



April 8, 2019

Ms. Gayle Dykeman
Procurement Specialist 3
Procurement Division
City of Gainesville
200 East University Avenue, Room 339
Gainesville, FL 32601

Dear Ms. Dykeman:

Thank you for the opportunity to provide you with a Statement of Qualifications for executive recruitment and selection services for the City of Gainesville. GovHR USA ("GovHR") prides itself on a tailored, personal approach to executive recruitment and selection, able to adapt to your specific requirements for the position.

Introduction

GovHR is a public management consulting firm serving municipal clients and other public-sector entities on a national basis. Our headquarters offices are in Northbrook, Illinois. We are a certified Female Business Enterprise in the State of Illinois and work exclusively in the public sector. We have 11 full time and 8 part time employees and 27 project consultants. GovHR offers customized executive recruitment services and completes other management studies and consulting projects for communities.

Project Understanding and Approach

We understand that the City is looking to contract with several qualified and experienced executive search firms and to call upon one of the firms as the need for an executive recruitment within the City arises. GovHR currently has such an arrangement with the City of San Jose, California, and has had similar contracts with other municipalities in the past. It has also conducted multiple recruitments for several clients without have a pre-qualification contract in place.

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 executive search. GovHR clients are informed of the progress of a 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.

GovHR suggests the following approach to your recruitment, subject to your requests for modification:

Phase I – Position Assessment, Position Announcement and Brochure Development

Phase I will include the following steps:

- One-on-one or group interviews will be conducted with elected officials, appointed officials, staff, business community representatives and any other stakeholders identified by the client to develop our Recruitment Brochure. The Proposal assumes up to two full days and one night depending upon the client's needs. We can also utilize dedicated email and surveys to obtain feedback from

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Local: 847.380.3240 Fax: 866.401.3100 GovHRUSA.com

stakeholder groups. Previous clients have invited community leaders to meetings with our consultants; other clients have developed surveys for the community or organization; and some clients request we use a combination of these methods to fully understand community and organizational needs and expectations for the position being filled. We will work closely with you on the format that best meets your needs.

- Development of a **Position Announcement**.
- Development of a detailed **Recruitment Brochure** for your review and approval.
- Agreement on a detailed **Recruitment Timetable** – a typical recruitment takes 90 days from the time you sign the contract until you are ready to appoint the finalist candidate.

Phase II – Advertising, Candidate Recruitment and 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 5,000 visits to our website each month. Finally, we develop a database customized to your recruitment and can do an email blast to thousands of potential candidates.

Phase II will include the following steps:

- Placement of the Position Announcement in appropriate professional online publications. In addition to public sector publications and websites, outreach will include LinkedIn and other private sector resources. We can provide the City with a list of where we intend to place the position announcement, if requested.
- The development of a database of potential candidates from across the country unique to the position and to the City, focusing on the leadership and management skills identified in Phase I as well as size of organization, and experience in addressing challenges and opportunities also outlined in Phase I. This database can range from several hundred to thousands of names depending on the parameters established for the outreach. Outreach will be done in person, and through e-mail and telephone contacts. GovHR consultants have extensive knowledge of the municipal government industry and will personally identify and contact potential candidates. With more than 600 collective years of municipal and consulting experience among our consultants, we often have inside knowledge about candidates.

Phase III – Candidate Evaluation and 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 interviewed by video to fully grasp their qualifications, experience and interpersonal skills. The interviews include asking specific questions about their experiences and skill sets as well as asking questions specific to the position being filled. We will ask follow up questions and probe specific areas. By utilizing video interviews we will have an assessment of their verbal skills and their level of energy for and interest in the position.

- Formal and informal references and an internet/social media search of each candidate will be conducted to further verify candidates' abilities, work ethic, management and leadership skills, analytical skills, interpersonal skills, ability to interact with the media, and any areas identified for improvement.

- All résumés will be acknowledged and contacts and inquiries from candidates will be personally handled by GovHR, ensuring that the City'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 that presents the credentials of those candidates most qualified for the position. You will advise us of the number of reports you will need for the individuals involved in this phase of the recruitment and selection process. We provide a binder which contains the candidate's cover letter and résumé. In addition, we prepare a "mini" résumé for each candidate, so that each candidate's credentials are presented in a uniform way. GovHR will provide you with a log of all candidates who applied. You may also review all the résumés, if requested.
- GovHR will meet with you on-site to review the Recruitment Report and expand upon the information provided. The report will arrive two to three days in advance of the meeting, giving you the opportunity to fully review it. In addition to the written report, we will spend 2 to 3 hours discussing the candidates by reviewing their video interviews and providing excerpts from the references we will have conducted on the individuals.

Phase V – Interviewing Process

Phase V will include the following steps:

- After the Recruitment Report is presented, the Interviewing Process will be finalized including the discussion of any specific components you deem appropriate, such as a writing sample or oral presentation.
- GovHR will develop the first and second round interview questions for your review and comment. GovHR will provide you with interview books that include the credentials each candidate submits, a set of questions with room for interviewers to make notes, and evaluation sheets to assist interviewers in assessing the candidate's skills and abilities.
- GovHR will work with you to develop an interview schedule for the candidates, coordinating travel and accommodations. In addition to a structured interview with the City, the schedule will incorporate a tour of Gainesville's facilities and interviews with senior staff, if the City so desires.
- Once candidates for interview are selected, additional references will be contacted, along with verification of educational credentials, criminal court, credit, and motor vehicle and records checks.
- GovHR recommends a two-step interviewing process with (typically) five or six candidates interviewed in the first round. Following this round, we strongly suggest that two or three candidates are selected for second round interviews. Again, we will prepare a second round of interview questions and an evaluation sheet.
- GovHR consultants will be present for all the interviews, serving as a resource and facilitator.

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.

Citizen Involvement in the Recruitment Process

GovHR has entered into an exclusive strategic partnership with Polco. Polco provides the tools for municipalities to collect citizens' views. Community responses are validated using the local voter database to verify the responses. Civic engagement is enhanced by using websites, widgets, and apps to meet the citizens where they are. Citizens become more active and informed participants in the process by voicing their views to municipal leaders and other citizens. Polco makes voicing opinions accessible, easy and convenient. It is an excellent tool that can be used to solicit input during the recruitment process and can be used in the future for a wide variety of purposes related to civic engagement. This is an optional service. Pricing available upon request.

Leadership/Personality Assessments

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. Typically these tools cost \$300 per candidate to administer. This fee is not included in our proposal.

One-Way Video Interviews

Candidates we recommend for your consideration can complete a one-way video interview with 3 to 5 questions that will be recorded for an additional fee. The Board can then review these interviews at your convenience prior to make a decision on which candidates to invite for interview.

Optional Assessment Center

If desired, GovHR will perform an Assessment Center for candidates selected for interview as part of the selection process. An Assessment Center is a very useful tool for evaluating the strengths, weaknesses and skills and abilities of the candidates being considered for hire. GovHR consultants will prepare all the related documents and scoring sheets for a choice of any of three (3) of the following exercises to be completed on the Assessment Center day:

- In-Basket Exercise
- Written/Oral Presentation Exercise
- Leaderless Group Exercise
- Structured Interview
- Budget Analysis Exercise
- Personnel Issues Exercise
- Other exercise of the Client's choosing

Recruitment Schedule

A detailed recruitment schedule will be provided in Phase I. The recruitment and selection process typically takes 90 days from the time the contract is signed until the candidate is appointed. We can work with you on a shorter process, should you so desire.

Our typical recruitment process includes the following milestones and deliverables:

➤ Weeks 1 - 2	On-site interviews of City officials and staff, development and approval of recruitment brochure Deliverable: recruitment brochure
➤ Weeks 3 - 8	Placement of professional announcements; candidate identification, screening, interview and evaluation by consultant
➤ Week 9	Consultant recommendation to the City of qualified candidates Deliverable: recruitment report
➤ Week 10	Selection of candidate finalists by the City; additional background and reference checks, report preparation and presentation Deliverable: interview reports including suggested questions and evaluation sheets
➤ Weeks 11-12	Interviews of selected finalist candidates; recommendation of final candidate; negotiation, offer, acceptance and appointment

Proposed Project Staff

GovHR has a total of twenty-seven consultants, both generalists and specialists (public safety, public works, finance, parks, etc.), who are based in Arizona, Illinois, Indiana, Michigan, Minnesota and Wisconsin, as well as five reference specialists and eight support staff. GovHR would assign one of its consultants to be responsible for the City's search process, and would choose the consultant based on the type of position being filled, the consultant's experience in recruiting for such position, and the consultant's other commitments at the time the search is to begin. The assigned consultant would be responsible for the City's recruitment throughout the entire process.

Our consultants are experienced executive recruiters who have conducted over 600 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.

We have attached the biographies of several consultants who we would look to for the City of Gainesville's executive recruitments. Client lists for each of the consultants and the types of positions they have recruited are found on the firm's website at www.govhrusa.com.

Qualifications and Experience

Please note the following key qualifications of our firm:

- Since our establishment in 2009, our consultants have conducted hundreds of recruitments in 29 states, with an increase in business of at least 30% each year. Twenty-eight (28%) of our clients are repeat clients, the best indicator of satisfaction with our services.
- 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.

- Our state-of-the-art processes, including 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.
- We provide a two-year guarantee for our recruitments. Less than 1% of our clients have had to invoke the guarantee.

GovHR is led by Heidi Voorhees, President, and Joellen Cademartori, Chief Executive Officer. Ms. Voorhees previously spent 8 years with the nationally recognized public-sector consulting firm, The PAR Group, and was President of The PAR Group from 2006 – 2009. Ms. Voorhees has conducted more than 250 recruitments in her management consulting career, with many of her clients repeat clients, attesting to the high quality of work performed for them. In addition to her 12 years of executive recruitment and management consulting experience, Ms. Voorhees has 19 years of local government leadership and management service, with ten years as the Village Manager for the Village of Wilmette, IL. 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.

A list of executive recruitments conducted by GovHR consultants in the past five years is included with this proposal.

References

A list of three references is included on the RFQ Attachment B. We would be happy to provide the City with additional references if requested.

Philosophy

Executive search is an important decision-making process for an organization and our primary goal is to provide our client with the information to make the best hiring decision. Our firm's executive recruitment philosophy embraces a professional process of integrity, trust, and respect toward all parties involved, and complete commitment toward meeting the expressed needs and desires of our client. All of our services are handled by principals of the firm who have established and well-regarded reputations in the search field, as well as actual operating experience in the public management fields in which they now consult. Each has impeccable professional credentials and unblemished personal reputations. Keeping both our client and prospective candidates informed on the status of the recruitment on a regular basis is also an important part of our recruitment process. Our work is carried out in an open manner with particular attention given toward seeking out critical factors of a client's organization and governance, and utilizing such information respectfully and discreetly in seeking out candidates who truly have the ability to meet the expectations and needs of the client—working strenuously in developing a fully qualified, “best match” candidate pool for client consideration. Our process includes assistance in the critical final interview and selection phases of the recruitment, and availability to both client and candidate for months following the appointment. Our process was developed and refined over the years to meet the special, and often unique, needs and circumstances facing our local government, public management, and related not-for-profit clients.

GovHR Guarantee

It is the policy of GovHR to assist our clients until an acceptable candidate is appointed to the position. Therefore, no additional professional fee would be incurred should the City not make a selection from the initial group of recommended candidates and request additional candidates be developed for interview consideration. Additional reimbursable expenses may be incurred should the situation require consultant travel to Gainesville beyond the planned four visits.

Upon appointment of a candidate, GovHR provides the following guarantee: should the selected and appointed candidate, at the request of the City or the employee's own determination, leave the employ of the City within the first 24 months of appointment, we will, if desired, conduct one additional recruitment for the cost of expenses and announcements only, if requested to do so within six months of the employee's departure.

In addition, in accordance with the policy of our firm as well as established ethics in the executive search industry, we will not actively recruit the placed employees for a period of five years.

Why Choose GovHR?

We ask you to consider the following as you deliberate:

- We are a leader in the field of local government recruitment and selection with experience in more than 29 states, in communities ranging in population from 1,000 to 1,000,000. More than 28% 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.
- We are committed to bringing a diverse pool of candidates to your recruitment process. We network extensively with state, city and county management associations, attending more than 20 state and national conferences each year. In addition, we support and attend the meetings of Women Leading Government, the Local Government Hispanic Network, the California Network of Asian Public Administrators, and the National Forum for Black Public Administrators.
- We conduct comprehensive due diligence on candidates. Before we recommend a candidate to you, we will have video interviewed them, conducted reference calls, and media and social media searches. Our knowledge of local government ensures that we can ask probing questions that will verify their expertise.
- 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 are committed to working with you until you find the candidate that is the best fit for your position.

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.

We look forward to hearing from you and hope to have the opportunity to work with the City of Gainesville on these executive recruitments. Please contact Laurie Pederson, Director of Administrative Services, 847-380-3240, if you have questions regarding our Statement of Qualifications or need additional information.

Sincerely,



Judith M. Schmittgens
Corporate Secretary and Compliance Manager
GovHR USA

Attachment: Consultant Biographies
List of Previous Executive Recruitments

CONSULTANT BIOGRAPHIES

HEIDI VOORHEES **President**

Heidi Voorhees is the president and co-owner of GovHR USA and possesses more than 30 years of collective experience working in local government. She has served as both a municipal leader and partner with local governments and nonprofits, handling executive search and management consulting. Heidi's exceptional communication style and lasting relationships have positioned her as a widely-respected leader in her field across the U.S. She is deeply focused on understanding the culture of each organization that GovHR USA serves.

Executive searches conducted by Heidi for GovHR USA are uniquely tailored around clients and achieved through consensus-building and decision making with a wide range of community leaders. This in-depth and thorough consulting method sets Heidi apart from others in her industry; she leads executive talent searches that expertly identify imperative skill-sets and provide a robust match for core values and professional environment.

The crucial ability to understand the needs, challenges and perspectives within clients' organizations are ingrained in Heidi's fundamental strengths; she works in a highly-effective manner with elected and appointed officials to assist them in making critical personnel decisions. Through this exemplary approach, she understands the intricacies that exist within organizations and communities. Realizing the importance of her clients' human resource and executive management needs, Heidi works tirelessly to advise and consult, so that she can strategically connect the best talent available with her clients.

Heidi is extremely passionate about her commitment to advancing women and minorities in local government, which is also a strong emphasis of GovHR USA. She believes in conducting extensive outreach in the search for talented individuals which results in highly qualified candidates from all backgrounds.

Professional Education, Training and Instruction

- Bachelor of Science degree in Political Science, Illinois State University, IL
- Master's degree in Public Affairs from the School of Public and Environmental Affairs, Indiana University, IN
 - Fellow at Eli Lilly State and Local Government Fellowship Program
 - Distinguished Alumnus

Professional Development and Speaking Engagements

- Trainer/Speaker on Recruitment Selection: Legacy Project Annual Conference, International City and County Management Association annual conference, Illinois City and County Management Association (ILCMA) conference, Wisconsin City and County Management Association conference, Michigan Municipal Executives, Ohio City and County Management Association, American Public Works Association—Chicago Metro Chapter, Illinois Association of Municipal Management Assistants, Northern Illinois University Civic Leadership Program, and Great Lakes Leadership Academy
- Former Adjunct Instructor: Center for Public Safety, Northwestern University Campus
- Former Instructor: Master's Degree Program in Public Policy and Administration, Northwestern University
- Former Trainer: Executive Management Program on Management, Community Relations, and Organizational Culture for Law Enforcement

Memberships and Affiliations

- Co-founder of The Legacy Project, an organization dedicated to advancing women in Illinois local government
- Chicago Metropolitan Managers' Association, Past Board Member
- Illinois City and County Management Association (ILCMA), Past Board Member
- International City and County Management Association (ICMA), Member
- Leadership Greater Chicago Program, Past Participant
- Active Rotarian for 26 years, Charter Member for Wilmette Harbor Rotary

Local Government Professional Background:

19 Years of Local Government Leadership and Management

- | | |
|---|-----------|
| ● Village Manager, Village of Wilmette, IL | 1990-2001 |
| ● Assistant Village Manager, Village of Wilmette, IL | 1986-1990 |
| ● Assistant to the Village Manager, Village of Schaumburg, IL | 1984-1986 |
| ● Budget Analyst, City of Kansas City, MO | 1983-1984 |
| ● Cookingham-Noll Fellow, City of Kansas City | 1982-1983 |

JOELLEN CADEMARTORI **Chief Executive Officer**

Joellen Cademartori is the chief executive officer and co-owner of GovHR USA and has nearly 30 years of cumulative experience working in the public sector as a municipal leader, and in human resources and management consulting. Joellen's exceptional communication style has enabled her to develop and maintain strong relationships with her peers, elected and appointed officials, and related local government partners. She has built a solid reputation as a skilled negotiator, who is both fair and impartial.

The ability to problem solve and think strategically are at the core of Joellen's strengths. She is a consensus builder and has the proven ability to work with conceptual ideas, develop and supervise scopes of work, and produce desired results for her clients. She is also skilled at working in challenged environments, with a strong record of success in helping clients to navigate tough executive recruitment and consulting projects.

The public sector human resources and management projects Joellen has worked on have earned her respect in local governments across the country. Due to her commitment and dedication to local government, she is known an industry leader in executive recruiting, interim staffing, in addition to human resources and management consulting work.

Throughout her career, Joellen has been privileged to serve on numerous local, state and national committees. A personal and professional highlight for her was being on the International City/County Management Association (ICMA) Executive Board as a representative from the Northeast Region. Joellen regularly speaks in front of groups, and writes about a variety of local government topics, which include generational diversity, succession planning, performance management, resume development and interviewing skills and techniques. She is dedicated to developing the next generation of managers and remains passionate about excellence in local government.

Professional Education, Training and Instruction

- Bachelor's degree in Economics, Worcester State College, Worcester, MA
- Master of Public Administration, Northeastern University in Boston, MA

- Senior Executive Institute, Leading, Educating and Developing (LEAD) Program, at the University of Virginia's Weldon Cooper Center for Public Service

Professional Development and Speaking Engagements

- Succession Planning for the Public Sector - IPELRA Training Session - 2017
- Putting Your Best Food Forward: Interview/Presentation Skills for Women - Women Leading Government Conference, Massachusetts - 2017
- Workforce for Tomorrow - IPELRA Annual Conference - 2016
- Hire Hard, Manage Easy - Iowa League of Cities Annual Conference - 2015
- Not Your Parents' Local Government: Diversity, Recruitment, and Retention in the 21st Century - NCCMA Winter Conference - 2014
- Next-Gen Elected Officials: How Do They Change the Council Dynamics? - ICMA Annual Meeting - 2014
- Traveling to the Beat of a Different Drum: Workplace Strategies for a Multi-Generational Workforce, IPELRA Annual Conference - 2013
- New Approaches to Succession Planning - IGFOA Annual Conference - 2012
- New Service Delivery Models: 2012 and Beyond - IPELRA Annual Conference - 2011
- Preparing for Your Career in Local Government - Northern Illinois University – 2011

Memberships and Affiliations

- International City and County Management Association (ICMA), Current Member
- ICMA – Task Force on Deputy/Assistant Managers 2017-2018, Current Member
- ICMA - Task Force on Women in the Profession 2012 – 2014, Member
- ICMA - Conference Planning Committee 2010 – 2011, Chair
- ICMA - Conference Evaluation Committee 2005 – 2006, Member
- ICMA - Conference Planning Committee 2005 – 2006, Member
- ICMA - Governmental Affairs & Policy Committee 2003 - 2006
- ICMA Regional Vice President - ICMA Executive Board 2001 – 2003, Board Member
- ICMA Conference Planning Committee 2000 – 2001, Board Member
- ICMA Assistants Steering Committee 1994 – 1997
- Illinois City and County Management Association (ILCMA), Current Member
- North Carolina City and County Management Association 2004 –2007, Member
- Massachusetts Municipal Management Association (MMMA) 2000–2001, Member
- Massachusetts Municipal Personnel Association – 1990 – 2003, Member

Local Government Professional Background

24 Years of Local Government Leadership and Management

- Director of Administrative Services, Evanston, IL 2009-2011
- Director of Human Resources, Evanston, IL 2007-2009
- Assistant County Manager, Catawba County, NC 2004-2007
- Assistant Town Manager, Barnstable, MA 2000-2003
- Assistant Town Administrator, Yarmouth, MA 1993-2000
- Assistant Town Administrator, Northborough MA 1992-1993
- Acting Town Administrator, Northborough MA 1991
- Administrative Asst. to the Town Administrator, Northborough, MA 1988-1990
- Intern, Town of Holden 1987

LEE SZYMBORSKI

Senior Vice President

Lee Szymborski is a Senior Vice President with GovHR USA, working on both executive search and general management consulting assignments. He has more than 33 years of experience in local government administration.

Mr. Szymborski's experience spans both Wisconsin and Illinois communities. Mr. Szymborski served more than 15 years as City Administrator in Mequon, Wisconsin. Mequon is a full service city with \$30 million in combined budgets, and more than 170 employees serving 23,000 residents. In addition to his Wisconsin service in Mequon, he also worked for the City of Wauwatosa and Milwaukee County. In Illinois, he served for 12 years as Assistant Village Manager in Buffalo Grove.

Mr. Szymborski's track record points to a results-oriented approach to municipal government management. That is demonstrated by his work including the purchase of a \$14 M private water utility that has seen its customer base increase under city ownership (Mequon); reorganizing city departments and reducing workforce costs in an organizationally sensitive manner (Mequon); spearheading a 10- community oversight committee to secure the startup of commuter rail service (Metra) on the WI Central railway (Buffalo Grove); and re-purposing TIF funds to provide incentives that secured a \$16 M mixed-use development in Mequon's Town Center. He is additionally skilled in budgeting, personnel administration, community engagement efforts and strategic planning.

Mr. Szymborski's experience in recruiting key staff extends back to his management roles in both Buffalo Grove and Mequon. In Buffalo Grove, he handled for the Village Manager all aspects of recruiting the management team. During his time in Mequon, Mr. Szymborski recruited all members of the City's management team.

Since joining GovHR USA in 2014, Mr. Szymborski has assisted or managed more than 65 executive searches for communities in Wisconsin, Illinois, Minnesota, Missouri and Massachusetts, as well as non-profit agencies including the International City/County Management Association. His recent searches include Administrator and department head positions for the Wisconsin communities of Glendale, Wauwatosa, Oak Creek, Waukesha, Middleton, and Beloit (Town). His work for Illinois municipalities include, among others, East Peoria, Washington and DeKalb. He has also managed local government searches in Missouri and Massachusetts. He has done management studies and strategic plans for several Wisconsin, Illinois and Missouri communities. He has also been part of GovHR USA's classification and compensation studies in several Wisconsin, Illinois and Massachusetts communities.

Professional Education, Training and Instruction

- Master of Science degree in Urban Affairs, University of Wisconsin - Milwaukee
- Bachelor of Arts degree in Political Science, University of Wisconsin - Milwaukee

Professional Development and Speaking Engagements

- Adjunct instructor at Upper Iowa University – Milwaukee Center
- Published articles in Public Management Magazine, Milwaukee Journal Sentinel

Memberships and Affiliations

- Mequon-Thiensville Sunrise Rotary Club
- Board of Directors for the Mequon Nature Preserve
- International City/County Management Association
- Wisconsin City/County Management Association
- Former President Illinois Association of Municipal Management Assistants

- Former President Mequon-Thiensville Sunrise Rotary Club

Awards

- Mequon – Thiensville Chamber of Commerce's Distinguished Service Award

Local Government Background

- City Administrator, Mequon, WI 1999-2014
- Assistant Village Manager, Buffalo Grove, IL 1987-1999
- Milwaukee County and City of Wauwatosa, WI 1980-1986

SARAH MCKEE **Vice President**

Sarah McKee is a 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 including, City Manager/Administrator, Public Works Director, Fire Chief, Human Resource Director, Director of Development Services, Park and Recreation Director, Building Director, Bridge and Road Director, Court Services Director, 911 Center Director, Community and Economic Development Director and non-profit Executive Director in various states including Illinois, Indiana, North Carolina, South Carolina, Florida, Texas, Washington, Montana, West Virginia and Colorado. She has also been involved in studies related to organizational structure/development and strategic planning.

Sarah was a city manager in Johnstown, OH (5,500) and Rolling Meadows, IL (25,000). 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. She was also expanded their industrial park after the park experienced maximum capacity. 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, Training and Instruction, Memberships and Affiliations, Awards and Local Government Professional Background

Professional Education

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

Training and Instruction

Sarah has spoken/presented at various conferences including ICMA's Women's luncheon, Illinois Government Finance Officers Association, Indiana Municipal Managers Association, Illinois City/County Management Association and various other entities related to municipal government. She also serves as a coach for ICMA.

Local Government Professional Background

Extensive experience as a local government manager and in non-profit management

- Executive Director, Issaquah Highlands Community Association, Issaquah, WA 2012-2014
- City Manager, Rolling Meadows, IL 2008-2010
- Village Manager, Johnstown, OH 2003-2008
- Public Works Director, Paducah, KY 1999-2003
- Solid Waste Superintendent/Fleet Superintendent, Paducah, KY 1994-1999

JOSEPH A. DE LOPEZ

Vice President

Joseph A. De Lopez is a Vice President with GovHR USA, and an experienced and professional public safety executive and consultant. He has over 41 years of progressively responsible experience covering the spectrum of police management, to include administration, policy development, training, organizational analysis, security risk assessment, expert witness testimony and executive screening activities.

He was formerly the Vice Chancellor for Safety and Security for the City Colleges of Chicago. He was hired by the City Colleges in 2011 to coordinate the centralization and re-organization of the Office of Safety and Security. The City College of Chicago system is comprised of eight primary locations and six satellite locations serving a student population of approximately 120,000. These campuses are located throughout metropolitan Chicago and are as diverse as the city itself. The Office of Safety and Security provides all the public safety needs of the City College system through the employment of a combination of off-duty and retired members of the Chicago Police Department, the Illinois State Police Department and the Cook County Sheriff's Department. As Vice Chancellor, Mr. De Lopez developed a plan to transition the Office of Safety and Security to a State Certified Police Department. He also implemented procedures to

standardize and integrate security technology solutions and implemented numerous programs and policies to enhance the safety on all of the campuses.

Mr. De Lopez also served as the Chief of Police in Winnetka, Illinois, a community of 12,500 residents 14 miles from downtown Chicago along the shores of Lake Michigan. He was hired as Chief in March of 2002. The Winnetka Police Department had a complement of 36 personnel, and a total budget of approximately \$6.3 million. The Department has been nationally accredited by the Commission on Accreditation for Law Enforcement Agencies. During his tenure as Chief in Winnetka, De Lopez re-organized the Police Department, enhanced training of his personnel through a collaborative effort with Oakton Community College and the Northeastern Illinois Public Training Academy (NIPSTA), where he served in roles as President, Vice-President and as an Officer of the NIPSTA Foundation.

Mr. De Lopez also had a distinguished 31-year career with the Chicago Police Department, rising through the ranks to become Deputy Superintendent. As the Deputy Superintendent of the Bureau of Technical Services for the Chicago Police Department Mr. De Lopez commanded a bureau that was comprised of the police department's Communication Division, Electronics and Motor Maintenance Division, Evidence and Recovered Property Section, and General Support Division. His duties included coordinating police communications issues and needs with the Chicago Office of Emergency Communications, which included the city's Alternate Response Program.

Mr. De Lopez has also been qualified as an expert witness in Federal Court for police operations and administrative matters and has served as a promotional and executive search assessor for the International Association of Chiefs of Police, Metro Dade Police Department, Illinois State Police, Cook County Department of Personnel, and the Chicago Police Department.

Professional Education, Training and Instruction, Memberships and Affiliations, Awards and Local Government Professional Background

Professional Education

- Bachelor's degree in Management, University of Illinois at Chicago, IL
- Master's degree in Criminal and Social Justice, Lewis University, IL

Training and Instruction

- Police Administration at the Traffic Institute of Northwestern University
- Senior Management Institute for Police in Boston
- Northwestern University's Executive Management Program
- City of Chicago Intergovernmental Executive Development Program
- Federal Bureau of Investigation Law Enforcement Executive Development Program (LEEDS)

Memberships and Affiliations

- Former President for Northeastern Illinois Public Safety Training Academy (NIPSTA)
- NIPSTA Foundation Board of Directors
- International Association of Chiefs of Police
- Illinois Association of Chiefs of Police
- Illinois Police Association

Awards

- Numerous Professional, Civic and Community Awards

Local Government Professional Background:

Over 41 years of police management, administration, policy development, training, expert witness testimony and executive screening activities

- Vice President, GovHR USA 2013-Present
- Senior Security Consultant, Elert & Associates 2013-Present
- Vice Chancellor, City Colleges of Chicago 2011-2013
- Chief of Police, Village of Winnetka, IL 2002-2011
- Deputy Superintendent and various Command Positions, Chicago Police Department 1971-2002

LEE MCCANN
Vice President

Lee McCann is a Vice President – Midwest Region for GovHR USA and has over 36 years of active public safety experience. He works on executive search and general management consulting projects.

Following his honorable discharge from the United States Army, Mr. McCann began his career in local law enforcement as a patrol officer in Evergreen Park, Illinois. He rose through the ranks of that agency, attaining the highest merit position, Lieutenant, in less than ten years. In 1982 he was named Chief of Police in Buffalo Grove, Illinois and served as Chief of Police in Buffalo Grove & Skokie, Illinois for the next 23 years. While serving in Buffalo Grove, he led the police department in becoming one of the first 50 law enforcement agencies in the nation to be accredited.

Mr. McCann accepted numerous leadership roles with intergovernmental agencies during his tenure as Chief of Police. He helped found and manage the Lake County (Illinois) Major Crimes Task Force, served as Chairman of the Executive Committee of the Northwest Central Dispatch System and was President of the Northern Illinois Police Crime Laboratory. He was Secretary of the Executive Board of the Northwest Police Academy for ten years and was also President of the Northern Illinois Police Alarm System - a mutual aid organization that provides manpower and other specialized services to member agencies during disaster and other emergency situations. During the five years he served as President of this organization, Mr. McCann oversaw a 100% growth in membership to over 80 law enforcement agencies serving a population of approximately 1,000,000 people.

Mr. McCann's consulting experience includes general police management studies, executive search & recruiting assignments, and service as on-site assessment team leader for the Commission on Accreditation for Law Enforcement Agencies since 1987. He also is a member of several professional organizations and has served on the governing boards of civic and charitable organizations such as OMNI Youth Services, United Way and as chairman of the Regional Action Planning Project, a local initiative to suppress street gang activity.

Mr. McCann is a graduate of the F.B.I. National Academy, the Illinois Law Enforcement Executive Institute, and Chicago State University.

Professional Education, Training and Instruction

- FBI National Academy
- Illinois Law Enforcement Executive Institute
- Chicago State University

Memberships and Affiliations

- Helped found and Manager - Lake County (Illinois) Major Crimes Task Force
- Former Chairman of the Executive Committee of the Northwest Central Dispatch System
- Former President of the Northern Illinois Police Crime Laboratory
- Former Secretary of the Executive Board of the Northwest Police Academy
- Former President of the Northern Illinois Police Alarm System
- Former Governing Boards of OMNI Youth Services
- Former Governing Board of United Way
- Former Chairman of the Regional Action Planning Project

Local Government Professional Background

Over 36 years of active public safety experience

- Chief of Police, Skokie, IL
- Chief of Police, Buffalo Grove, IL
- Lieutenant and Various Command Positions, Evergreen Park, IL

TIM SASHKO **Vice President**

Chief T.E. Sashko (retired) is a Vice President with GovHR USA and is a 38-year veteran of the fire service. He began serving in the fire service as a paid-on-call firefighter/paramedic with the Village of Buffalo Grove, IL in 1979, retiring as the Chief in 2007. He was then selected to serve as the Fire Chief in the Village of Mundelein, IL from 2007 until April 30, 2015. Chief T.E. Sashko served as the Executive Director for the Illinois Fire Chiefs Association from 2015 until 2017. He has been a member of the Lake County Board of Health since 2003 and was honored to be elected as the President in November of 2013 and continues to function in that role. During his tenure with the Board of Health he has served on the Environmental Health Advisory Committee, the Budget Committee, the Executive Committee and support for the Lake County Veterans and Family Services Foundation.

He is a Board Member for Operation North Pole, a 501(c)3 charity providing special programs to children suffering from cancer and other life-threatening diseases as well as other outreach programs. Additionally, he continues to serve as a member of the Greater Chicago Red Cross Heroes Program since 2004, which honors every day heroes each year in the Chicagoland area who have made a difference in the lives of others. He also chairs the Blood Donation Committee for the Village of Mundelein working with LifeSource Blood Services and was honored by the Illinois Association of Blood Banks for continued efforts and innovation raising the awareness for blood donors in 2014.

He has held numerous executive officer positions including President of the Illinois Fire Chiefs Association, President of the Metropolitan Fire Chiefs Association, President of the Lake County Fire Chief's Association and Chairman of the Lake and McHenry Counties Specialized Response Teams as well as being the Chair of the Illinois Fire Chiefs Foundation Fund Raising Committee. Chief Sashko was recognized by the Illinois Fire Chief's Association as the "Chief of the Year" for 2006 and was also a nominee for the Chief of the Year for the International Fire Chiefs Association in that same year. He also was recognized as the Alumni of the Year from Buffalo Grove High School in 2002 and Firefighter of the Year award from the Grayslake, Mundelein, and Libertyville Exchange Club of America in 2011.

Chief Sashko holds a management degree from Southern Illinois University with honors, numerous state certifications and is a state certified Fire Officer III in Illinois.

Professional Education, Training and Instruction

- Bachelor's degree in Management, Southern Illinois University

Memberships and Affiliations

- President, Lake County Board of Health
- Board Member for Operation North Pole
- Greater Chicago Red Cross Heroes
- Former President of the Illinois Fire Chiefs Association
- Former President of the Metropolitan Fire Chiefs Association
- Former President of the Lake County Fire Chief's Association
- Former Chairman of the Lake and McHenry Counties Specialized Response Teams
- Former Chair of the Illinois Fire Chiefs Foundation Fund Raising Committee
- Former Committee Member, Trauma Region X

Awards

- Illinois Association of Blood Banks
- Chief of the Year, Illinois Fire Chief's Association
- Alumni of the Year from Buffalo Grove High School

Local Government Professional Background

- | | |
|--|--------------|
| ● IChiefs Solutions, Mundelein, IL | 2017-Present |
| ● Lake County Board of Health | 2003-Present |
| ● Executive Director, Illinois Fire Chiefs Association | 2015-2017 |
| ● Director, Metropolitan Fire Chiefs Association | 2014-2015 |
| ● Fire Chief, Mundelein, IL | 2007-2015 |
| ● Fire Chief, Buffalo Grove, IL | 1979-2007 |

SECTION V – ATTACHMENTS & FORMS

ATTACHMENT A - PROPOSAL RESPONSE FORM – SIGNATURE PAGE

(Submit this form with your proposal.)

TO: City of Gainesville, Florida
200 East University Avenue
Gainesville, Florida 32601

PROJECT: Executive Search Services

RFQ#: HRDX-190032-GD

RFQ DUE DATE: April 10, 2019, 3:00pm

Proposer Company's Legal Name: GovHR USA, LLC

Proposer Company's Alias/DBA: _____

Proposer Company's Address: 630 Dundee Road, Suite 130, Northbrook, IL 60062

PROPOSER'S REPRESENTATIVE (to be contacted for additional information on this proposal)

Name: Judith Schmittgens Telephone Number 847-380-3185

Date: 4/8/19 Fax Number 866-803-1500

Email address jschmittgens@govhrusa.com

ADDENDA

The Proposer hereby acknowledges receipt of Addenda No.'s 1, _____, _____, _____, to these Specifications.

TAXES

The Proposer agrees that any applicable Federal, State and Local sales and use taxes, which are to be paid by City of Gainesville, are included in the stated bid prices. Since often the City of Gainesville is exempt from taxes for equipment, materials and services, it is the responsibility of the Contractor to determine whether sales taxes are applicable. The Contractor is liable for any applicable taxes which are not included in the stated bid prices.

LOCAL PREFERENCE (check one)

Local Preference requested: YES NO

A copy of your Business tax receipt and Zoning Compliance Permit should be submitted with your bid if a local preference is requested.

QUALIFIED LOCAL SMALL AND/OR DISABLED VETERAN BUSINESS STATUS (check one)

Is your business qualified as a Local Small Business in accordance with the City of Gainesville Small Business Procurement Program? (Refer to Definitions) YES NO

Is your business qualified as a Local Service-Disabled Veteran Business in accordance with the City of Gainesville Small and Service-Disabled Veteran Business Procurement Program? (Refer to Definitions) YES NO

LIVING WAGE COMPLIANCE

See Living Wage Decision Tree (Exhibit C hereto)

Check One:

- Living Wage Ordinance does not apply (check all that apply)
 - Not a covered service
 - Contract does not exceed \$100,000
 - Not a for-profit individual, business entity, corporation, partnership, limited liability company, joint venture, or similar business, who or which employees 50 or more persons, but not including employees of any subsidiaries, affiliates or parent businesses.
 - Located within the City of Gainesville enterprise zone.
- Living Wage Ordinance applies and the completed Certification of Compliance with Living Wage is included with this bid.

NOTE: If Contractor has stated Living Wage Ordinance does not apply and it is later determined Living Wage Ordinance does apply, Contractor will be required to comply with the provision of the City of Gainesville’s living wage requirements, as applicable, without any adjustment to the bid price.

SIGNATURE ACKNOWLEDGES THAT: (check one)

- Proposal is in full compliance with the Specifications.
- Proposal is in full compliance with specifications except as specifically stated and attached hereto.

Signature also acknowledges that Proposer has read the current City of Gainesville Debarment/Suspension/Termination Procedures and agrees that the provisions thereof shall apply to this RFQ.

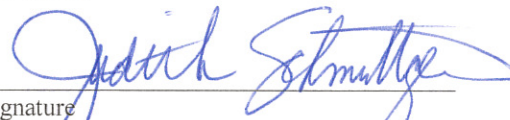
ATTEST:


Signature

Print Name: Laurie Pederson

Title: Administrative Services Director

(CORPORATE SEAL)
PROPOSER:


Signature

Print Name: Judith Schmittgens

Title: Corporate Secretary and Compliance Manager

ATTACHMENT B - BUSINESS REFERENCES

(Submit this form with your proposal.)

PROPOSER: GovHR USA

PROJECT: Executive Search Services

BID#: HRDX-190032-GD

PROPOSAL DUE DATE: April 10, 2019; 3:00pm local time

Provide the following business reference information for three clients that a same or similar project has been provided within the past five years.

#1 Assignment dates (i.e. 6/2018 to 9/2018): Human Resources Director, 12/5/17 to 3/15/18
Court Services Director, 1/22/18 to 5/26/18

Project Client Name: Alachua County, FL ()
Project Description: Human Resources Director, 2018; Court Services Director, 2018
City, State Zip: Gainesville, FL 32601
Client Contact Name: Gina Peebles, Assistant County Manager
Phone Number: 352-538-8262 Fax Number: _____
Email Address: gpeebles@alachuacounty.us

#2 Assignment dates (i.e. 6/2018 to 9/2018): 11/16/18 to 12/21/18

Project Client Name: Arlington Heights, Illinois
Project Description: Fire Chief, 2018
City, State Zip: Arlington Heights, Illinois 60005
Client Contact Name: Mary Rath, Human Resources Director
Phone Number: 847-386-5161 Fax Number: _____
Email Address: mrath@vah.com

#3 Assignment dates (i.e. 6/2018 to 9/2018): Assistant City Administrator, 9/22/17 to 1/1/18; Engineering Director, 6/20/18 to 10/5/18
Public Works Director, 10/12/18 to 1/7/19; Parks and Rec Director, 8/6/18 to 11/16/18

Project Client Name: Woodbury, Minnesota
Project Description: Assistant City Administrator, 2017; Engineering Director, 2018; Public Works Director, 2018; Parks & Rec Director, 2018
City, State Zip: Woodbury, Minnesota 55125
Client Contact Name: Clinton Gridley, City Administrator
Phone Number: 651-714-3523 Fax Number: _____
Email Address: clint.gridley@woodburymn.gov

ATTACHMENT D - DRUG FREE WORKPLACE FORM
HRDX-190032-GD

(Submit this form with your proposal.)

The undersigned vendor in accordance with Florida Statute 287.087 hereby certifies that

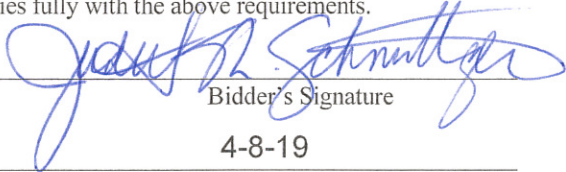
GovHR USA

does:

(Name of Business)

1. Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.
2. Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.
3. Give each employee engaged in providing the commodities or contractual services that are under bid a copy of the statement specified in subsection (1).
4. In the statement specified in subsection (1), notify the employees that, as a condition of working on the commodities or contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty of nolo contendere to, any violation of Chapter 893, Florida Statutes, or of any controlled substance law of the United State or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.
5. Impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program if such is available in the employee's community, by any employee who is so convicted.
6. Make a good faith effort to continue to maintain a drug-free workplace through implementation of this section.

As the person authorized to sign the statement, I certify that this firm complies fully with the above requirements.


Bidder's Signature

4-8-19

Date

Type text here

Gainesville.

Citizen centered

People empowered

ADDENDUM NO. 1

Date: March 28, 2019

Bid Date: April 10, 2018
at 3:00 P.M. (Local Time)

RFQ Name: Executive Search Services

Bid No.: HRDX-190032-GD

NOTE: The original Specifications remain in full force and effect except as revised by the following changes which shall take precedence over anything to the contrary:

1. Any questions shall be submitted in writing to the City of Gainesville Purchasing Division by 3:00 p.m. (local time), April 3, 2019. Questions may be submitted as follows:

Email: dykemangb@cityofgainesville.org
Subject: Questions – RFQ HRDX-190032-GD

2. Please find attached:

- a. Copy of the black out period (Cone of Silence) information (Financial Procedures Manual Section 41-423 Prohibition of lobbying in procurement matters) distributed during non-mandatory pre-bid meeting.
- b. Copy of the pre-bid sign-in sheet for your information.

3. Gayle Dykeman, Procurement Division, discussed bid requirements.

- a. This was a call in non-mandatory pre-bid conference. Attendees were registered via phone by Gayle Dykeman.
- b. Bids are to be received by the Purchasing office no later than 3:00 p.m. on April 10, 2019. Any bids received after 3:00 p.m. on that date will not be accepted.
- c. Question must be submitted in writing, via email, to dykemangb@cityofgainesville.org and are due by 3:00pm April 3, 2019.
 - i. All communication must be through Gayle Dykeman only. Do not communicate with other City staff.
- d. Sign, date and return all Addenda
- e. Discussed that bid form must be signed
- f. Discussed minimum requirements, page 3 of the RFQ package
- g. Discussed Scope and Requested Services, page 2 of the RFQ package
- h. Proposal Response Requirements commence on page 19. All required forms are marked as such at the top of the form.

4. Audrey Gainey, Talent Acquisition Manager, discussed the scope of the project, reviewing the information indicated in the RFQ. The RFQ is for Executive Level Searches for high level opportunities in the City of Gainesville. It is expected that the searches will be nationwide and embrace diversity. The searches will be conducted for both General Government and Gainesville Regional Utilities, which may have some very specific utility-based employment needs. While for the most part, the searches are expected to be 'standard', the City is also looking for innovative tools and techniques for recruiting.

The following are answers/clarifications to questions received at the pre-bid conference.

5. Question: How many executive searches do you anticipate to occur over the course of the three year initial contract?
Answer: This number is undetermined. Firms will be engaged as vacancies occur. We do anticipate; however, having three (3) openings this calendar year.
6. Question: How many executive searches currently occur each year?
Answer: This number fluctuates based on turnover; however, in the last three years we have engage firms to assist with eight (8) Executive level searches.
7. Question: Would the City actively recruit while it has also engaged an Executive Search firm for the same position?
Answer: The City will post the open position on its employment opportunities page, but refers all interested applicants to the Executive Search Firm.
8. Question: Is there one winner?
Answer: We are looking to have at least three (3) firms with a variety of market expertise. Decisions will be made based on the diversity of expertise made available through the responding firms.
9. Question: When was the last time the City went out to bid in order to acquire Executive Search Firms?
Answer: A very long time ago. Not in recent memory.

ACKNOWLEDGMENT: Each Proposer shall acknowledge receipt of this Addendum No. 1 by his or her signature below, and a copy of this Addendum to be returned with proposal.

CERTIFICATION BY PROPOSER

The undersigned acknowledges receipt of this Addendum No. 1 and the Proposal submitted is in accordance with information, instructions, and stipulations set forth herein.

PROPOSER: _____

Gov HR USA

BY: _____

Justin M. Schuttler

DATE: _____

4-8-19



GovHR Recruitments by Position

TYPE	STATE	CLIENT	POSITION	POPULATION	YEAR	
Administrative Assistance	North Carolina	Fayetteville	Administrative Services Director	210,000	2018	
	Texas	Dallas	City Auditor	1,300,000	2018	
Building	Colorado	San Miguel County	Building Official	7,800	2017	
	Illinois	Arlington Heights	Building Director	75,100	2016	
		Franklin Park	Building Director	17,898	2016	
		Libertyville	Facility Director (Professional Outreach)	20,431	2017	
			Facility Manager (Professional Outreach)	20,431	2017	
		Morton Grove	Manager of Inspection & Building Services (Virtual)	23,500	2017	
			Building Official (Professional Outreach Services)	14,819	2018	
	Texas	Garland	Building Official	233,206	2014	
	City Management	Alaska	Unalaska	City Manager	4,768	2017
			Seward	City Manager	2,693	2019
Colorado		Eagle	Town Manager	6,739	2017	
Connecticut		Cheshire	Town Manager	29,261	2017	
		Enfield	Town Manager	45,246	2015	
		Meriden	City Manager	60,838	2018	
Deleware		Newark	City Manager	33,398	2018	
Florida		Largo	Assistant City Manager	82,244	2018	
Georgia		Decatur	Assistant City Manager	24,000	2018	
			City Manager	24,000	2018	
Illinois		Arlington Heights	Village Manager	75,100	2014	
			Bensenville	Village Manager	20,703	2015
		Bloomington	City Manager	78,005	2018	
		Clarendon Hills	Village Administrator	8,572	2014	
		Crest Hill	City Administrator	20,837	2015	
		Decatur	City Manager	76,178	2014	
					73,814	2018
		DeKalb	City Manager	43,849	2018	
		Dixon	City Manager	15,333	2015	
		East Moline	City Administrator	21,300	2016	
		East Peoria	City Administrator	23,503	2016	
		Effingham	City Administrator	12,577	2018	
		Freeport	City Manager	25,000	2017	
		Glencoe	Assistant Village Manager	8,723	2015	
Assistant Village Manager (Virtual)			19,464	2017		
Joliet		City Manager	147,500	2017		
La Grange		Assistant Village Manager (Virtual)	15,732	2017		
	Village Manager	15,732	2017			
Lake Bluff	Assistant to the Village Manager	5,700	2016			
Lake Forest	City Manager	19,375	2018			
Lake Zurich	Village Manager	19,631	2015			



GovHR Recruitments by Position

TYPE	STATE	CLIENT	POSITION	POPULATION	YEAR
City Management	Illinois	Libertyville	Village Manager	20,431	2016
City Management	Illinois	Lincoln	City Administrator	14,500	2014
City Management	Illinois	Lincoln	City Administrator	14,500	2018
			Assistant Village Manager/Community Development Director		
City Management	Illinois	Lincolnshire	Development Director	7,500	2016
City Management	Illinois	Lindenhurst	Village Administrator	14,468	2017
City Management	Illinois	Mokena	Village Administrator	19,042	2015
City Management	Illinois	Moline	City Administrator	43,100	2017
City Management	Illinois	Monmouth	City Administrator	9,444	2014
City Management	Illinois	Mt. Prospect	Village Manager	54,771	2015
City Management	Illinois	Normal	City Manager	54,264	2017
City Management	Illinois	Oak Brook	Village Manager	7,883	2014
City Management	Illinois	Orland Park	Village Manager	60,000	2016
City Management	Illinois	Pekin	City Manager	33,223	2016
City Management	Illinois	Schiller Park	Village Manager	11,870	2015
City Management	Illinois	Shorewood	Village Administrator	17,495	2018
City Management	Illinois	Washington	City Administrator	15,700	2015
City Management		Wauconda	Village Administrator	13,896	2017
City Management		Woodridge	Village Administrator	32,971	2017
City Management		Barrington	Village Manager	10,455	2018
City Management		Willowbrook	Village Administrator	8,967	2019
City Management	Indiana	Munster	Town Manager	23,603	2014
City Management	Iowa	Bondurant	City Administrator	5,493	2017
City Management		Newton	City Administrator	15,000	2016
City Management		Webster City	City Manager	8,000	2016
City Management	Maryland	Greenbelt	City Manager	23,753	2016
City Management		Hagerstown	City Administrator	40,612	2015
City Management		Sykesville	Town Manager	3,941	2017
City Management	Massachusetts	Cambridge	City Manager	110,000	2016
City Management		Eastham	Town Administrator	4,956	2016
City Management		Provincetown	Town Manager	2,990	2015
City Management		Williamstown	Town Manager	8,400	2015
City Management	Michigan	Delta Charter Township	Township Manager	32,400	2014
City Management		Hamtramck	City Manager	21,752	2017
City Management		Oakland Township	Township Manager	19,132	2018
City Management		Rochester	City Manager	13,000	2015
City Management		Eastpointe	City Manager	32,442	2018
City Management		Troy	City Manager	83,181	2018
City Management		Albion	City Manager	8,337	2018
City Management		Adrian	City Administrator	20,676	2018
City Management		Ferndale	City Manager	20,428	2019
City Management	Minnesota	Woodbury	Assistant City Administrator	68,820	2017
City Management	Missouri	Ferguson	City Manager	21,111	2015
City Management		Maryland Heights	City Administrator	27,436	2015
City Management		Republic	City Administrator	15,590	2016
City Management		University City	City Manager	35,115	2017
City Management		Wildwood	City Administrator	35,517	2014
City Management		South Lyon	City Manager	11,327	2018



GovHR Recruitments by Position

TYPE	STATE	CLIENT	POSITION	POPULATION	YEAR
City Management	New Jersey	Waldwick	Borough Administrator	9,800	2015
City Management	New York	Mamaroneck	Village Manager	19,426	2018
City Management	North Carolina	Fayetteville	Assistant City Manager	208,000	2017
City Management				210,000	2018
City Management	Ohio	Oberlin	City Manager	8,390	2016
City Management	Pennsylvania	Ferguson Township	Township Manager	18,300	2017
City Management			Mt. Lebanon	Municipal Manager	33,137
City Management	Pennsylvannia	South Fayette Township	Township Manager	14,416	2018
City Management	Rhode Island	North Kingston	Town Manager	26,326	2015
City Management	Texas	Burleson	City Manager	43,960	2018
City Management			Garland	Assistant City Manager	233,206
City Management	West Virginia	Morgantown	City Manager	31,000	2016
City Management	Wisconsin	Bellevue	Village Administrator	15,524	2017
City Management			Beloit	City Manager	36,966
City Management			Finance & Administrative Services Director	36,966	2014
City Management		Burlington	City Administrator	10,511	2014
City Management		Cedarburg	Town Administrator	11,475	2015
		Glendale	City Administrator	12,920	2016
		Hartford	City Administrator	14,251	2015
		Hobart	Village Administrator	8,500	2016
		Lake Geneva	City Administrator	7,710	2015
		Lisbon	Town Adminstrator/Clerk	2,521	2014
		Oak Creek	City Administrator	34,626	2016
		Prairie du Chien	City Administrator	5,900	2017
		Racine	City Administrator	78,200	2016
		Rome	Town Administrator	2,720	2016
		Shorewood	Village Manager	13,331	2017
		Waukesha	City Administrator	71,000	2014
		West Bend	City Administrator	31,000	2016
		Beloit (Town)	Town Administrator	7,083	2016
		Rhinelanders	City Administrator	7,800	2018
Community & Economic Development	Illinois	Brookfield	Community & Economic Development Director	19,500	2014
			Columbia	Community Development Director	10,273
City Management		Decatur	Economic and Community Development Director	76,178	2017
City Management		Des Plaines	Community & Economic Development Director	58,364	2016
City Management		Elgin	Senior Planner	108,000	2016
City Management		Gurnee	Community & Economic Development Director	31,295	2014
City Management		Knox County Area Partnership for Community & Economic Development	Executive Director	Multi	2014
City Management		La Grange	Director of Community Development	15,732	2016



GovHR Recruitments by Position

TYPE	STATE	CLIENT	POSITION	POPULATION	YEAR	
Community & Economic Development	Illinois	Lisle	Development Services Director & General Recruitments	22,930	2017	
		Oak Park	Assistant Director of Development Customer Services	51,774	2017	
		Plainfield	Director of Planning	41,734	2016	
			Economic Development Director	41,734	2016	
		Round Lake	Community & Economic Development Director	18,375	2017	
		Tri County Regional Planning Commission	Executive Director	Multi	2014	
		West Dundee	Community Development Director	8,000	2014	
		Westmont	Director of Community Development (Virtual)	26,211	2018	
		Winnetka	Community Development Director	12,422	2017	
		Indiana	Highland	Redevelopment Director	23,127	2017
		Michigan	Rochester Hills	Economic Development Director	73,125	2016
		Missouri	University City	Assistant to the City Manager/Ecor Community Development	35,172	2018
		Montana	Bozeman	Director	39,860	2016
		North Carolina	Asheville	Director of Development Services	87,236	2017
		Texas	Fayetteville	Development Services Director	208,000	2017
			Garland	Planning & Comm. Dev. Dir.	233,206	2014
			Wisconsin	Franklin	Economic Development Director	36,155
		36,310		2015		
	Green Bay	Plan Review Administrator	104,779	2015		
Community Development	Colorado	Eagle County	Community Development Director	53,000	2018	
	Illinois	Wauconda	Community Development Director	14,125	2018	
Community Relations	Missouri	University City	Assistant to the City Manager/Com	35,172	2018	
County Management	Arizona	Yuma County	County Administrator	203,000	2015	
	Florida	Alachua County	Human Resources Director	259,964	2017	
		Marion County	County Administrator	337,362	2015	
		Pasco County	County Administrator	475,502	2016	
		Pinellas County	Deputy County Administrator/Chie	970,600	2019	
	Illinois	Lake County	Assistant County Administrator	703,462	2016	
					2017	
	McHenry County	Deputy County Administrator	310,000	2014		



GovHR Recruitments by Position

TYPE	STATE	CLIENT	POSITION	POPULATION	YEAR	
County	Illinois	Rock Island County	County Administrator	147,258	2014	
					2017	
		Tazewell County	County Administrator	135,394	2014	
		Winnebago County	County Administrator	290,600	2016	
	Michigan	Grand Traverse County	County Administrator	90,782	2017	
			County			
		Kent County	Administrator/Comptroller	636,369	2017	
		Lake County	County Executive	11,386	2015	
		Muskegon County	County Administrator	172,200	2014	
	South Carolina	Beaufort County	County Administrator	179,589	2018	
Wisconsin	Dunn County	County Manager	44,122	2016		
	Eau Claire County	County Administrator	101,400	2015		
Emergency Communications	Illinois	Lyons Township Area Communications C	Executive Director	(blank)	2018	
Emergency Management	Illinois	Lake County	Emergency Management Coordinator	703,462	2016	
Engineering	Illinois	Libertyville	Village Engineer (Professional Outreach)	20,431	2017	
		Rockford	City Engineer	152,871	2017	
		Villa Park	Assistant Village Engineer	22,038	2018	
	Minnesota	Woodbury	Engineering Director	69,426	2018	
	Wisconsin	Fitchburg	City Engineer/Director of Public Works	27,254	2018	
Executive Director	Illinois	Chicago Metropolitan Agency for Plannir	Executive Director	Multi	2019	
		Northwest Illinois Development Alliance	Executive Director/President-CEO	Multi	2018	
		Illinois State Association of Counties	Executive Director (Virtual)	Multi	2018	
		Invest Aurora	President/CEO	Multi	2018	
	Washington	Puget Sound Clean Air Agency	Air Quality Programs Division Director	(blank)	2018	
Finance	Alaska	Unalaska	Finance Director	4,768	2016	
			Finance Director (Virtual)	4,768	2019	
			Financial Statements Board Member	Multi	2015	
	Connecticut	GASB/FAF				
		Governmental Accounting Standards Board	Local Preparer Board Member	Multi	2014	
	Illinois	Bloomington		Budget Manager (Professional Outreach)	78,730	2017
				Chief Accountant (Professional Outreach)	78,730	2017
		Elgin	Chief Financial Officer	108,000	2014	
		Glen Ellyn	Finance Director	27,000	2014	
		Glencoe	Finance Director	8,900	2018	
			Organizational Development/Human Resources Director	Multi	2017	
			Government Finance Officers Association	Director	Multi	2017
	Hanover Park	Finance Director	38,510	2015		
	Highland Park	Finance Director	31,365	2014		



GovHR Recruitments by Position

TYPE	STATE	CLIENT	POSITION	POPULATION	YEAR
Finance	Illinois	Lake Bluff	Finance Director	5,700	2017
Finance	Illinois	Lake County	Deputy Finance Director	703,462	2016
Finance	Illinois		Director of Finance/CEO	703,462	2018
Finance	Illinois	McHenry County	Assistant Finance Director (POS)	309,000	2018
Finance	Illinois	Park Forest	Finance Director	21,975	2017
Finance	Illinois	River Forest	Assistant Finance Director	11,200	2015
Finance	Illinois		Director of Finance	11,172	2018
Finance	Illinois	Wauconda	Finance Director	13,603	2014
Finance	Illinois	Winnetka	Finance Director	12,422	2015
			Assistant Finance Director (Virtual)	12,187	2018
			Director of Finance & Administration (Virtual)	13,945	2017
		Wood Dale Park District			
		Collinsville	Finance Director	25,838	2018
		Bradley	Finance Director/Treasurer (Virtual)	16	2018
	Iowa	Marion	Budget Manager (POS)	30,000	2018
	Nebraska	LaVista	Finance Director	18,336	2014
	Wisconsin	Jefferson County	Finance Director (Virtual)	84,395	2017
		Middleton	Finance Director	17,422	2015
		Milton	Finance Director/Treasurer	5,546	2014
		Oshkosh	Assistant Finance Director	66,700	2018
		Rib Mountain	Clerk/Treasurer	6,825	2014
					2017
Fire	Alaska	Unalaska	Fire Chief	4,768	2017
	Illinois	Arlington Heights	Fire Chief (Virtual)	75,100	2018
		Carpentersville	Fire Chief	38,241	2016
		Champaign	Fire Chief	81,500	2014
		Elburn & Countryside Fire Protection District	Fire Chief	Multi	2016
Finance		Elmhurst	Fire Chief	43,300	2016
Finance		Firemen's Annuity & Benefit Fund of Chicago	Executive Director	Multi	2016
Finance		Lisle-Woodridge Fire District	Fire Chief	70,000	2017
Finance		Lombard	Fire Chief	43,165	2016
Finance		Moline	Fire Chief	43,100	2017
Finance		Northbrook	Fire Chief	37,000	2014
Finance		Schaumburg	Fire Chief	75,000	2017
Finance		West Chicago Fire Protection District	Fire Chief	Multi	2014
Finance	Missouri	Kirkwood	Fire Chief	27,596	2015
Finance		Clayton	Fire Chief	15,939	2018
Finance	Montana	Bozeman	Fire Chief	39,860	2015
Finance	North Carolina	Fayetteville	Fire Chief	210,000	2019
Finance	Virginia	Winchester	Fire Chief	27,932	2018
Finance			Assistant Fire Chief & Deputy Chief		
Finance	Wisconsin	Beloit	Chief	36,966	2017
Finance		Wauwatosa	Fire Chief	47,000	2017
Fire Chief	Texas	Denton	Fire	135,000	2018
Healthcare	Florida	Deerfield Beach	Assistant Senior Services Director	75,018	2016



GovHR Recruitments by Position

TYPE	STATE	CLIENT	POSITION	POPULATION	YEAR	
Healthcare	Illinois	Lake Forest Senior Center	Senior Center Manager	Multi	2015	
		McHenry County	Public Healthcare Administrator	318,000	2014	
	Michigan	Rochester Hills	Executive Director of the Older Persons Commission	35,155	2014	
	Pennsylvania	Allegheny County	Chief of Emergency Services	1,230,000	2016	
	Texas	Austin	EMS Director	885,000	2015	
			Emergency Physicians Advisory Board	Medical Director	Multi	2014
		Wisconsin	Wauwatosa	Health Officer	47,000	2016
Housing	Montana	Bozeman	Affordable Housing Program Mana	45,000	2018	
	Wisconsin	Beloit	Director of Housing Authority	36,757	2018	
Human Resources	Illinois	Arlington Heights	Employee Benefits Coordinator (Virtual)	75,100	2017	
		Decatur	Human Resources Director	76,178	2017	
		Des Plaines	Human Resources Director	58,364	2015	
		Hanover Park	Human Resources Director	38,510	2016	
					38	2018
				Human Resources Assistant (Virtual)	(blank)	2015
			McHenry County	Director of Human Resources	318,000	2014
			North Chicago	Director of Human Resources	33,000	2015
			Plainfield	Human Resource Manager	41,734	2016
			Schaumburg	Director of Human Resources	75,000	2015
		Schaumurg Park District	Human Resources Director	75,000	2016	
		St. Charles	Human Resources Director	33,264	2015	
			Human Resources Director (Virtual)			
	Iowa	Ames	Employee Relations Diversity Consultant (Virtual)	66,498	2018	
	Texas	Austin	Employee Relations HR Consultant (2) (Virtual)	947,890	2018	
			Employee Relations Manager (Virtual)	947,890	2018	
			Human Resources Director	947,890	2018	
			Human Resources Director	233,206	2014	
	Wisconsin	Beloit	Director of Human Resources	36,966	2014	
			Human Resources Manager	35,243	2018	
Human Resources Director			132,000	2014		
Human Resources Director			71,324	2018		
Human Resources Director			12,187	2017		
Human Resources Director			47,000	2018		
Human Resources Director			27,254	2018		
Information Technology	Illinois	Hanover Park	Chief Information Officer	38,510	2015	
		Lake County	Deputy Director of IT	703,462	2016	
		Rosemont	Information Technology Operations Manager (Direct Hire)	4,199	2015	
		St. Charles	Information Systems Director	33,264	2015	



GovHR Recruitments by Position

TYPE	STATE	CLIENT	POSITION	POPULATION	YEAR
Information Technology	Illinois	Villa Park	Information Technology Manager (Virtual)	22,038	2016
	Wisconsin	Franklin	Director of Information Technology	36,310	2015
		Waukesha	Director of Information Technology	39,160	2017
		Wauwatosa	Information Services Director	47,000	2014
Intergovernmental Agency	Connecticut	Governmental Accounting Standards Board	Board Member	Multi	2016
			Board Member/Auditor	Multi	2018
	District of Columbia	International City/County Management Association	Executive Director	Multi	2015
			Illinois	Chicago Metropolitan Agency for Planning	Executive Director
	Executive Director for Finance and Administration	Multi			2015
		Government Finance Officers Association	Executive Director	Multi	2016
			Illinois City/County Management Association	Strategic Plan	Multi
		Illinois Metropolitan Investment Fund		Executive Director	Multi
				Intergovernmental Risk Management Agency	Senior Risk Control Representative (Professional Outreach)
		NIPSTA			Executive Director
				South Suburban Mayors and Managers Association	Executive Director
		World Business Chicago			Executive Director of the Plan for Economic Growth and Jobs
			Missouri	St. Louis County Municipal League	Executive Director
	Law Enforcement	Alaska	Unalaska	Police Chief	4,768
Illinois		Evanston	Chief of Police	75,000	2018
		Highland Park	Chief of Police	31,365	2017
		Hinsdale	Police Chief (Professional Outreach)	16,816	2017
			La Grange	La Grange, IL - Chief of Police(Virtu	15,732
		La Grange Park	Chief of Police	13,579	2014
		Lake Bluff	Chief of Police	5,700	2018
		Lake County	Sherriff's Office Business Manager	703,462	2015
		Lincolnshire	Chief of Police	7,500	2016
		Lincolnwood	Chief of Police	7,500	2017
		Moline	Police Chief	43,100	2017
		Northbrook	Chief of Police	37,000	2017
		Northwestern University	Director of the Office of Professional Standards	21,000	2014
		Northwestern University Police Department	Commander and Accreditation Manager	21,000	2017
		Commander (2 positions)	Multi	2018	



GovHR Recruitments by Position

TYPE	STATE	CLIENT	POSITION	POPULATION	YEAR	
Law Enforcement	Illinois	Princeton	Chief of Police	7,500	2017	
Law Enforcement		Schaumburg	Deputy Police Chief	75,000	2018	
Law Enforcement		St. Charles	Chief of Police	33,264	2014	
Law Enforcement		Vernon Hills	Chief of Police	25,911	2017	
Law Enforcement		Villa Park	Chief of Police (Virtual)	22,038	2017	
Law Enforcement		Wauconda	Chief of Police	13,603	2015	
Law Enforcement		Lake County/Nineteenth Judicial Circuit Court	Superintendent of Detention (Professional Outreach)	Multi	2018	
Law Enforcement	Indiana	St. John	Chief of Police	15,677	2015	
Law Enforcement	Michigan	Ann Arbor	Deputy Police Chief	117,700	2017	
	Montana	Bozeman	Chief of Police	39,860	2015	
	Ohio	Kettering	Chief of Police	55,870	2014	
	Pennsylvania	Allegheny County	Police Superintendent	1,230,000	2016	
		Ferguson Township	Police Chief	18,300	2017	
		McCandless	Chief of Police	28,457	2016	
		Mt. Lebanon	Chief of Police	33,137	2015	
	Wisconsin	Bayside	Police Chief	4,400	2018	
		Beloit	Police Chief	36,966	2016	
		Brown Deer	Chief of Police	12,000	2014	
		Polk County	Chief Deputy Sheriff	43,476	2016	
		River Falls	Chief of Police	15,200	2015	
		Sparta	Chief of Police	9,600	2014	
		DeForest	Chief of Police	10,000	2018	
Legal and Judiciary		Florida	Alachua County	Court Services Director (Virtual)	263,496	2018
Other	Illinois	Elgin	Communications Director	108,000	2014	
		Government Finance Officers Association	Director of Technical Services	Multi	2017	
		McHenry County	Director of Purchasing	318,000	2017	
	Texas	Austin		Chief Animal Services Officer	885,400	2014
				Director of Libraries	885,000	2017
				Intergovernmental Relations Officer	885,000	2015
				Cultural Arts Division Program Mgr.	885,400	2015
	Wisconsin	Wausau	City Assessor	39,160	2017	
Wauwatosa		Assessor	47,000	2014		
Parks & Recreation	Illinois	Evanston	Director of Parks, Recreation & Community Services	75,000	2015	
		Glenview Park District	Deputy Director	56,000	2017	
			Executive Director	56,000	2014	
		Macon County Conservation District	Executive Director	Multi	2015	
		Morton Grove Park District	Executive Director	23,500	2015	
		Northbrook Park District	Executive Director	37,000	2016	
	Indiana	Munster Parks & Recreation	Parks & Recreation Director	23,603	2014	
	Minnesota	Woodbury	Parks and Recreation Director	69,426	2018	
	Missouri	Lee's Summit	Parks Administrator	96,076	2017	
		Maryland Heights	Parks & Recreation Director	27,472	2016	

GovHR Recruitments by Position

TYPE	STATE	CLIENT	POSITION	POPULATION	YEAR	
Parks & Recreation	Missouri	University City	Director of Parks, Recreation & For	35,172	2018	
		Missouri Parks and Recreation Associatio	Executive Director	Multi	2018	
	Montana	Great Falls	Director of Parks & Recreation	58,000	2017	
	Ohio	Cincinnati Parks	Board Director	298,500	2017	
		Fairfield	Parks and Recreation Director	42,730	2018	
	Texas	Austin	Director of Parks & Recreation	885,400	2014	
		Fort Worth	Assistant Director Recreation Divisi	854,113	2018	
Planning	Illinois	Highland Park	Senior Plan Examiner (POS)	31,365	2018	
		Collinsville	Senior Planner	25,838	2018	
		Tri-County Regional Planning				
	Michigan	Commission	Executive Director	464,034	2018	
	Texas	Austin	Assistant Director of Planning & De	885,400	2014	
	Wyoming	Teton County	Planner & Building Services Directo	21,500	2019	
Public Safety Communications	Illinois		Telecommunicators (Dispatch Center)	56,000	2015	
		Northwest Central Dispatch System	911 Center Assistant Director	Multi	2015	
		Regional Emergency Dispatch Center (RED Center)	Director	Multi	2017	
		Rockford	911 Director	152,871	2016	
		West Central Consolidated Communications	Executive Director	Multi	2016	
		Lyons Township Area Communications C	Executive Director	Multi	2014	
		NORCOMM Public Safety Communicatio	Executive Director	Multi	2015	
	Texas	Denton	Public Safety Dispatch Manager	128,205	2017	
	Washington	Snohomish County	Executive Director	772,501	2017	
	Public Works	Colorado	San Miguel County	Director of Road and Bridge Department	7,678	2016
			Commerce City	Director of Public Works	53,969	2018
Florida		Largo	Director of Public Works	82,244	2018	
Illinois		Brookfield	Director of Public Works	19,500	2017	
		Burr Ridge	Director of Public Works/Village Engineer	10,700	2015	
		Crest Hill	Director of Public Works (Virtual)	20,837	2018	
		Decatur	Director of Public Works (Professional Outreach)	76,178	2017	
		DeKalb	Director of Public Works	44,862	2015	
		East Dundee	Director of Public Works	3,182	2017	
		Elgin	Engineering (2)	108,000	2014	
			Sr. Eng. PW Operations	108,000	2014	
			Water Ops. Engineer	108,000	2014	
		Freeport	Public Works Director (Virtual)	25,000	2017	
		Glenview	Assistant Director of Public Works	56,000	2016	
		Gurnee	Assistant Director of Public Works/	31,207	2018	
		Hanover Park	Public Works Director	37,973	2014	
	Hinsdale	Public Services Director	16,816	2014		



GovHR Recruitments by Position

TYPE	STATE	CLIENT	POSITION	POPULATION	YEAR
Public Works	Illinois	Kenilworth	Director of Public Works (Virtual)	2,562	2017
Public Works	Illinois	Lake Bluff	Village Engineer	5,700	2015
Public Works	Illinois	Lake County	Director of Public Works	703,462	2016
Public Works	Illinois	Lincolnwood	Director of Public Works	12,590	2016
Public Works	Illinois	Litchfield	Streets Superintendent (Professional Outreach)	(blank)	2017
Public Works	Illinois	Northbrook	Village Engineer	37,000	2015
Public Works	Illinois	Oak Brook	Director of Public Works	8,041	2015
Public Works	Illinois	River Forest	Director of Public Works	11,635	2014
Public Works	Illinois	Tinley Park	Director of Public Works	58,000	2015
		Villa Park	Director of Public Works (Virtual)	22,038	2019
		Waukegan	Water Plant Superintendent	88,826	2018
		West Dundee	Director of Public Works	8,000	2014
	Indiana	Munster	Director of Public Works	23,603	2014
	Minnesota	Woodbury	Public Works Director	70,559	2018
	North Carolina	Fayetteville	Director of Public Services	210,000	2018
	Wisconsin	Beloit	Director of Public Works	36,966	2017
		Burlington	Director of Public Works	10,511	2015
			City Engineer/Director of Public Works	36,310	2014
		Franklin	Director of Public Works	22,000	2018
		Grand Chute	Director of Public Works	22,000	2018
		Oshkosh	Director of Public Works	66,700	2015
		Wausau	Public Works Director	39,160	2014
		Wauwatosa	Director of Public Works	47,000	2016
Transportation	California	San Jose	Division Manager - Transportation Safety	1,025,000	2018
			Senior Transportation Specialist (Vision Zero Program Manager)	1,025,000	2018
	Colorado	San Miguel Authority for Regional Transportation	Executive Administrator	26,000	2017
	Illinois	Lake County	Director of Transportation	703,462	2017
Utility & Water	Arkansas	Little Rock Wastewater	Chief Executive Officer	193,000	2014
	Illinois	North Suburban Municipal Joint Action Water Agency	Assistant Director	Multi	2015
		Northwest Water Commission	Executive Director	Multi	2015
Water and Wastewater	Michigan	Saginaw-Midland Water	General Manager	260,000	2018