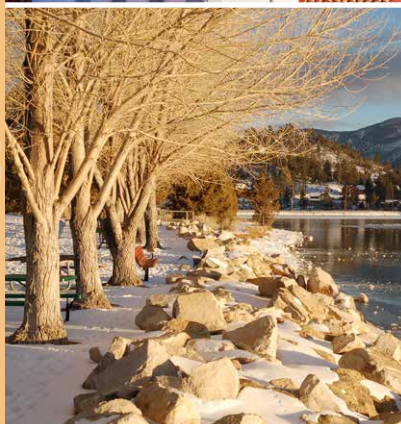
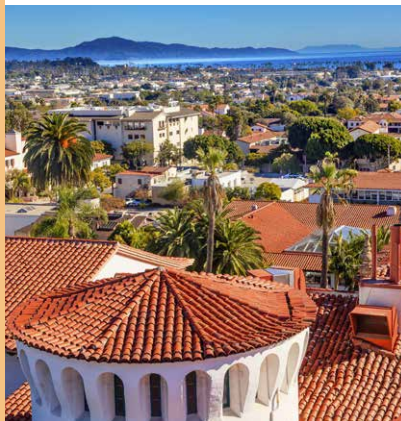


Peckham & McKenney
"All about fit"



Peckham & McKenney EXECUTIVE SEARCH

Serving local governments (cities, counties, districts) by conducting recruitments and placing management and executive leaders that fit the personnel needs and interests of agencies.



WHY CHOOSE US?

Peckham & McKenney focuses on *quality* searches and placements (over quantity) in recognition that each placement is “All About Fit”. Serving local government since 2004, we are one of the most trusted and respected executive recruitment firms in the country. We have successfully placed hundreds of local government professionals including City Managers, County Executive Officers, General Managers, Police and Fire Chiefs, Department Heads, Assistant Managers, and mid-level Managers. Time and again, we receive unsolicited compliments from clients and candidates

in reference to our integrity and high ethics, commitment, follow-through, communication, and service. We take pride in treating both our clients and candidates with utmost respect.



For more information, please visit our website at www.PeckhamAndMcKenney.com.



OUR COMMITMENT TO YOU

Peckham & McKenney, by maintaining the quality, style, values and culture established by Bobbi Peckham and Phil McKenney, performs on the premise that an executive search firm must be dedicated to providing its clients and candidates with professional and responsive service, and a personal, hands-on approach. Our business philosophy is founded on the understanding that we are in a “people” related industry and that attention to others’ needs is the key to providing effective customer service.

- **We believe in honesty.** No client should ever appoint an individual without being fully knowledgeable of the candidate’s complete background and history. Additionally, no candidate should ever enter into a new career opportunity without full disclosure of any organizational “issues.”
- **We keep everyone involved in the recruitment process informed.** Not only do we provide regular updates to our clients, we also have a reputation for keeping our candidates up to date.
- **We do not recruit staff from our client agencies** for another recruitment during an active engagement, nor

do we “parallel process” a candidate, thereby pitting one client against another for the same candidate.

- **We do not recruit our placements — ever.** Should a placement of ours have an interest in a position for which we are recruiting, they may choose to apply. If they become a finalist, we ask that they speak to their supervisor to alert them of their intent.
- **We are retained only by client agencies and only serve cities, counties and special districts.** We do not represent applicants or any organization/agency that is not a municipality.
- **We do not over commit ourselves to too many searches.** Your recruiter maintains a small, limited number of concurrent searches at all times in order to focus specifically and diligently on recruiting qualified candidates for your vacancy.
- **We commit to diversity in its broadest possible definition in every aspect of each executive recruitment.** Peckham & McKenney has a well established reputation of placing women and people with diverse backgrounds.

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SCOPE OF SERVICES

Peckham & McKenney is committed to finding the best fit for your position. Our process generally involves the following phases:

- **PROJECT ORGANIZATION (PRE-RECRUITMENT)** –

We will meet to discuss the search timeline, process and logistics for conducting a successful search.

- **DEVELOPMENT OF THE CANDIDATE PROFILE (2 WEEKS)**

– We will meet with agency members to listen to specific expectations of the position; learn the background and experiences desired in the ideal candidate; and understand the organizational culture and interests to create an attractive Candidate Profile marketing brochure.

- **RECRUITMENT (4 TO 6 WEEKS)** –

Our main focus in outreach will be direct, personal contact with quality potential candidates. Additionally, ads will be placed in industry publications and social media to broadly market the opportunity. Our client agency is continuously updated on our progress.

When you retain Peckham & McKenney, you are guaranteed that you have a recruiter who is fully responsible and your sole contact for the success of the recruitment process. Each recruiter is additionally supported by experienced administrative, research, and marketing specialists.

- **SUPPLEMENTARY REVIEW**

(2 WEEKS) – Upon our review of the resumes received, supplemental questionnaires will be sent to candidates who appear in most alignment with the Candidate Profile. Following a thorough review of the supplemental questionnaires, we will conduct preliminary telephone interviews. Internet research will also be conducted so that we may probe the candidate regarding any areas of concern.

- **RECOMMENDATION OF CANDIDATES/SELECTION OF FINALISTS (1 WEEK)** –

A report will be provided to the agency that includes, among a variety of documents, a full listing of all candidates for review and the materials submitted by candidates recommended for an interview.

- **INTERVIEW PROCESS (2 WEEKS)**

– Your recruiter will facilitate the interview process, inclusive of an orientation session at the beginning, and a discussion of candidates at the end.

- **QUALIFICATION (1 WEEK)** –

Once a finalist is selected, a reference check and thorough background check will be conducted. Assistance with negotiating compensation will also be provided.



Can we help you and your agency find the best fit for your organization? Please visit our website and contact us at:

PECKHAM & MCKENNEY
www.peckhamandmckenney.com
866.912.1919



Founders, Bobbi (Peckham) McKenney & Phil McKenney



TESTIMONIALS

Exemplary Recruitment

“Just wanted to express my heartfelt gratitude for providing an exemplary recruitment. Your steady focus was only topped by your insightful management of potential recruits, candidates, and your client. Needless to say, you were highly professional and strikingly fair to all. At the beginning of our recruitment process many folks said we would never land a decent City Manager ‘in this environment’. To the contrary, you recruited an impressive group of potential candidates who truthfully learned & understood our unique situation in an election year. This significantly helped the City Council to find and select the very best City Manager.” **Client**

It really has been, “All about fit!”

“From the construction of the colorful candidate profile, to being responsive to phone calls, texts and my questions, I have been thoroughly impressed with the professionalism and approach of Peckham & McKenney. Maria Hurtado and Joyce Johnson have been the team that have shepherded my application through the municipal hiring processes, and I can speak highly for both of them. Should I need a recruiter to help fill a critical position in my new city, I will be calling on Maria Hurtado and Peckham & McKenney. And, by the way, it really has been, “All about fit!” **Candidate**

Everyone Walks Away With a Win

“Tony Dahlerbruch is in a league of his own. His astounding rapid response times and ever-constant communication are simply unmatched. Couple this with his systematic attention to detail – and everyone walks away with a win!” **Client**

Comfortable and Professional Experience

“I’d like to thank you again for your support and guidance throughout the recruitment and selection process. It was a comfortable and professional experience, and I attribute a great deal of that to you. It’s my hope that our professional paths may cross again in the future.” **Candidate**

An Excellent Fit

“It’s all about the fit. Peckham & McKenney was an excellent fit for our needs with this recruitment. You did an outstanding job listening to the Department staff, the Management Team, and me when developing the candidate profile and recruitment materials. The opportunity was strategically promoted to



potential applicants, and your screening brought us a group of well-qualified candidates. Your communication was timely with me and the candidates throughout the process, and you kept the recruitment on schedule. Most importantly, you managed this recruitment with honesty and integrity. It was a pleasure working with you on this employment opportunity.” **Client**

You Made Me Feel So Comfortable

“This is my first time working with a recruiting company, and I’m so happy for having the opportunity to work with your company, wow! I truly enjoyed the process! Your interview skills are amazing! You made me feel so comfortable and I felt like I was just talking shop with a longtime friend. Thanks for the personal touch that you include in your job, I believe that this is what makes your firm so desirable and successful.” **Candidate**

Great Results, Personable

“The City has utilized Peckham & McKenney’s services for executive recruitment on several occasions over the past three years or so. Our recruiter quickly became an expert on the City’s culture and what type of leaders we needed here. Most recently her firm assisted us in hiring an Economic Development Manager with outstanding results for us. I would be happy to discuss our experience with Peckham & McKenney and highly recommend their services to any agency looking to fill critical executive leadership positions.” **Client**

Straightforward, Friendly, and Humane Recruitment Process

“I wanted to let you know what a terrific job I thought you and Peckham & McKenney did on the recruitment. It was absolutely the most straightforward, friendly, and humane recruitment process I’ve ever participated in. And I would feel the same way even if the outcome was not successful for me.” **Candidate**

For more testimonials from clients and candidates, please visit www.peckhamandmckenney.com.

THE PECKHAM & MCKENNEY TEAM

Leaders at the top of an organization make all the difference. They set the tone. They hire people and promote people. They direct organizational change. As Recruiters, we want to help municipalities find the right person to sit in their leadership positions. We genuinely care about the success and vitality of local government, sincerely desire to help individuals be successful in their jobs and career, and directly know what a good recruitment process should be.



Anton (Tony) Dahlerbruch,
Executive Recruiter

*Managing Member of
Peckham & McKenney
Executive Search*

Tony worked in local government for over 30 years before joining the Peckham & McKenney team. His experience spans most every city department in the Cities of Beverly Hills, California; Scottsdale and Phoenix, Arizona; and Rockville, Maryland, with ultimately serving a combined 12 years as City Manager in Rolling Hills and Palos Verdes Estates, California. Tony has represented the City Managers Department in CalCities as a two term Director on the Executive Board, President of City Managers Department, and member of numerous Policy Committees. He has also served as a Regional Vice President on the Executive Board of the International City/County Management Association. Tony holds a Bachelor of Arts in Political Science from the University of California at Santa Barbara and a Master of Public Administration from The American University in Washington, D.C.

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Diana Bishop,
Executive Recruiter

Diana has a professional career of over 35 years in local government as a peace officer. Diana was selected to be

the Chief of Police for the City of San Rafael, California where she served for nine years until retirement at the end of 2020. Diana holds a Bachelor's degree in Public Administration with an emphasis in Law Enforcement Leadership from the University of San Francisco and a Master's degree in Public Administration from Golden Gate University. She is also a graduate of the FBI National Academy and the Harvard Kennedy School Senior Executives in State and Local Government program. Diana is a past President of the Marin County Police Chiefs Association and a member of the California Police Chiefs Association and the International Association of Chiefs of Police.



Carl Cahill,
Executive Recruiter

Carl has over 27 years of local government service. Carl worked for the Town of Los Altos Hills, California from 1999 until late

2021. He served as the Town's Planning Director from 2000 until February 2006 and was then appointed City Manager. Carl has a Bachelor's degree in Urban Studies from Montclair State University in New Jersey and a Master's degree in Public Administration from Cal State

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University, East Bay. He is a member of the American Institute of Certified Planners and the International City/County Management Association.



Roberta Greathouse,
Executive Recruiter

Roberta enjoyed a 34-year career in the public sector, retiring from the City of Seaside, California as the Human Resources Director and Risk Manager, where she also served as the City's Acting City Manager for almost 1 year. Prior to joining Seaside's team, Roberta served the City of Monterey for 18 years in a variety of departments and roles. Roberta is experienced in every aspect of human resources including labor and employee relations, recruitment, selection, classification and compensation, employee benefits, workers' compensation, and employee development. She has a Bachelor's degree from Colorado State University, is a Senior Certified Human Resources Professional (IPMA-SCP), and certified Risk Management Practitioner (RMP). She was nominated for the California Joint Powers Insurance Authority's coveted Capstone Award in 2016 for her leadership in Risk Management.



Maria Hurtado,
Executive Recruiter

Maria worked in local government for over 23 years. Before retiring, Maria served as the Assistant City Manager for the City of Hayward, California and numerous other positions with the Cities of Oxnard, Tracy, and San Jose, California among others. Maria served as the Vice President on the International City/County Management Association Board of Directors and is a member of Municipal

Management Association of Northern California (MMANC) and the Local Government Hispanic Network. She is the recipient of the MMANC West McClure Outstanding Assistant Award and CalCities Assistant City Manager of the Year award. Maria received her Bachelor of Arts degree in Sociology from the University of California in Santa Cruz and thereafter a Master's degree in Social Work from San Jose State University.



Kimberly Petersen,
Executive Recruiter

Kimberly's career as a public servant began in 1996 in Fremont, California. Over the course of 25 years, she moved through the ranks of the Police Department to ultimately being appointed as the Police Department's seventh Chief of Police in 2018 from where she retired in 2021. Kimberley holds a Bachelor's degree from Stanford University in Human Biology, and a Master's degree from the Naval Postgraduate School in Security Studies. She is a graduate of the Peace Officer Standards and Training Supervisory Leadership Institute, and Command College.



Tara Schultz,
Executive Recruiter

With a 28 year career in local government, Tara retired from city service in 2020. At the time of her retirement, she was the City Manager of Claremont, California. Prior to serving in Claremont, Tara contributed

nearly 19 years of her career to the City of Alhambra. Tara served as Deputy City Manager and then Assistant City Manager, along with holding the titles of Administrative Services Director, Development Services Director and Human Resources Director. Tara has a bachelor's degree in Recreation Administration and a master's degree in Public Administration from California State University, Northridge.



Joyce Johnson,
Operations Manager

Joyce Johnson joined Peckham & McKenney in 2005 and serves as the firm's Operations Manager. She has over 35 years' experience in the field of administrative and executive support for all aspects of the executive recruitment process. She oversees internal administration of the firm as well as directing contract administrative support in the areas of advertising and design, web posting, and duplication and mailing services. Prior to joining Peckham & McKenney, Ms. Johnson oversaw internal administration in the Western Region headquarters of two national management consulting and executive recruitment firms. Joyce is complimented regularly on her strong customer orientation working with both clients and candidates alike. Joyce holds an Associate of Arts degree from American River College.

