburg	VA	Utilities & Engineer Director	47,673
2015	Loudoun Water	VA	General Manager	349,879
2016	Loveland	CO	Police Chief	71,334
2016	Manatee County	FL	Development Professional	312,106
2016	Marquette	MN	Deputy City Manager	40,641
2016	Marlato	MN	Director of Public Utilities	40,641
2016	Madison	CR	City Manager	77,677
2016	Mesa	AZ	Chief Information Officer	457,587
2016	Minneapolis	MN	Chief Financial Officer	400,070
2016	Miscoual City	TX	Municipal Court Director	70,165
2016	MT Association of Counties	MT	Trust Operations Director	1,024,000
2016	Mocksville	NC	Town Manager	34,887
2016	Moonhead	MI	City Manager	39,368
2016	Moore Lake	MI	City Administrator	2,787
2016	North Branch	MI	City Administrator	10,087
2016	North Richland Hills	TX	City Attorney	67,317
2016	Norwalk	IA	City Manager	9,639
2016	Olathe	KS	Planning Director	131,885
2016	Pittsylvania County	VA	County Administrator	62,426
2016	Rapid City	SD	Director of Comm Planning and Dev Services	70,812
2016	Rapid City	SD	Director of Public Works	70,812
2016	Poswell	NM	City Manager	48,611
2016	Roswell	NM	Director of Museum and Art Center	48,611
2016	Scott County	IA	County Administrator	170,385
2016	Shakopee	MN	Assistant City Administrator	39,167
2016	Shakopee	MN	Director of Planning and Economic Development	39,167
2016	Stafford County	VA	Chief Information Technology Officer	136,788
2016	Stafford County	VA	County Administrator	136,788
2016	Stafford County	VA	Department Administrators	136,788
2016	Stafford County	VA	Parks and Recreation Director	136,788
2016	Tarrant County College District	TX	Director of Emergency Management	
2016	Virginia	MN	City Administrator	8,661
2016	Virginia Retirement System	VA	Chief Operating Officer	
2016	Virginia Retirement System	VA	Customer Services Director	
2016	Warrensburg	MO	Chief of Police	19,927
2016	Warsaw	VA	Town Manager	1,458
2016	Waterloo	IA	Waste Water Mgmt Services Manager	68,366
2016	Wayzata	MN	City Manager	4,217
2016	West Travis Co Public Util Agency	TX	General Manager	
2016	Williamsburg	VA	Assistant City Manager	15,206
2016	WY Municipal Power Agency	WY	Manager of Accounting and Finance	16,500
2017	Albemarle County	VA	911 Executive Director	103,000
2017	Albemarle County	VA	County Executive	103,000
2017	Albemarle County	VA	Economic Development Director	105,703
2017	Albemarle County	VA	Finance Director (Partial)	103,000
2017	Algonquin County	MI	Executive Director of Finance	112,531

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Year	Client	State	Recruitment	Population
2017	Barthoud	CO	Town Administrator	5,607
2017	Brooklyn Center	MN	PW/Engineer	30,712
2017	Chesterfield County	VA	Police Chief	327,745
2017	Chippewa County	WI	County Administrator	63,132
2017	Christiansburg	VA	Town Manager	21,533
2017	Cloquet	MN	City Administrator	12,050
2017	Commonwealth of VA	VA	Chief Administrative Officer	8,326,000
2017	Commonwealth of VA	VA	Chief Communications Officer	8,326,000
2017	Commonwealth of VA	VA	Chief Government Affairs Officer	8,326,000
2017	Commonwealth of VA	VA	Chief Law Enforcement Officer	8,326,000
2017	Commonwealth of VA	VA	Chief Operating Officer	8,326,000
2017	Commonwealth of VA	VA	Senior Project Mgr	
2017	Commonwealth of VA	VA	Transp Workforce Dev Manager	
2017	Culpeper	VA	Finance Director	17,145
2017	Dallas	TX	Managing Dir of the Office of Homeless Sol	1,253,000
2017	Denton	TX	Chief Building Official	123,099
2017	Denton	TX	Chief Proc Officer/Compliance Dir	123,099
2017	Denton	TX	City Attorney	123,099
2017	Denton	TX	City Engineer	123,099
2017	Dickinson	TX	City Administrator	19,535
2017	Doña Ana County	NM	Department Heads	213,460
2017	Doña Ana County	NM	Information Technology Director	213,460
2017	Dumfries	VA	Public Works Director	5,166
2017	El Dorado	KS	City Manager	12,532
2017	Fauquier Co Water and Sanitation Auth	VA	General Manager	
2017	Galvesville	FL	Clerk of the Commission	135,591
2017	Glenview	IL	Village Manager	45,417
2017	Goddard	NC	Police Chief	4,582
2017	Hampton Roads Regional Jail	VA	Superintendent	
2017	Irwin Grove Heights	MN	Police Chief	34,344
2017	Lake County	IL	Chief Information Officer	763,019
2017	Lake Havasu City	AZ	City Manager	53,743
2017	Laurens County	SC	County Engineer	60,458
2017	Littleton	CO	City Attorney	44,275
2017	Littleton	CO	City Manager	44,275
2017	Madison Metropolitan Sewerage District	WI	Multiple	
2017	Manassas Park	VA	City Manager	16,149
2017	Manatee County	FL	County Administrator	342,106
2017	Mecklenburg County	NC	Family Services Director	990,977
2017	Menominee County	MI	County Administrator	23,548
2017	Minneapolis	MN	Director of Labor Relations	400,070
2017	Morhead City	NC	City Manager	9,263
2017	Mounds View	MN	City Administrator	12,525
2017	National Forum for Black Public Admin	DC	Executive Director	
2017	New River Valley Reg Comm Auth	VA	Executive Director	
2017	Norfolk	VA	Chief Marketing Officer	246,139
2017	Norfolk	VA	City Assessor	246,139
2017	Norfolk	VA	Human Resources Director	246,139
2017	Oldsmar	FL	City Manager	13,913



**List of Relevant Executive Recruitments: 2015 - 2017**

Year	Client	State	Recruitment	Population
2017	Orange County	NC	Dir of Housing, Human Rights & Comm Dev	140,352
2017	Orange County	NC	Health Director	140,352
2017	Orange County	NC	Solid Waste Director	140,352
2017	Orono	MN	City Administrator	8,008
2017	Palm Beach County	FL	Engineer/Public Works Director	1,372,000
2017	Potomac - Rappahannock Trans Comm	VA	Executive Director	3,900,000
2017	Raleigh	NC	Budget Director	431,746
2017	Riviera Beach	FL	City Manager	33,263
2017	Rochester	MN	City Manager	110,742
2017	Salina	KS	Director of Finance	47,867
2017	Sherburne County	MN	Fiscal Supervisor	90,158
2017	St. Louis Park	MN	Police Chief	47,411
2017	Sumter County	FL	County Planner	105,056
2017	Sumter County	FL	Public Works Director	105,056
2017	Swift County	MN	County Administrator	9,546
2017	Teloma Park	MD	Police Chief	17,765
2017	Township of Roxbury	NJ	Township Manager	23,324
2017	Virginia Railway Express (VRE)	VA	Chief Financial Officer	
2017	Wallingford	CT	Director of Public Utilities	45,135
Current	Addicks	TX	City Manager	15,407
Current	Arlington County	VA	Multiple	224,906
Current	Avondale	AZ	Director of Finance and Budget	62,881
Current	Belle Plaine	MN	City Administrator	6,838
Current	Brazos River Authority	TX	Multiple	
Current	Chickasha	OK	Police Chief	16,425
Current	Christiansburg	VA	Town Manager	21,533
Current	Commonwealth of Virginia	VA	Chief Government Affairs Officer	6,326,000
Current	Commonwealth of Virginia	VA	Dept of ABC Chief Enforc & Reg Svcs Officer	8,326,000
Current	Dallas	TX	City Secretary	1,258,000
Current	Dunn County	WI	Chief Financial Officer/County Auditor	44,122
Current	Greene County	NC	Finance Director	21,134
Current	Kingman	AZ	City Manager	29,029
Current	Lake County	FL	Office of Human Resources and Risk Management Director	123,996
Current	Lake Sumter Metro Planning Org	FL	Executive Director	123,996
Current	Lubbock	TX	Multiple	252,500
Current	Maricopa	AZ	City Manager	46,913
Current	Metropolitan Council	MN	Director of Bus Maintenance	
Current	Metropolitan Council	MN	Director of Community Development	
Current	Metropolitan Council	MN	Director of Equal Opportunity	
Current	Metropolitan Council	MN	Multiple	
Current	Minnetonka	MN	Assistant City Manager	39,298
Current	Mora	MN	City Administrator/Public Utilities General Manage	3,453
Current	NE Metro Intern School Dist No. 0318	MN	Director of Finance	
Current	Rochester	MN	Police Chief	114,011
Current	Rock Region METRO	AR	Executive Director	
Current	Rockville	MD	Police Chief	65,940
Current	Sherburne County	MN	Information Technology Director	90,158
Current	Stafford County	VA	Public Works Director	136,788
Current	Woodbury	MN	Street Division Manager	65,656

## Baenziger List of Clients and Recruitments

### Active Recruitments

Title ↕	Agency ↕	Closing Date	Status
City Manager	Groveland, FL	01/19/2018	Recruiting
Parks and Recreation Director	Cape Coral, FL	01/26/2018	Recruiting
City Administrator	Lake Forest Park, WA	12/22/2017	Closed - Will still consider outstanding applicants.
Economic Development Director	Roanoke, VA	12/22/2017	Closed - Will still consider outstanding applicants.
Fire Chief	St. Lucie County Fire District, FL	12/08/2017	Closed
Employee Relations Manager / Chief Negotiator	Orlando, FL	12/01/2017	Closed - Will still consider outstanding applicants.
Revenue Operations Director	Savannah, GA	10/27/2017	Closed - Interviews of finalists scheduled.

Executive Director	Bartow Municipal Airport Development Authority	09/15/2017	John Helms started 12/18/2017
City Manager	Treasure Island, FL	09/13/2017	Garry Brumback started 12/18/2017
City Manager	Aventura, FL	08/25/2017	Susan Grant started 11/27/2017
Vice President for Administration	ORCA, North Key Largo, FL	07/28/2017	Greg Tindle started 12/11/2017
Utilities Director	Panama City, FL	07/26/2017	Chris Lightfoot started 10/09/2017
City Manager	Carnation, WA	07/21/2017	Amy Arrington started 10/30/2017
City Manager	Stuart, FL	07/12/2017	David Ross started 10/02/2017
Executive Director	Sun City Summerlin Community Association, Las Vegas, NV	07/10/2017	Mitzi Mills started 10/02/2017
City Manager	Auburn, AL	06/30/2017	James Buston started 08/17/2017
City Manager	Doraville, GA	06/29/2017	Regina Williams-Gates started 08/07/2017
Police Chief	Winchester, VA	05/26/2017	John Piper started 09/01/2017
Utilities Manager, Department of Environmental Services	Deerfield Beach, FL	05/19/2017	Allen Fathi started 09/18/2017
City Manager	Roanoke, VA	05/05/2017	Bob Cowell started 09/11/2017

Police Chief	Petersburg, VA	04/14/2017	Kenneth Miller started 07/10/2017
City Manager	Petersburg, VA	04/12/2017	Aretha Franklin-Benavides started 07/10/2017
Libraries and Information Services Director	Newport News, VA	04/10/2017	Sonia Alcantara-Antoine started 09/18/2017
City Manager	Parkland, FL	04/03/2017	Robert Payton started 06/12/2017
Director of Finance	Petersburg, VA	04/03/2017	Blake Rane started 07/10/2017
Growth Management Director	Collier County, FL	03/31/2017	Thaddeus Cohen started 08/09/2017
City Manager	Tacoma, WA	03/29/2017	Elizabeth Pauli started 05/15/2017
Information Systems Manager	Cooper City, FL	03/10/2017	Darryl MacFarlane started 06/05/2017
Economic Development Director	Concord, NH	Closed	Suzi Pegg started 5/1/2017
City Manager	Burien, WA	02/22/2017	Brian Wilson started 07/10/2017
Fire District Attorney	St. Lucie County Fire District	02/03/2017	Kim Sabol started 05/12/2017
City Manager	Fairborn, OH	01/10/2017	Robert Anderson started 03/07/2017
Parks and Recreation Director	Deerfield Beach, FL	01/06/2017	David Miller started 03/17/2017
Waterworks Director	Newport News, VA	01/06/2017	Louis Martinez started 04/03/2017

Interim City Manager	Delray Beach, FL	12/06/2016	Neal DeJesus started 12/30/2016
City Manager	Winter Haven, FL	11/18/2016	Michael Herr started 06/12/2017
Director of Social Services	Roanoke, VA	11/11/2016	Steven Martin started 03/13/2017
CEO/Executive Director	Chatham Area Transit	10/07/2016	Curtis Koleber started 12/13/2016
Community Development Director	Danville, VA	09/08/2016	Kenneth Gillie started 11/29/2016
City Manager	Port St. Lucie, FL	08/29/2016	Russ Blackburn started 11/21/2016

Public Works Director	Sammamish, WA	02/12/2016	Steven Leniszewski started 05/02/2016
Finance Director	DeLand, FL	02/05/2016	Dan Stauffer started 04/27/2016
General Manager	Chittenden Solid Waste District, VT	01/29/2016	Sarah Reeves started 08/08/2016
City Attorney	Fort Pierce, FL	01/22/2016	Jim Messer started 04/25/2016
City Manager	Danville, VA	01/03/2016	Ken Larking started 04/06/2016
City Manager/Administrator	Fort Smith, AR	01/06/2016	Carl Geffken started 05/09/2016
Police Chief	Mooresville, NC	12/11/2015	Damon Williams started 04/04/2016
City Manager	Covington, VA	12/04/2015	Richard Douglas started 03/07/2016
City Manager	Fort Myers, FL	11/23/2015	Saeed Kazemi started 02/15/2016
City Administrator	Prosser, WA	11/23/2015	David Stockdale started 02/22/2016
City Manager	Orange City, FL	11/20/2015	Dale Arrington started 02/22/2016
County Attorney	Prince William County, VA	10/16/2015	Michelle Robl started 12/14/2015
City Manager	Indianola, IA	10/21/2015	Ryan Waller started 01/18/2016
City Manager	Norwich, CT	10/12/2015	John Salomone started 02/01/2016

Utility Director	Danville, VA	09/18/2015	Jason Grey Started 01/18/2016
County Attorney	Fulton County, GA	09/04/2015	Patrise Perkins-Hooker started 01/21/2016
Executive Director	Sun City Summerlin, NV	08/14/2015	Paul Henderson started 11/30/2015
Village Manager	Estero, FL	08/05/2015	Steven Sarkozy started 11/01/2015
City Manager	Fernandina Beach, FL	07/31/2015	Dale Martin started 11/30/2015
Human Resources Director	Hillsborough County, FL	06/12/2015	Margaret Rowe started 09/08/2015

Power and Light Division Director	Danville, VA	05/22/2015	Grag Disher started 11/02/2015
Growth Management Director	Collier County, FL	05/15/2015	David Wilkison started 08/17/2015
City Manager	Seminole, FL	05/08/2015	Ann Toney-Deal started 08/07/2015
Water Resources Director	Asheville, NC	03/15/2015	Jade Dundas started 07/13/2015
Director of Technology Services	Weston, FL	05/01/2015	Ryan Fernandes started 07/13/2015
Parks & Recreation Director	Hillsborough County, FL	04/13/2015	Dale Dougherty started 07/13/2015
City Manager	Sequim, WA	04/20/2015	Charlie Bush started 08/17/2015
City Manager	Palm Bay, FL	03/20/2015	Gregg Lynk started 04/22/2015
City Manager	Mill Creek, WA	03/02/2015	Rebecca Polizzotto started 06/01/2015
City Manager	Cocoa Beach, FL	02/27/2015	Ron McLemore started 05/26/2015
City Manager	Normandy Park WA	02/20/2015	Mark Hoppen started 05/04/2015
County Administrator	York County, VA	02/09/2015	Neil Morgan started 06/15/2015
City Engineer and Assistant City Engineer	Plant City, FL	02/06/2015	Michael Schenk started 03/16/2015
City Manager	Ocala, FL	01/23/2015	John Zabler started 03/03/2015
Human Resources Director	Sunrise, FL	01/09/2015	Carla Gomez started 05/04/2015

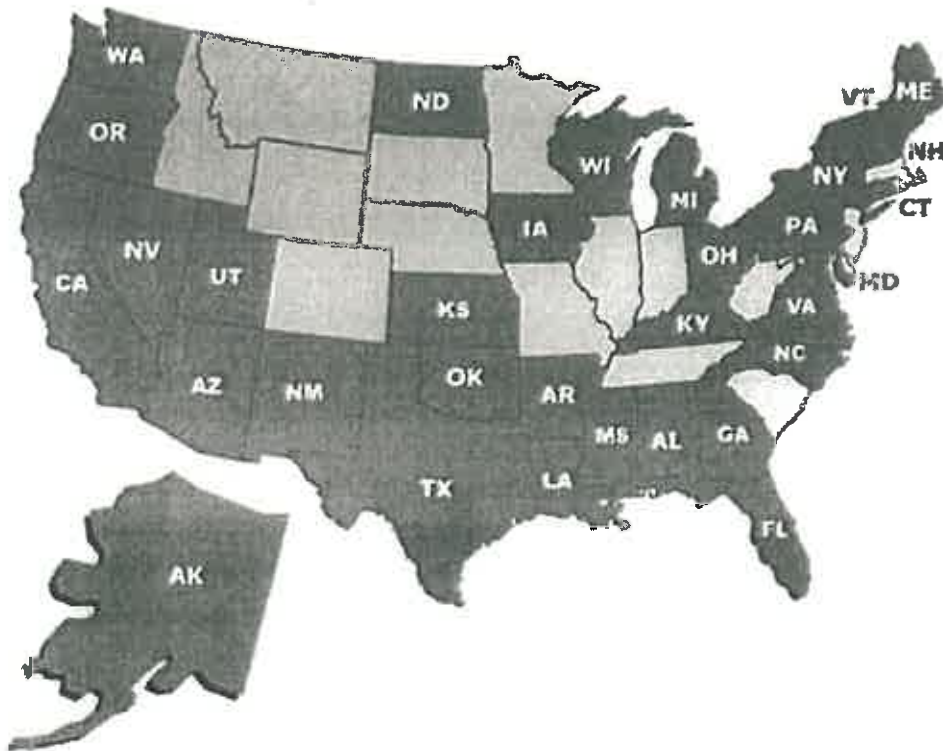


County Administrator	York County, VA	02/09/2015	Neil Morgan started 06/15/2015
City Engineer and Assistant City Engineer	Plant City, FL	02/06/2015	Michael Schenk started 03/16/2015
City Manager	Ocala, FL	01/23/2015	John Zabler started 03/03/2015
Human Resources Director	Sunrise, FL	01/09/2015	Carla Gomez started 05/04/2015

## Client List

Colin Baenziger & Associates (CB&A) is a small but nationally recognized consulting and municipal recruiting firm. Since being founded in 1997, we have gradually expanded into 32 states and plan to continue that growth. Our success is attributed to our process (which works well in any state and for any government), the caliber of our work and the extremely high level of satisfaction of our clients. We hope to work with you soon!

## Where CB&A's clients are located.



## State Clients

Office of the Attorney General, State of Arizona (Executive Search)

## Municipal Clients

Alachua, Alachua County, FL  
Albany, Dougherty County, GA  
Altus, Jackson County, OK  
Ankeny, Polk County, IA  
Asheville, Buncombe County, NC  
Ashland, Boyd County, KY  
Aventura, Miami-Dade County, FL  
Auburn, Lee County, AL  
Baker County, FL  
Bal Harbor, Miami Dade County, FL  
Barefoot Bay Recreation District  
Bartow, Polk County, FL  
Bay County, FL  
Bay Harbor Islands, Miami-Dade County, FL  
Bellevue, King County, WA  
Boca Raton, Palm Beach County, FL  
Brevard County, FL  
Broward County, FL  
Buckeye, Maricopa County, AZ  
Burlington, King County, WA  
Camden County, GA  
Cape Canaveral, Brevard County, FL  
Cape Coral, Lee County, FL  
Cape Coral Community Redevelopment Agency, Cape Coral, Lee County, FL  
Carnation, King County, WA  
Casselberry, Seminole County, FL  
Chamblee, Dekalb County, GA  
Chandler, Maricopa County, AZ  
Chatham Area Transit, Chatham County, GA  
Charlotte County, FL  
Chittenden Solid Waste District, Chittenden County, VT  
Clackamas County, OR  
Clay County, FL  
Cocoa Beach, Brevard County, FL  
College Park, Prince George's County, MD  
Collier County, FL  
Concord, Merrimack County, NH  
Connell, Franklin County, WA  
Cooper City, Broward County, FL

Coral Gables, Miami-Dade County, FL  
Corpus Christi, Nueces County, TX  
Cottonwood Heights, Salt Lake County, UT  
Covington, VA  
Cutler Bay, Miami-Dade County, FL  
Dania Beach, Broward County, FL  
Danville, Pittsylvania County, VA  
Daytona Beach, Volusia County, FL  
Deerfield Beach, Broward County, FL  
DeKalb County, GA  
Deland, Volusia County, FL  
Delray Beach, Palm Beach County, FL  
Deltona, Volusia County, FL  
Des Moines Water Works, Polk County, IA  
DeSoto County, FL  
Destin, Okaloosa County, FL  
Dickinson, Stark County, ND  
Doral, Miami-Dade County, FL  
Doraville, DeKalb County, GA  
Dundee, Folk County, FL  
Dunes Community Development District, Palm Coast, Flagler County, FL  
Durham, Durham County, NC  
Ellensburg, Kittitas County, WA  
Elmira, Chemung County, NY  
El Paso County, TX  
Emmet County, MI  
Escambia County, FL  
Escambia County Utilities Authority, FL  
Estero, Lee County, FL  
Eustis, Lake County, FL  
Fairborn, Green County, OH  
Farmington, San Juan County, NM  
Fayetteville, Cumberland County, NC  
Federal Way, King County, WA  
Fernandina Beach, Nassau County, FL  
File, Pierce County, WA  
Flagler County, FL  
Fort Lauderdale, Broward County, FL  
Florida Keys Aqueduct Authority, Key West, Monroe County, FL  
Fort Meade, Polk County, FL

Fort Myers, Lee County, FL  
Fort Myers Beach, Lee County, FL  
Fort Pierce, St. Lucie County, FL  
Fort Smith, Sebastian County, AR  
Fort Walton Beach, Okaloosa County, FL  
Fruitland Park, Lake County, FL  
Fulton County, GA  
Gainesville, Alachua County, FL  
Golden Beach, Miami-Dade County, FL  
Greensboro, Guilford County, NC  
Gulfport, Pinellas County, FL  
Gulfport, Harrison County, MS  
Hallandale Beach, Broward County, FL  
Hernando County, FL  
Highland Beach, Palm Beach County, FL  
Highlands County, FL  
Hillsborough County, FL  
Hobbs, Lea County, NM  
Holiday Park Recreation District, Brevard County, FL  
Holly Hill, Volusia County, FL  
Holly Hill, Volusia County, FL  
Hollywood, Broward County, FL  
Homestead, Miami-Dade County, FL  
Indian Rocks Beach, Pinellas County, FL  
Indianola, Warren County, IA  
Islamorada, Village of Islands, Monroe County, FL  
James City County, VA  
Juno Beach, Palm Beach County, FL  
Jupiter Island, Martin County, FL  
Key Biscayne, Miami-Dade County, FL  
Key Largo, Monroe County, FL  
Key West, Monroe County, FL  
Lake Park, Palm Beach County, FL  
Lake Worth, Palm Beach County, FL  
Lakeland, Polk County, FL  
Lakewood Ranch Inter-District Authority, Manatee County, FL  
Lantana, Palm Beach County, FL  
Largo, Pinellas County, FL  
Lauderdale Lakes, Broward County, FL  
Lauderhill, Broward County, FL

Leesburg, Lake County, FL  
Lee County, FL  
Loudoun County, VA  
Lowndes County, GA  
Madera Beach, Pinellas County, FL  
Manalapan, Palm Beach County, FL  
Manatee County, FL  
Mangonia Park, Palm Beach County, FL  
Marathon, Monroe County, FL  
Marco Island, Collier County, FL  
Martin County, FL  
Matanuska-Susitna Borough, AK  
Medina, King County, WA  
Melbourne, Brevard County, FL  
Miami, Miami-Dade County, FL  
Miami Beach, City of Miami-Dade County, FL  
Miami-Dade County, FL  
Miami Gardens, Miami-Dade County, FL  
Miami Springs, Miami-Dade County, FL  
Mill Creek, Snohomish County, WA  
Miramar, Broward County, FL  
Monroe, Union County, NC  
Monroe County, FL  
Mooresville, Iredell County, NC  
Mount Dora, Lake County, FL  
Mount Pleasant, Isabella County, MI  
Mountlake Terrace, Snohomish County, WA  
Naples, Collier County, FL  
Nassau County, FL  
New Orleans, Orleans Parish, LA  
Newport News, VA  
New Smyrna Beach, Volusia County, FL  
Normandy Park, King County, WA  
North Miami, Dade County, FL  
North Palm Beach, Palm Beach County, FL  
North Port, Sarasota County, FL  
North Sarasota Redevelopment District, Sarasota County, FL  
North Topsail Beach, Pender County, NC  
Northern Palm Beach County Improvement District, Palm Beach County, FL  
Norwich, New London County, CT  
Oakland Park, Broward County, FL

Ocala, Marion County, FL  
Okaloosa County, FL  
Orange City, Volusia County, FL  
Orange County, NC  
Orange Park, Clay County, FL  
Oregon City, Clackamas County, OR  
Orlando, Orange County, FL  
Osceola County, FL  
Okeechobee County, FL  
ONWASA (Onslow County Water and Sewer Authority), Jacksonville, NC  
Orchid, Town of, Indian River County, FL  
Oviedo, Seminole County, FL  
Palm Bay, Brevard County, FL  
Palm Beach County Water Utilities, FL  
Palm Beach Gardens, Palm Beach County, FL  
Palm Coast, Flagler County, FL  
Palmetto Bay, Dade County, FL  
Panama City, Bay County, FL  
Panama City Beach, Bay County, FL  
Parkland, Broward County, FL  
Pasco County, FL  
Petersburg, VA  
Pinecrest, Miami-Dade County, FL  
Pinellas County, FL  
Plant City, Hillsborough County, FL  
Polk County, FL  
Polk County, IA  
Pompano Beach, Broward County, FL  
Ponce Inlet, Volusia County, FL  
Port of Palm Beach, Palm Beach County, FL  
Port Richey, Pasco County, FL  
Port St. Lucie, St. Lucie County, FL  
Portland, Cumberland County, ME  
Prince William County, VA  
Prosser, Benton County, WA  
Rio Rancho, Sandoval County, NM  
Riviera Beach, Palm Beach County, FL  
Roanoke, VA

Safety Harbor, Pinellas County, FL  
Solana Beach, San Diego County, CA  
Sammamish, King County, WA  
Sarasota, Sarasota County, FL  
Satellite Beach, Brevard County, FL  
Savannah, Chatham County, GA  
Scottsdale, Maricopa County, AZ  
Sequim, Clallam County, WA  
Sewall's Point, Martin County, FL  
Seminole, Pinellas County, FL  
Seminole County, FL  
South Martin Regional Utilities, Martin County, FL  
South Sound 911, Pierce County, WA  
Springetisbury Township, York County, PA  
St. Augustine Beach, St. Johns County, FL  
St. Johns County, FL  
St. Lucie County, FL  
St. Lucie County Fire District, FL  
St. Pete Beach, Pinellas County, FL  
St. Petersburg, Pinellas County, FL  
St. Tammany Parish, LA  
Stuart, Martin County, FL  
Suñter County, FL  
Sunny Isles Beach, Miami-Dade County, FL  
Sunnyside, Yakima County, WA  
Sunrise, Broward County, FL  
Surfside, Miami-Dade County, FL  
Tacoma, Pierce County, WA  
Tamarac, Broward County, FL  
Tampa, Hillsborough County, FL  
Tampa Bay Water Authority, Clearwater, FL  
Tavares, Lake County, FL  
Tequesta, Palm Beach County, FL  
Titusville, Brevard County, FL  
Treasure Island, Pinellas County, FL  
Union County, NC  
Valdosta-Lowndes County, GA  
Venice, Sarasota County, FL  
Vero Beach, Indian River County, FL  
Wellington, Palm Beach County, FL  
West Melbourne, Brevard County, FL



Weston, Broward County, FL  
West Palm Beach, Palm Beach County, FL  
West Park, Broward County, FL  
Winchester, Frederick County, VA  
Winter Haven, Polk County, FL  
Woodstock, Cherokee County, GA  
Winter Springs, Seminole County, FL  
Yakima, Yakima County, WA  
York County, VA

### **Not-for-Profit Clients**

Amelia Island Plantation Community Association, Amelia Island, FL  
Broward Partnership for the Homeless, Fort Lauderdale, FL  
Florida Association of Special Districts, Tallahassee, FL  
Hispanic Unity of South Florida  
Maternal Child Family Health Alliance of Palm Beach County, INC., FL  
Ocean Reef Community Association, Monroe County, FL  
Sun City Summerlin Community Association, Las Vegas, NV

### **Educational Clients**

Nova Southeastern University, Davie, Broward County, FL

### **Private Sector Clients**

Marriott Corporation, National Guest Homes Division, Houston, TX  
Rachlin Cohen & Holtz, LLP, Miami-Dade County  
Raymond James & Associates, St. Petersburg, FL  
Recording Industry Association of America, Washington, DC

## Some Notable Highlights

- Williamsburg Yorktown Daily , New Administrator to Spend First Months Getting a Feel for York County - June 15, 2015
- The Roanoke Times The Morrill era - March 1, 2015
- Rashad Young - Greensboro Manager Gets Good Review - April 27, 2010
- Chris Morrill - New Roanoke CM Seen as Rising Star, February 28, 2010
- Danny Crew - Miami Gardens Five Years Later, September 28, 2009
- Rashad Young To Greensboro, NC - Dayton Business Leaders React - August 27, 2009
- Barry Garner - New Fulton Elections Chief - July 27, 2009
- Ruth Jones - Riviera Beach's New City Manager June 13, 2009
- Pat Salerno - Coral Gables' New City Manager, March 25, 2009
- Russell Benford - West Park Makes a Comeback January 30, 2009
- Destin's Greg Kisela Reflects after Five Years November 26, 2008
- Craig Coffey - New Flagler County Administrator, December 11, 2007
- Ronald Olson - Des Moines Register, August 1, 2007
- Keith Chadwell - First African-American City Manager, June 12, 2007
- James Landon - Catching Up With Palm Coast's Manager - March 3, 2007
- Lee Feldman Named Florida's Top Manager - November 20, 2006
- Mike Quinn - Mount Dora Overwhelmingly Pleased November 4, 2006
- Steve Thompson - Deltona Manager Predicts Much Change, September 27, 2006
- Michael Czymbor - New Fernandina Beach Manager Starts Work, March 29, 2006