



**BOB MURRAY  
& ASSOCIATES**

*Experts In Executive Search*

A Proposal to Conduct an Executive Recruitment  
for the Position of  
CITY ADMINISTRATOR  
on behalf of the



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Roseville, CA 95661  
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October 20, 2025

Mayor Michael Chimente and  
Members of the City Council  
City of Angels  
P.O. Box 667  
Angels Camp, CA 95222

Submitted via email to: [stevewilliams@angelscamp.gov](mailto:stevewilliams@angelscamp.gov)

Dear Mayor Chimente:

Bob Murray & Associates is pleased to submit a proposal to conduct the City Administrator recruitment for the City of Angels Camp. The following details our unique qualifications and describes our systematic–yet flexible–method of identifying, recruiting, and screening outstanding candidates on your behalf. Bob Murray & Associates is proud to offer straightforward, ***all-in pricing***, eliminating surprises and making the experience simple and stress-free. This proposal includes information on our proven process, a timeline, and a guarantee.

As the premier public sector executive search firm specializing in positions that report directly to elected boards/councils, we understand the unique dynamics, high expectations, and political acumen required of leaders in these critical roles. We don't just fill positions—we ensure the candidates we present to City of Angels Camp are well-aligned with your organization's goals, values, and culture. Our team is composed of experienced executive recruiters and former public-sector executives—professionals who are passionate about public service and attuned to current trends in government leadership. With over 34 years of experience and a network of more than 40,000 professionals and organizations, we've built a strong reputation for delivering exceptional candidates and achieving repeat success with our clients.

Bob Murray & Associates recognizes that we work at the pleasure of the City Council and our job is to facilitate the Council in finding the City's next City Administrator. Our best practice is to establish a strong partnership with the Council, to ensure the placement of a City Administrator who is ideally suited to its needs. In developing this collaborative approach, we will seek the opportunity to meet with the council members individually to discuss their expectations for the City's new City Administrator. The feedback received from the council members will be essential in providing guidance when recruiting and screening candidates for the position.

Current and recent recruitments we have completed similar in scope to your upcoming search include the following:

## 2025

Monterey, CA (City Manager) – *current*  
Eugene, OR (City Manager) – *current*  
Hanford, CA (City Manager) – *current*  
Cathedral City, CA (City Manager) – *current*  
Davis, CA (City Manager)  
Apple Valley, CA (Town Manager)  
Live Oak, CA (City Manager)  
Oakdale, CA (City Manager)  
Fowler, CA (City Manager)  
Louisville, CO (City Manager)

## 2024

Vernon, CA (City Administrator)  
Folsom, CA (City Manager)  
Murrieta, CA (City Manager)  
Aliso Viejo, CA (City Manager)  
Manhattan Beach, CA (City Manager)  
Emeryville, CA (City Manager)  
Reno, NV (City Manager)  
Vancouver, WA (City Manager)  
Orinda, CA (City Manager)  
Pinole, CA (City Manager)  
Novato, CA (City Manager)  
Saratoga, CA (City Manager)  
Sparks, NV (City Manager)  
Salinas, CA (City Manager)  
Pacific Grove, CA (City Manager)

## 2023

Auburn, CA (City Manager)  
Desert Hot Springs, CA (City Manager)  
Downey, CA (City Manager)  
Merced, CA (City Manager)  
Moraga, CA (Town Manager)  
Piedmont, CA (City Administrator)  
Rio Vista, CA (City Manager)  
San Bruno, CA (City Manager)  
San Marino, CA (City Manager)  
San Rafael, CA (City Manager)  
San Ramon, CA (City Manager)  
Santa Clara, CA (City Manager)  
South Gate, CA (City Manager)  
Ventura, CA (City Manager)

We work as a team on every search at Bob Murray & Associates. Your Project Lead would be Stephanie Dietz, Stacey Stevenson, or Ian Schmutzler, who would not only direct and supervise the project team from beginning to end but also serve as the Recruiter for the project as well.

To learn first-hand about the quality of our services and why the majority of our engagements come from repeat and referred clients, we invite you to contact the references listed on page 16 of the attached proposal.

We look forward to your favorable consideration of our qualifications. Please do not hesitate to contact us at (916) 784-9080 with any questions.

Sincerely,



Valerie Gaeta Phillips  
President, Bob Murray & Associates

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## THE RECRUITMENT PROCESS

Bob Murray & Associates' recruiters are specialists in finding positive placements and providing security and fairness to candidates and clients while ensuring the integrity of the search process. Outlined below are the steps in our proven recruitment process, refined through our **34+ years** of experience in executive recruiting.

### STEP 1 DEVELOP THE CANDIDATE PROFILE

Our understanding of the City of Angels Camp's needs will be key to a successful search. Stephanie Dietz, Stacey Stevenson, or Ian Schmutzler will meet virtually with the City and key stakeholders to learn as much as possible about the ideal candidate for the City Administrator position. Key stakeholders often include:

- Council/Board Members - up to five virtual one-on-one meetings with the Recruiter
- Internal Stakeholders (e.g. Department Heads) - up to two virtual group meetings with the Recruiter
- External Stakeholders (e.g. Chamber of Commerce, Community Groups) - one virtual one-on-one or group meeting with the Recruiter

#### *Internal and External Stakeholders*

We find that many of our clients value a recruitment process that opens the opportunity for employees, community members, business leaders, and organization representatives to provide input regarding the ideal candidate. Our recruiters are skilled in virtually facilitating group staff meetings, forums for the business community, and/or town hall meetings that provide for equitable involvement from a variety of constituencies.

If the City of Angels Camp desires, we will work with the City to create a customized virtual community and/or staff input process. *Please note: Virtual facilitation of stakeholder meetings is included in the professional fee. On-site Recruiter facilitation is available for an additional fee - please refer to "Costs and Guarantee" on page 9 for pricing information.*

#### *Online Stakeholder Surveys*

Sometimes clients are seeking input from a wider range of stakeholders—such as community members, business leaders, and organization representatives—online surveys are ideal to solicit input regarding qualities of the ideal candidate. Our experienced recruiters excel at crafting targeted, thoughtful, open-ended questions and can design a customized survey, providing a link for easy sharing on your website. After closing, your dedicated Recruitment Coordinator will send you the survey

response data for your review and analysis. Online Surveys are available at an additional cost under Optional Services (please refer to page 9).

We want to become familiar with the values and culture of the organization, as well as to understand the current and future issues, challenges, and opportunities in the City of Angels Camp.

Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler will review and help define the City's wish-list regarding the ideal candidate's personality, management style, knowledge, skills, and abilities and will work with the City to identify expectations regarding education and experience. The City of Angels Camp and Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler will discuss compensation, benefits, and other key information necessary to ensure that outstanding candidates are attracted to this opportunity. The profile we develop together at this stage will drive subsequent recruitment efforts.

## STEP 2 DESIGN/DISTRIBUTE BROCHURE AND ADVERTISEMENTS

Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler and your dedicated Recruitment Coordinator will use the candidate profile developed with the City of Angels Camp to create a professional recruitment brochure, with the assistance of our professional graphic designer. The four-page, full-color brochure will describe the community, organization, position, ideal candidate, and compensation and will include pictures provided by the City of Angels Camp that you feel best represent your organization and your community.

Upon your approval, Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler will send the brochure by email (and postal mail if desired) to a targeted audience, personally inviting potential candidates to apply for the City Administrator position. We will also place the recruitment brochure on our [website](#), which attracts over 11,000 unique hits weekly and is a trusted resource for candidates seeking executive and professional positions. Two sample brochures are included in this proposal package for your reference.

Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler will also design an effective advertising campaign appropriate for the City Administrator recruitment. Our broadest outreach comes through our active social media involvement on LinkedIn as well as our monthly newsletter where upcoming and current positions are featured. Sources such as *Western City Magazine*, PublicCEO, and the Careers in Government website will be used to reach an extensive local government audience, while position-specific postings will be chosen to attract candidates who have built their careers in and are committed to the City Administration and Management field.

Suggested City Administrator-specific advertising sources for the City of Angels Camp's search include:

- League of California Cities
- National League of Cities
- International City/County Management Association
- California City Management Foundation

Bob Murray & Associates does not typically place ads with job aggregators or general job posting sites such as CareerBuilder, Monster, or Indeed, as we have found that the broad reach of these sites does not necessarily lead to quality candidates for executive and professional positions.

### *Reaching Diverse Candidates*

Bob Murray & Associates, a woman- and minority-owned business, is **proud of its commitment to attracting and placing diverse candidates**. Nearly 50% of our last 100 placements were women; Hispanic placements 25%; African American placements 13%; Asian placements 21%; and Native American placements at 1%. Not only do we place advertisements with websites designed to attract minority and female candidates, but our President, Valerie Phillips, is a member herself of many diversity-focused organizations including the Local Government Hispanic Network, the League of Women in Government, the Professional Women's Network, Mexican Professionals, and Women Leading Government. She networks frequently with fellow members to gain insight into which potential candidates are leaders in their field.

Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler will seek to reach candidates in communities and organizations with demographic profiles and populations served like that of the City of Angels Camp, to maximize the potential for individuals from a wide variety of backgrounds, cultures, and life experiences to be considered for the City Administrator position.





### STEP 3 RECRUIT CANDIDATES

The strongest candidates are often those who are successful and content in their current positions and need to be sold on a new opportunity. Our extensive network of contacts, developed through **over 2,100 successful placements**, is a primary source for identifying and obtaining referrals for these candidates. Our in-house database of 40,000 current and former executive and professional candidates is a valuable resource that can only be built over time—time that we have invested into perfecting our process for finding the right candidates for our clients. Our aggressive outreach efforts are focused on phone calls to personally invite potential applicants, answer questions, and allay any reservations, and these efforts are essential to the success of the City Administrator recruitment.

### STEP 4 SCREEN CANDIDATES

Following the closing date for the recruitment, Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler will screen all resumes we have received, using the criteria established in the candidate profile as a basis upon which to narrow the field of candidates. Internal candidates receive sensitive consideration, and Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler will discuss with the City of Angels Camp how the City wishes to proceed with these candidates.

### STEP 5 CONDUCT PRELIMINARY INTERVIEWS

Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler will personally interview the top 10 to 15 candidates from the resume screening, with the goal of determining which candidates have the greatest potential to succeed in your organization. To reduce travel-related expenses to our clients and increase efficiency in the search process, these interviews are typically conducted via Zoom, Teams, or other convenient videoconferencing applications.

### STEP 6 SEARCH PUBLIC RECORDS

Under the direction of Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler, your dedicated Recruitment Coordinator will conduct a review of published print and online articles for each recommended candidate. Sources include Lexis-Nexis™, Google, social media, and our contacts in the field. This will alert Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler to any further detailed inquiries we may need to make before our recommendations are finalized.

### STEP 7 MAKE RECOMMENDATIONS

Based on our findings during the preliminary interview process, Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler will meet with the City of Angels Camp virtually or on site

to share the complete applicant list and recommend a limited number of candidates for your further consideration. Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler will make specific recommendations and will help facilitate discussions regarding the candidate pool, but the final determination of interviewees will be up to you.

We typically recommend 6-8 candidates that we feel best match your expectations and prepare a detailed report on each candidate. This virtual "Recommended Finalist" eBook is provided to each member of the decision-making body and includes:

- Candidate list with Recommended Finalists identified in *Group 1* and *Group 2* (primary and secondary recommendations), as well as *Internal* candidates
- Summary of experience and education for each Recommended Finalist candidate
- Complete cover letter and resume for each Recommended Finalist candidate
- List of *Other Applicants* (those who did not meet minimum qualifications or were otherwise unsuitable, based on our screening process)

Bob Murray & Associates maintains all search records for a period of seven (7) years following each recruitment, and we are happy to forward cover letters and resumes for each applicant by postal mail or email as soon as the recruitment closes to new applications.

## STEP 8 FACILITATE PANEL INTERVIEWS

Our years of experience will be invaluable as we help you develop an interview process that objectively assesses the qualifications of each candidate. We will work with the City of Angels Camp to craft and implement an interview approach that fits your needs. This may include panel and/or individual interviews by the City of Angels Camp; key stakeholders, community/employee interview panels; writing and presentation samples; meet-and-greets; or other specialized process elements Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler helps the City of Angels Camp to design.

Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler will be present on-site during the panel interviews to facilitate as necessary during the process and to guide discussion to consensus regarding final candidates. Bound interview books will be provided for each interview panel member containing:

- Recruitment brochure with candidate profile
- Interview schedule
- Suggested interview questions
- Experience summary, cover letter, resume, and rating form for each candidate
- Ranking forms for use during the panel interview process

We will work closely with your staff to coordinate and schedule interviews. Our goal is to ensure that each candidate has a positive experience, as the way the entire process is conducted will influence the final candidates' perception of your organization.

#### STEP 9 CONDUCT BACKGROUND AND REFERENCE CHECKS

Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler and your Recruitment Coordinator will conduct detailed reference checks for up to two (2) final candidates. To gain an accurate and honest appraisal of the candidates' strengths and weaknesses, we will talk candidly with people who have direct knowledge of their work and management style. In addition to gaining a 360-degree view of candidates from the perspective of their supervisors, subordinates and peers for the past several years, we will make a point of speaking confidentially to individuals who may have further insight into a candidate's abilities but who may not be on their preferred list of contacts.

Your Recruitment Coordinator will work with the two (2) final candidates and our professional backgrounding firm, HireRight, to conduct credit, civil litigation, and motor vehicle record checks and verify candidates' degrees.

#### STEP 10 ASSIST IN NEGOTIATIONS

We recognize the critical importance of successful negotiations and can serve as your representative during this process. Ms. Dietz, Ms. Stevenson, and Mr. Schmutzler know what other organizations have done to put deals together with great candidates and what the current market is like for City Administrator positions in organizations like the City of Angels Camp's. Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler will be available to advise you regarding current approaches to difficult issues, such as housing and relocation. We will represent your interests and advise the chosen candidate and you regarding salary, benefits, and employment agreements, with the goal of putting together a deal that results in the appointment of your chosen candidate. With our proven experience and vested interest in a positive outcome, we can turn a very difficult aspect of the recruitment into one that is straightforward and agreeable for all parties involved.

## COMPLETE ADMINISTRATIVE ASSISTANCE

We receive many unsolicited testimonials each year from clients and candidates alike noting our prompt, considerate, accurate, and professional service during the search process. Throughout the recruitment, in time intervals that suit the City of Angels Camp, we will provide you with updates on the status of the search and attend to all administrative details on your behalf.

Candidates receive immediate acknowledgement of their applications, as well as personal phone calls and/or emails (as appropriate) advising them of their status at each critical point in the recruitment. Candidates who receive preliminary or final interviews and are not chosen to move forward in the interview process will receive personal calls from Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler on behalf of the City of Angels Camp.

It is our internal company standard that all inquiries from clients and candidates receive a response within the same business day whenever possible, and certainly within 24 hours if the inquiry is received during the work week. Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler will be available to the City of Angels Camp by office phone, cell phone, and email at any time to ensure a smooth and stress-free recruitment process.



## COSTS AND GUARANTEE

### PROFESSIONAL FEE AND EXPENSES

The **all-inclusive professional services fee** for conducting the City Administrator recruitment on behalf of the City of Angels Camp is **\$29,000**. Services provided for in this fee consist of all steps outlined in this proposal, including design and distribution of the recruitment brochure, advertising, marketing and promotion, administrative support, public records research, comprehensive background reporting on the final candidates, postage, technology, and two (2) days of on-site meetings. This proposal is valid for 60 days from the date of the proposal.

*Optional Services are listed below and are in addition to the professional services fee. Expense reimbursement for **Consultant travel** related to additional on-site meeting days is billed at the actual rate (airfare/mileage, lodging) and is the responsibility of the City of Angels Camp.*

The professional fee does not limit the amount of time invested by Bob Murray & Associates in promoting a successful outcome for this project. In fact, our mission for this project is to ensure we assist in identifying the right candidate for the City of Angels Camp. Therefore, Ms. Dietz, Ms. Stevenson, or Mr. Schmutzler will contact the City at the first anniversary of the placement to confirm an effective transition has occurred.

### Optional Services

- **Additional virtual stakeholder meetings:** \$250/meeting
- **Additional on-site meeting days:** \$1,500/day/Consultant, plus travel expenses
- **Online Surveys:** \$500/each (includes preparing recommended questions, preparing and sharing the survey link, closing the survey, and sending the survey response data for your review and analysis)
- **Additional background checks:** \$300/candidate
- **Additional reference checks:** \$500/candidate
- **Additional hires:** \$9,000/candidate

## GUARANTEE

In the event a candidate recommended by our firm resigns or is terminated within the first 12 months of employment, Bob Murray & Associates will provide the City of Angels Camp with professional services to secure a replacement. Services will be provided at no cost, aside from the following *reimbursable* expenses incurred on the City of Angels Camp's behalf during the new search:

- Brochure design and distribution (\$695 reprint only, \$1,275 edit/reflow/reprint)(*if needed*)
- Advertising actual costs (estimated at \$2,975)
- Public records search for all new candidates (\$500)
- Background Checks (\$300/candidate)
- Reference Checks (\$500/candidate)
- Consultant travel reimbursement (if travel is needed)
- *Plus any applicable Optional Services, if desired*

In the event that a placement is not made from the initial recruitment, Bob Murray & Associates will provide professional services to conduct one additional recruitment. Services will be provided at no cost. However, the City of Angels Camp will be responsible for the *reimbursable* expenses as noted above.

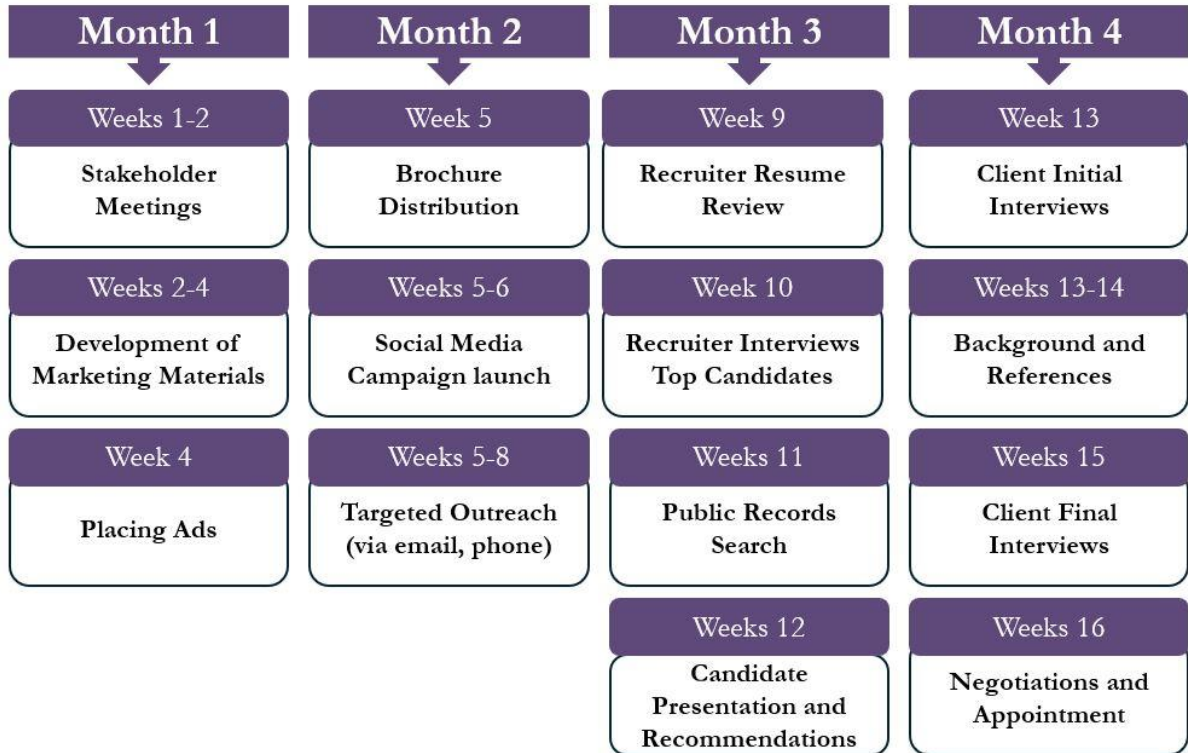
We are confident in our ability to recruit outstanding candidates and do not expect the City to find it necessary to exercise this provision of our proposal.



## RECRUITMENT SCHEDULE

We are prepared to start work on this assignment upon receipt of a signed professional services agreement or other written, authorized notification. A full search can be completed in 13-16 weeks from the date of initial meetings with our client.

The final recruitment schedule will be determined in collaboration with City of Angels Camp. A typical timeline of tasks and events is included here for reference.



## FIRM PROFILE

### OUR STAFF

Bob Murray & Associates is a small firm focusing exclusively on executive search services. We have a team of seventeen (17):

- Bob Murray, *Founder*
- Valerie Gaeta Phillips, *President*
- Gary Phillips, *Executive Vice President*
- Joel Bryden, *Vice President*
- Yasmin Beers, *Senior Executive Recruiter*
- Adele Fresé, *Senior Executive Recruiter*
- Stacy Stevenson, *Senior Executive Recruiter*
- Jon Lewis, *Executive Recruiter*
- Stephanie Dietz, *Executive Recruiter*
- Melanie Richardson, *Executive Recruiter*
- Jeff Mori, *Executive Recruiter*
- Michael Ishii, *Executive Recruiter*
- Ian Schmutzler, *Executive Recruiter*
- Alexandria Kopack, *Recruitment and Operations Manager*
- Kathy Lolas, *Senior Recruitment Coordinator*
- Grace Marshall, *Senior Recruitment Coordinator*
- Steph Souza, *Recruitment Coordinator*

Please see your lead recruiter's biography below:

### STACEY STEVENSON, SENIOR EXECUTIVE RECRUITER



In Ms. Stevenson's 32 years of service in municipal government, she worked for the California cities of San Diego, National City, and Murrieta. Ms. Stevenson began her professional career in City of San Diego as a Personnel Analyst and went on to work in the Personnel, Metropolitan Wastewater, Engineering, and Contracting departments; as well as the City Manager's office, progressing from Analyst to Deputy Director. She also assumed special projects such as the creation and opening of the City's neighborhood service centers and Liaison to the City Council.

From San Diego she joined the City of National City where she served as the Director of Human Resources, the Director of Administrative Services, and Deputy City Manager. She oversaw Community Services, Finance, Human Resources, and Information Technology; and managed special projects such as the balloting and passage of the City's local sales tax and the implementation of a new payroll module.



In the City of Murrieta, Ms. Stevenson served as Administrative Services Director and Deputy City Manager, again overseeing Community Services, Finance, Human Resources, and Information Technology, and managing special projects. Ms. Stevenson has also served as a commissioner on both the Child Care and Civil Service Commissions for the City of Chula Vista.

Ms. Stevenson holds a Bachelor's degree in Industrial Organizational Psychology as well as a Master of Business Administration degree with an emphasis in Human Resource Management.

#### STEPHANIE DIETZ, EXECUTIVE RECRUITER



Stephanie Dietz brings over 20 years of municipal and public agency experience to Bob Murray and Associates. Stephanie retired as the City Manager for the City of Merced, a City with a population of nearly 100,000 and the newest University of California campus. She served as the Chief Executive Officer overseeing more than 500 employees who provided services within the areas of Police, Fire, Development and Inspection Services, Engineering, Public Works, Parks & Recreation, Arts & Culture, Housing, and the Office of Neighborhood Safety.

For 20 years, Stephanie garnered experience across city and county governments, along with the University of California, specializing in public finance and budgeting, human resources, labor relations, strategic planning, public safety, water management, redistricting, and leading city-initiated sales tax and charter ballot initiatives. Her professional career saw great success, with projects that included the construction of a new municipal airport terminal, the award of several state and federal grants to construct 850 affordable housing units, and the annexation of UC Merced. Throughout her professional career, she has been responsible for recruiting and retaining executive-level leaders who reflect the culture of their communities while fostering a spirit of innovation.

Stephanie serves on the Merced Irrigation District Board, on the Merced College Foundation Board, and as an Advisory Board Member for the Central California Small Business Development Center. In 2023, Stephanie was recognized by the California State Assembly as Woman of the Year for her innovative solutions in affordable housing and transportation and her pioneering spirit as the first female City Manager for the City of Merced. Stephanie also volunteers on the boards of several local non-profits that support youth sports and local FFA chapters, ensuring students have the community support needed to be successful.

Stephanie holds a Bachelor of Arts in Liberal Arts with a Minor in Mathematics from California State University, Fresno, and a Master of Arts in English from National University.

#### IAN SCHMUTZLER, EXECUTIVE RECRUITER



Ian Schmutzler was born and raised in Northern California and brings 28 years of law enforcement experience, including 11 years as a second-in-command and more than 3 years as police chief, to the Bob Murray & Associates team.

Ian began his career in 1997 as a police officer in the City of Oakland, California and after spending three years at Oakland PD, Ian was hired by the Vacaville Police Department in 2000. During his career, Ian worked as an undercover narcotics detective, hostage negotiator, and defensive tactics instructor, among several other specialized assignments.

In 2006, Ian was promoted to the rank of sergeant and in 2011 promoted to lieutenant, which, at that time, was just below the rank of chief of police. Ian was promoted to the newly-created rank of captain in 2014 and oversaw both the Field Operations and Field Support Bureaus in that capacity, as well as, serving as acting police chief in 2021. In January of 2022, Ian was selected by City Manager Aaron Busch to be the permanent Chief of Police for the City of Vacaville.

Throughout his career, Ian has participated in more than 80 public sector hiring and promotional processes as a panelist, a facilitator, a recruiter, and a proctor, gaining valuable experience evaluating leadership capabilities and the attributes of successful public sector leaders.

Ian is a 13-year member of the California Police Chiefs Association and the CPCA Law & Legislation Committee. Ian is a graduate of the California POST Command College, Class 59, where Ian's Futures Portfolio Project article was selected and appeared in the Dec. 2017 issue of the International Association of Police Chief's Magazine. In addition, Ian is a graduate of the Police Executive Research Forum Senior Management Institute for Policing and obtained a Executive Post-Graduate Certificate in Law Enforcement Command from the University of San Diego.

Ian graduated from California State University, Sacramento, in 1997 with a Bachelor of Science degree in Criminal Justice and a Master of Science degree in the same field of study in 2004.

## *CORPORATION*

Bob Murray & Associates was founded in May 2000 and operated under the corporation name MBN Services, Inc. until June 2014; our new corporation name is GVP Ventures, Inc., incorporated in California in 2014. Contact information for the corporation and the firm is as follows:

GVP Ventures, Inc. OR Bob Murray & Associates  
1544 Eureka Road, Ste. 180  
Roseville, CA 95661  
(916) 784-9080  
apply@bobmurrayassoc.com

Our corporation and firm are financially sound (and have been so since 2000), with documentation from our accountant available to your organization prior to final execution of a professional service agreement. We have never been involved in any litigation, aside from our personnel serving as expert witnesses when called to do so.

## *PROFESSIONAL ASSOCIATIONS*

Our firm, represented by either our President or our Executive Vice President, are involved in the following organizations to remain engaged with current and future issues relevant to the work we conduct on behalf of clients like City of Angels Camp:

- California Special Districts Association
- California City Management Foundation (CCMF)
- Engaging Local Government Leaders (ELGL)
- International City/County Management Association (ICMA)
- International Network of Asian Public Administrators (I-NAPA)
- League of California Cities
- League of Women in Government
- Municipal Management Association of Northern California (MMANC)
- Municipal Management Association of Southern California (MMASC)
- National Forum for Black Public Administrators (NFBPA)

Members of our leadership team not only attend events sponsored by these associations but are also frequently called upon to serve as panel members and to provide specialized lectures regarding industry-specific issues. Recent and upcoming speaking engagements and trainings provided by our staff include:

- "Role of the Chief" class, annually presented by Jon Lewis on behalf of the California Police Chiefs Association;
- MMANC and MMASC annual mock interviews;
- Annual League of California Cities Booth; and
- Annual League of California Cities City Manager's Conference (City Manager hosted event).

## REFERENCES

Clients and candidates are the best testament to our ability to conduct quality searches. Clients for whom Bob Murray & Associates has recently conducted similar searches are listed below:

**CLIENT:** City of Emeryville, CA  
**POSITION:** City Manager  
**REFERENCE:** Ms. Lilybell Nakamura, Human Resources Director  
(510) 596-4391

**CLIENT:** City of Novato, CA  
**POSITION:** City Manager  
**REFERENCE:** Mr. Gary Bell, City Attorney  
(916) 898-0049

**CLIENT:** City of Aliso Viejo, CA  
**POSITION:** City Manager  
**REFERENCE:** Mayor Tiffany Ackley  
(949) 425-2510

**CLIENT:** Town of Yountville, CA  
**POSITION:** Town Manager  
**REFERENCE:** Mayor Marjorie Mohler  
(707) 287-6911

*We appreciate the City of Angels Camp's consideration of our proposal and look forward to working with you.*

