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*Section 9*

*Rick J. Rudometkin*

*Belle Isle City Manager  
Candidate Report*

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*Cover Letter and Resume*

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Rick J. Rudometkin  
1479 Elkins Lake  
Huntsville, TX 77340  
575-200-5550

May 1, 2023

Lynelle Klein – Sr. Vice President  
Colin Baenziger & Associates  
970-433-7189

Dear Ms. Klein,

The City Manager opening in Belle Isle, Florida is an ideal opportunity for me to provide excellence in leadership at a great organization. A city in pursuit of outstanding performance and professionalism is key in my search for the future. The City of Belle Isle fulfills this objective and provides far more, being a family friendly community with low crime and an excellent place to have longevity for my daughter to grow up.

As a seasoned executive, I embrace new ideas and am committed to implementing the best management practices to ensure the city's continued economic vitality, development, security, and growth. My experience at an engineering firm (Greater Los Angeles Area), a prestigious small beach city (Dana Point, CA), a rural county, a full-service city, a flourishing industrial county (Eddy County, NM), two top-rated cities, and recently a high-growth city has made me well-balanced with great depth and understanding of local governance.

Recently, I was laid off from Huntsville, TX, where I served as Deputy City Manager for one of the fastest-growing communities outside the Houston area. Previously, I was the City Administrator of Snoqualmie, WA, during the outset of COVID-19, successfully managing the city and maintaining morale. Also, I served as the City Manager of Sammamish, WA, as their fifth manager in 1 ½ years, navigated a divided council. Before that, I was the County Manager of Eddy County, NM for 5 ½ years. We experienced a strong upturn in the economy due to the oil and natural gas industry returning to full capacity with an unprecedented influx in population, along with increased economic vitality and tourism. We instituted practices to prepare the local economy for a tremendous future. Lastly, as the Chief Administrative Officer for Modoc County, CA, I was appointed to the role in the middle of the county's worst economic crisis and enacted measures that successfully prevented the county's bankruptcy.

My years of municipal and county government experience, including the private sector, have given me the ability to successfully help lead the City of Belle Isle into a prosperous and sustainable future. You will find me to be a multi-faceted, visionary servant leader with a vast knowledge of local government that holds to a high standard of excellence while working with the utmost integrity and flexibility.

Sincerely,



Rick J. Rudometkin

**RICK J. RUDOMETKIN – CPM, ICMA-CM**  
(575) 200-5550 • [rick2carrie@gmail.com](mailto:rick2carrie@gmail.com)

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**CITY OF HUNTSVILLE – Huntsville, TX**  
**Deputy City Manager, 03/2021 – 10/2022**

Huntsville is one of the fastest-growing communities outside of Houston. With a population of almost 46,000 and a forecasted population of 68,000 by 2040. Huntsville is poised to be a hotspot for years to come.

- Oversaw the design/construction of a new City Hall, new Service Center, new Community Center, and a new Animal Control Facility for Y 2022
- Oversaw the final punch list items on the newly completed Police Station and Fire Station
- Reviewed the feasibility of and the costs associated with relocating overhead utilities either underground or behind properties
- Assisted local non-profits through the use of American Rescue Plan Act funds
- Completed transit study and made recommendations for funding during FY 2022/2023 Budget
- Updated the City Development Code and Engineering Criteria Tech Manual for Y 2022
- Considered new zoning requirements for consistent development standards for new growth
- Oversaw the newly created MUDs and PIDs approved by the Council for economic development and community enhancement tool that finances the costs of qualified public improvements that confer a special benefit for a definable part of the city and/or its extraterritorial jurisdiction
- Implemented the newly approved 2040 Comprehensive Plan

**CITY OF SNOQUALMIE – Snoqualmie, WA**  
**City Administrator/Chief of Staff, 01/2020 – 03/2021**

The city is ranked #4 "Best Place to Live in Washington" and #1 "Safest City" for three straight years. Snoqualmie operates under a "Strong Mayor" form of government. It is a full-service city.

- Successfully negotiated with the Fire Union for a new (1) year contract due to COVID-19
- Applied new mitigation strategies/policies due to COVID-19, kept essential city services while helping our community businesses stay open and sustainable during our state's 4 phase plan
- Acting Community Development Director during the search for a new permanent
- Rebuilt morale and council/staff relations during my tenure
- Addressed "build-out" development concerns and new development for vitality and sustainability
- Evaluated utility rates, including the expansion of our wastewater treatment facility
- Continued EIS for the 261-acre Mill Site Development Project
- Completed Council Retreat with a new vision for development and sustainability
- Chairman of eCityGov Alliance Executive Board
- Alternative city rep and eCityGov rep for WCIA Board of Directors

**CITY OF SAMMAMISH - Sammamish, WA**  
**City Manager/CEO, 5/2019 – 11/2019**

The city has 134 total allocated positions and is 22 square miles in size. The 2019-2020 Biennial Budget is \$250 million. Sammamish was ranked #9 in Money Magazine's, "2018 Best Places to Live." According to the Seattle Times, "Sammamish Leads the Country in Median Income."

- At the council's request, implemented the elimination of all City Council Committees in 2019
- Lead recruitment processes for Deputy City Manager, Director of Public Works, Director of Human Resources, Director of Community Development, and Police Chief
- Former representative on the King County Sheriff's Office Oversight Committee
- Former Treasurer of the eCityGov Alliance Executive Board
- Under council direction, resolved concerns in the contract agreement between YMCA and the city
- Diligently worked on securing an independent audit of the council-approved Concurrency Traffic Model



### **COUNTY OF EDDY - Carlsbad, NM**

#### **County Manager/CEO, 10/2013 – 4/2019**

Eddy County experienced a boom in economic growth and vitality due to the oil and natural gas industry returning in full force. The county had a stable population of approximately 70-75,000 and was growing rapidly. The daily population in and out of the county was over 100,000 and was rising rapidly as well. Eddy County was extremely fast-paced and still is one of the top revenue producers for the State of New Mexico. The county has 394 total allocated positions. FY18/19 budget is \$134 million and is 4,200 square miles in size.

- Implemented Incode & Eagle product suites, along with Kronos timekeeping software
- Used strategic/tactical planning for continued economic vitality during this upturn in the economy
- Affordable Housing, Master Transportation, Master Comprehensive Plan implementations
- Implemented economic development processes, including IRB's, Bonding, Zoning/ETZ, housing for growth
- Secured unmodified/clean FY 14/15, FY 15/16, FY 16/17, and FY 17/18 audits
- Ordinance update and adoption: zoning, manufactured home, RV park, GRT, weed, trash, rural addressing
- Volunteer Fire Department restructuring, reorganization, and possible life-flight EMS for exceptional service
- Implemented first ever "Energy Advisory Board" with the Energy Industry and the community
- Resolution with state/federal legislators on the highly extensive brine-well cavern remediation project
- Implemented and secured additional LNG cryogenic plants with IRBs approaching \$2 billion
- Risk Awareness Program Award (RAP) - reduced WC claims-28%, Auto claims-65%, Multi-line claims-91%
- Vice Chairman for NMCIA Worker's Compensation Pool Board of Directors, Y 2018 to 2019
- Instructor, NM EDGE through NMSU – Leadership, Ethics, Y 2018 to Y 2019
- USFS Wildland Fire Meta-Review Focus Group Advising Member, Y 2018
- Vice Chairman for NACo Environment, Energy and Land Use subcommittee – Land, Y 2018 to Y 2019
- Vice Chairman and former Treasurer for NMCIA Multi-Line Pool Board of Directors, Y 2016 to Y 2019
- NMCIA Worker's Compensation Pool Board of Directors Member Y 2016 to Y 2019
- Treasurer of the NMAC Manager's Affiliate Y 2016 to Y 2017
- NMCIA Multi-Line Pool Board of Directors Member Y 2014 to Y 2019
- NACo Environment, Energy and Land Use (EELU) Steering Committee Member, Y 2014 to Y 2019
- Chairman of REDA (Regional Emergency Dispatch Authority) Executive Board Y 2014 to Y 2019
- Executive Member of Eddy County Fire Service – Fire Board of Directors Y 2014 to Y 2019
- Carlsbad Department of Development Board of Directors Member Y 2014 to Y 2019
- Lieutenant, La Huerta Volunteer Fire Department – Eddy County Fire Service, Y 2014 to Y 2019
- Eddy County's designated Lobbyist, Y 2013 to Y 2019

### **COUNTY OF EDDY - Carlsbad, NM**

#### **Public Works Director, 04/2013 – 10/2013**

Planned, organized, and directed the county's public works, waste disposal and road departments with a staff of 64 in two districts, landfill, and a \$15 million budget with 1,252 miles of roads. Responsibilities included: policy development, program planning/strategic planning, CIP, personnel, and budget. (Quickly promoted to County Manager).

- Provided a strategic analysis of the department
- Evaluation of personnel revealed: understaffed and recruitment difficult
- Existing policies were updated and their implementation successful
- Pavement management system (PMS) installed and implemented

### **CITY OF COLORADO SPRINGS - Colorado Springs, CO**

#### **Streets Division Manager (Deputy Director Equivalent), 1/2012 – 02/2013**

This position entailed leadership to a staff of 130, which are divided between five districts and 16 grids in a city with a population of 445,000 and 197 square miles in size. Hired as a change agent to implement the strategy of the first strong Mayor form of governing in the history of Colorado Springs. Tasked to initialize outsourcing of the Streets Division, beginning with resurfacing operations and snowplowing.

(Co-Chairman of County EOC Disaster Committee. Given duties of Debris Manager).

- Transformed division's safety culture from a compliance enforcement program into a core value
- Decreased Worker's Comp claims: down from 26 claims/\$75,000 in 2011 to 11 claims/\$13,000 in 2012
- Led the design and implementation of an innovative 50/50 cost share concrete program citywide
- Help coordinate response activities related to the 18,427-acre blaze called the Waldo Canyon Fire that destroyed more than 350 homes and killed two residents, also led the enormous debris removal effort
- Successfully outsourced in-house resurfacing operations, which saved the General Fund \$500,000 annually

COUNTY OF MODOC - Alturas, CA

**Director of Transportation / Public Works Director / Building Official, 12/2007 – 12/2011**

**Chief Administrative Officer (CAO) / Director of Admin Services / Trans, 11/2009 – 06/2011**

**Chief Administrative Officer (CAO) / Director of Admin Services / Transportation:**

Promoted while serving as Director of Transportation / Public Works Director / Building Official to provide focused financial and administrative leadership amid the worst economic crisis in county history. Drafted and administered a \$70 million total annual budget and oversaw 280 employees to support the interests of 9,500 residents. Enacted measures that successfully prevented the county's bankruptcy.

- Functioned as the Interim County Hospital Chief Executive Officer to oversee a \$27 million budget and 150-member staff (position given to Chief Fiscal Officer after 11 months)
- Established budget incorporating major cuts in the general fund and a large reduction in staff and expenditures with a bond debt service of \$1.5 million and \$150,000 budgeted for the county's first "rainy day" fund
- Led a broad-based collaborative effort with the California State Treasurer, Attorney General, Controller, Finance Department, Senator, and the Governor's Office to develop short and long-term alternatives to the county bankruptcy option
- Successfully negotiated with the two union bargaining units to attain a reduction in benefits, for a cost savings of more than \$700,000 over a two-year MOU agreement contract

**Director of Transportation / Public Works Director / Building Official:**

Provided direction, management, and leadership to a staff of 40 members with 5 districts. Responsible for two distinct departments while properly administering a total budget of \$20 million. Serving a 4,000-square mile area, 1,000 lane miles of roads, engineering, projects, buildings, equipment, parks and recreation, utilities, and infrastructure.

**Education/Training**

- Woodbury University, Burbank, CA, Bachelor of Science - Business Management
- NM EDGE, Certified Public Manager - CPM
- NM EDGE, Certified Advocate for Public Ethics - CAPE
- ICMA, Credentialed Manager - ICMA-CM
- Eddy County Fire Service, Academy certified, IFSAC and other certifications
- Huntsville Leadership Institute - Graduate/CERT





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*Candidate Introduction*

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**RICK J. RUDOMETKIN**

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**EDUCATION**

Bachelor of Science, Business Management, Woodbury University, Burbank, CA  
Certified Public Manager (CPM), NM EDGE  
Certified Advocate for Public Ethics (CAPE), NM EDGE  
Credentialed Manager (ICMA-CM), ICMA  
Firefighter training (IFSAC, Academy and other certifications)

**EXPERIENCE**

Deputy City Manager, Huntsville, TX	03/2021 - 10/2022
City Administrator/Chief of Staff, Snoqualmie, WA	01/2020 - 03/2021
City Manager/CEO, Sammamish, WA	05/2019 - 11/2019
County Manager/CEO, Eddy County, NM	10/2013 - 04/2019
Public Works Director, Carlsbad, NM	04/2013 - 10/2013
Streets Division Manager (Deputy Director Equivalent) Colorado Springs, CO	01/2012 - 02/2013
Director of Transportation / Public Works Director / Building Official Modoc County, CA	12/2007 - 12/2011
Chief Administrative Officer (CAO) / Director of Admin Services / Trans. Modoc County, CA	11/2009 - 06/2011
Public Works Manager/Streets Manager, Dana Point, CA	08/2003 - 12/2007
Utility/Project Manager, Willdan, Los Angeles region, Industry, CA	12/2000 - 08/2003
Senior Public Works Inspector, Willdan, Greater Los Angeles Area, CA	03/1994 - 12/2000

**BACKGROUND**

The City of Huntsville, TX is experiencing a boom in economic growth and population due to the current domestic migration. The city has a population of approximately 46,000. The community is known for its prison system and Sam Houston State University. The City of Huntsville is a full-service city. The reporting structure is a council-manager form of government. The City Manager, City Attorney, and City Secretary report to the council. The staff report to the City Manager.

The City of Huntsville currently has 277 employees. I supervised 4 department directors with a total of 142 employees within those 4 departments. The general fund budget is \$32M with an overall budget of almost \$81M.

The current issues affecting the community, agency, and departments are rapid growth. There have been 52 commercial projects and seven residential projects using tax deferment, PID, and MUD agreements. There are currently four vertical projects going on now in different phases: Animal Control Facility, MLK Community Center, Service Center, and City Hall.

**RICK J. RUDOMETKIN**

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Three of the most important issues currently facing Huntsville:

- Infrastructure and facility upgrades. A \$20 million bond is needed for a new trunk main sewer line. Rehab/replacement of a critical lift station, three sewer treatment plants to upgrade, and numerous water line upgrades/upsizing to provide more potable water to the ever-growing area. Roads are in dire need of expansion and rehabilitation. New facilities are being constructed.
- Drainage has become an elevated issue as well, with all the development and we were looking to implement a “drainage fee” to address these issues.
- Expansion of the local airport to accommodate the growth and air traffic has increased due to development. Longer runways for larger planes are desperately needed.

**GENERAL, MANAGEMENT STYLE AND EXPERIENCE**

My interest in the City of Belle Isle stems from reading about the organization’s values. It is a wonderful community, which would be a great place for my family to thrive. Also, there are many surrounding amenities and of course, Disney World for my 11-year-old daughter! Last year, she danced in the "Summertime Spectacular" at Disney World and loved the Orlando area. This would be an exciting opportunity for me, as the next City Manager, to implement plans that will allow the city to flourish in a healthy way. Under the leadership of the Council, I would focus on serving and bringing the city to a greater level of functionality and exploring new avenues to offer extraordinary customer service to the citizens. My experiences and continued education have made me an outstanding executive and a great fit to meet the needs Belle Isle has today. I am at a place in my career where I can utilize my experiences and knowledge to address challenges and solve issues, including thoroughly exploring and utilizing the opportunities.

My management style is best described as a Visionary Servant Leader, which has developed during my years of local municipal/county government service, including time in the private sector. Part of my vision comes to life in creating a team spirit that connects the staff to the council’s vision. Together we spark an internal partnership, so we can work toward common goals. Mentoring and offering advice/counsel helps dramatically in building the team. People will follow and perform, when there is a genuine interest in helping them to succeed and get the due credit they deserve.

My management style uses ideas/skills such as:

- Exercising absolute integrity
- Being authentic
- Having an executive presence
- Open door policy

### **RICK J. RUDOMETKIN**

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- Resiliency
- Hybrid skills
- Continuous Quality Improvement
- Working in collaboration with all parties
- Emotional Intelligence

Other strategies used in my management style are: “active and effective listening, forgive and forget philosophy, build trust, empathy for others, always do what is right, see the humor, relax - will you!” All these strategies for me are self-generating. To be successful, these tools need to be used. We all have our goals and achieving them together is possible with cooperation and thinking outside the box or finding something inside the box that was overlooked.

Here is a quote from a staff member that reflects how my management style is viewed:

*“Mr. Rudometkin is a manager that loves his job, his County and the people serving the County in every elected and departmental office. His style is truly leading by example and assisting any elected official or department head if, and when, needed. He allows those individuals the latitude to manage their respective offices and personnel, with each and all of those individuals being aware that he is there to assist them with any needs they have. He will monitor and will step in, when necessary, to give advice, assistance and recommendations, and will step in and direct actions, when necessary or requested.”*

The consensus from elected officials is that I treat them with respect, compassion and honesty. My reputation as a leader and partner is excellent. My openness to partner paired with my genuine interest in seeing their vision fulfilled has brought about healthy relationships. They appreciate that I work diligently, while keeping clear communication between all parties. I couple that with integrity, ethics and a willingness to always be transparent. Transparency is vital as part of the organizations core value and communication between all parties opens the door for success, as we are all in this together.

One of my strengths is reflected in actively and regularly communicating, in a candid manner, to build a strong accountable team. Each member will see me leading by example and know that they are valued and understand their responsibilities. Openly facing workplace issues will be welcome, while showing each team member care for their development and growth.

For example, upon being hired as the County Manager at Eddy County, I knew the Director of Administrative Services had also applied for the position. Many were afraid he would leave, but through my concern and interest in him, he stayed. My interest was to see him succeed and he could tell it was genuine. I learned his strengths and weaknesses, listened to his ideas and vision. As time progressed, so did his productivity, outlook, and contributions. He started to work at his full potential. He was promoted to the Assistant County Manager position and we have had and continue to have a great relationship, even after his retirement.

Part of my strength in practice is reflected in the emphasis put on strategic planning. It is an

### **RICK J. RUDOMETKIN**

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organization's life blood. It sets the priorities, focus, short and long-term goals, toward the direction of the future of the organization. Within this plan, tactical planning is used to achieve each individual action and is used to directly go from A to B. My whole career has been spent on creating or following a strategic plan. I have used this planning to reinforce where an agency is going, to reinforce the actions needed for progress in moving forward and to measure if the organization will be successful.

Another strength of mine comes from my extensive experience in finance and budgets. This began while working for Willdan (an engineering and construction management company), the City of Dana Point, CA and City of Colorado Springs, CO. As my career has progressed, the depth of my understanding into fund accounting and finances has grown immensely.

At the County of Modoc, CA, we established a budget incorporating major cuts in the general fund and a large reduction in staff and expenditures, with a bond debt service payment of \$1.5 million annually and \$150,000 budgeted for the counties first ever "rainy day" fund. While scrutinizing the county's finances, I identified \$800,000 in cost saving measures, sufficient to fund the first effective external audits in the county's history. Under my leadership, Eddy County had its first unmodified/clean (FY 14/15) audit in twelve years and have continued with four straight years of clean audits. While working through the oil and gas revenue shortage, during the FYE 17 budget, we implemented a flat based budget and made \$17 million in cuts to balance. I continued with budget presentations and workshops at Sammamish (\$250M bi-annual) and Snoqualmie (\$62M annually).

Concerning weaknesses, I can care too much about the issues the organization faces and want others to care as much as I do, when that's not always practical or possible.

Concerning performance measures, annually each team member should be evaluated at every level. If there are issues, a Personal Improvement Plan will be implemented and specific goals will be documented to be achieved. It is essential to develop a clear communication loop in which expectations and needs are constantly evaluated during this process. These steps are taken to ensure that successful team members will be able to promote into positions that suit their talents. I also strive to create a safe work environment, where people are comfortable taking chances and thinking for themselves.

I have used documentation, agency resources, examples, comment boxes and other performance tools to make sure that the best practices and efficiencies are being used and followed. An organization is only successful when the leaders look at ways to improve processes and implement these processes. It is important that the council and their executive are on the same page with common goals moving the organization forward.

The process of tracking an organizations progress is one that requires planning, listening and people skills. Meeting established goals is very important. You can do this with performance management, or other proven systems that track this performance. Be a great listener and facilitate this type of process to ensure that all avenues are taken into consideration. I have used



### **RICK J. RUDOMETKIN**

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the “smart goal” framework:

- S - Specific
- M - Measurable
- A - Achievable/Attainable
- R - Results oriented/Realistic/Relevant
- T - Time bound

This is a very good tool. By keeping these goals relevant, we can reinforce the importance of the strategic objectives and communicating why the goals of the city are so important. We need the proper training for staff, so they can realize their true potential as well. This creates a person who is comfortable and confident in the job they were tasked to do.

My biggest success and failure are intertwined and occurred in my previous position as the Chief Administrative Officer of Modoc County. I was appointed to the role in the middle of the county's worst economic crisis and enacted measures that successfully prevented the county's bankruptcy. Previous management had misappropriated monies from the treasury and moved them to balance the hospital's budget, which is an enterprise fund. Almost \$13 million dollars was moved from the treasury to the hospital. The state controller told the BOCC to put the money back into the treasury since it was moved illegally, which I agreed. We tried to secure a revenue bond through a financial team to restore the treasury, but the BOCC did not want to do that. Instead, they wanted to pay themselves back at the displeasure of the state and myself. My failure was not seeing the revenue bond through as the State Treasurer directed. We moved forward against the direction of the state, which led us to ask the BOCC with our auditor and bankruptcy attorney to let us dry-period loan monies from the treasury to pay our bills or we would go insolvent. The BOCC agreed and the county did not go bankrupt and critical county services were retained. The community stayed intact, and the county was able to function. Modoc again became a place to be proud of, although the county has suffered a reduction in services due to the fact the misappropriated money was not restored to the treasury. Throughout the ordeal the community was kept well informed as I continually updated the local newspaper of the events as they unfolded. Also, at all board meetings updates were given. The community was kept up-to-date, and we acted in full transparency.

In my career, I have laid off or terminated over thirty plus employees. In all cases, it was handled with professionalism and compassion, whether facing sadness over losing a great employee due to a reduction in workforce or satisfaction that a bad employee is gone (which typically creates a morale boost). As a leader and mentor, difficult situations are faced daily, and the decisions made impact the lives of others deeply; but I am always willing to make the hard decisions to make sure the agency continues to function properly, have sustainability and a quality workforce.

In my career I have faced many challenges. These are the challenges I see facing Belle Isle:

- Keeping the city, a safe place to live, work and play with minimal crime
- Healthy growth with limited opportunities

- Working with the County to annex land for expansion
- Upgrading and building new facilities to accommodate expansion
- Funding for the new facilities expansion
- Relationships and collaboration need improvement to help resolve issues
- Improving communication with the citizens and councilmembers
- Look into the airport issues facing the city to see if anything can be done
- Infrastructure improvement is needed for proper sustainability
- Cost sharing between agencies needs to be addressed

During my first six months in Belle Isle, I would be an excellent listener and learn as much as possible about the culture of this city. My initial purpose would be to meet with each individual councilmember and inquire about the vision of the city. Secondly, I would get to know the department heads and staff. Next, I would start interacting with the citizens and attending pertinent meetings to gain insight to the functionality of the community. This way within the first six months, development of great relationships will begin, while understanding the processes of Belle Isle. Time would also be spent reading the Policy and Procedure Manual, Ordinances and other Policies to examine whether they are sufficient and functioning in the most efficient way. During this time, my hope would be to create partnerships and a culture of trust.

I am very responsive and proactive with the media and work to provide the most accurate information for the community. I have used Facebook, Twitter and Live Streaming at Huntsville as a customer service tool. Our postings captured information that would be useful to our citizens, like employment opportunities, traffic, counsel meetings, public safety issues, local government trends and events.

There is not anything in my background that would embarrass myself or the city.

In Belle Isle, I would use social media and transparency to keep the community informed on all pertinent activities taking place in the city. Social media is a tool to keep the community aware and it allows for greater transparency. It is critical to have something in place capable of providing an avenue for people and the media to get the answers to their questions and possible resolution to their issues. We need to facilitate open and direct dialog in the community. An environment must be created that gives access to open communication that maximizes dialog and a willingness to listen.

If I am chosen as a finalist, there should not be anyone contacting the city.

During my limited leisure time, playing with my daughter brings me the most joy. My family loves spending time with each other. We enjoy walking, biking, trips, camping and of course...golf and dance!

**RICK J. RUDOMETKIN**

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**SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF**

- Resourceful
- Adaptable
- Honest
- Considerate
- Diligent
- Reliable

**REASON FOR LEAVING PREVIOUS POSITION**

In Huntsville, I was laid off. The official reason for being laid off was a reduction in workforce. The letter from HR will be provided, if desired. Confidentially, my approach in going forward differed from the current management. In my long career, I have kept a high ethical standard and would like to move my next agency forward with that mindset.

**MOST RECENT OR RELEVANT SALARY**

My most recent base salary was \$150k annually.

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*CB&A Background Checks*

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**Background Check Summary for  
RICK JOHN RUDOMETKIN**

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**Criminal Records Checks:**

Nationwide Criminal Records Search	No Records Found
County	
Walker County, TX	No Records Found
King County, WA	No Records Found
Eddy County, NM	No Records Found
El Paso, County, CO	Not Available*
Modoc County, CA	Not Available*
State	
Texas	No Records Found
Washington	No Records Found
New Mexico	No Records Found
Colorado	Not Available*
California	Not Available*

**Civil Records Checks:**

County	
Walker County, TX	No Records Found
King County, WA	No Records Found
Eddy County, NM	No Records Found
El Paso, County, CO	Not Available*
Modoc County, CA	Not Available*
Federal	
Texas	No Records Found
Washington	No Records Found
New Mexico	No Records Found
Colorado	Not Available*
California	Not Available*

**Motor Vehicle**

Texas	No Records Found
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**Credit**

Excellent



**Background Check Summary for  
RICK JOHN RUDOMETKIN**

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<b>Personal Bankruptcy</b>	No Records Found
<b>Sex Offender Registry</b>	Not Listed
<b>Education</b>	Confirmed
<b>Employment</b>	Confirmed
<b>Social Media</b>	Nothing of Concern Found

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\* Records are only available in this state for the past seven years and the candidate worked there prior to that period.

Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used be in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

**Background Check Summary for  
RICK JOHN RUDOMETKIN  
Personal Disclosure**

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**Personal Disclosure Questionnaire**

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Name of Applicant: Rick J. Rudometkin

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?  
Yes                      No ☒
2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?  
Yes                      No ☒
3. Have you ever declared bankruptcy or been an owner in a business that did so?  
Yes                      No ☒
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?  
Yes                      No ☒
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?  
Yes                      No ☒
6. Have you ever been charged with driving while intoxicated?  
Yes                      No ☒
7. Have you ever sued a current or former employer?  
Yes                      No ☒
8. Please list links to all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one. N/A
9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?  
Yes                      No ☒
10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant. N/A

Attested to: \_\_\_\_\_



Signature of Applicant

Please email this form via PDF DOCUMENT to [Monique@cb-asso.com](mailto:Monique@cb-asso.com) or via fax to (561) 621-5965 no later than 5:00 PM MST 05/15/2023.

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*CB&A Reference Notes*

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## Reference Notes Rick Rudometkin

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**Mark Hofman – Former Community Development Director, Snoqualmie, WA  
208-721-8548**

Mr. Hofman has known Mr. Rudometkin since January of 2020. Mr. Hofman worked for the city of Snoqualmie for seven years and was grateful for his time working with Mr. Rudometkin. Mr. Hofman was sad to see Mr. Rudometkin leave but understood his reasons for doing so.

When Mr. Rudometkin was first hired, the staff felt a little apprehensive because of his short tenure in Sammamish. However, after working with him and watching videos of Sammamish Council meetings, they realized that his supportiveness of the staff created problems with the Council majority at that time. The events since his departure have shown that he was on the right side of the issues, and his departure was not a reflection of him or his performance. He did an exceptional job in Snoqualmie, and while no one is perfect, he has a good memory and good instincts. Everyone hoped that he would stay a very long time and establish a home base in Snoqualmie. He has a calming personality and is a manager that you hope will never leave.

Following an Administrator who had been in place for many years, Mr. Rudometkin was very professional and fantastic. He learned very quickly and helped them through a difficult time. He provided the organization what was very needed and brought them through covid.

When bringing an issue to Mr. Rudometkin, he requests a recommendation as well. He asks for all sides as well as potential impacts, and then works with staff to find a solution. His depth of experience and patience is truly an asset.

Snoqualmie had a strong four term Mayor when Mr. Rudometkin was the administrator, which was unusual. The Mayor knew more than most elected officials because he was one of the first residents in Snoqualmie Ridge. Mr. Rudometkin handled that balance and everything else very well. Whether it was buying resources, working on grants, or working remote during covid, every decision in such a chaotic time was perfect. His leadership made a significant difference to the staff and organization.

While Mr. Hofman and Mr. Rudometkin may not have always agreed, Mr. Rudometkin was always respectful, and he listened. When the meeting was over, they left as one team no matter what the decision was. When they were working remote, he had to ensure accountability for the staff even though he was not working alongside them and did so in a way that did not create any pushback. 99.9% of residents support his style, he is fiscally conservative and relatively risk adverse, but he also can make a decision.

Mr. Rudometkin is very responsive, almost immediately, to a highly demanding community. He recognizes that responding quickly with the right resource saves work and time in the long run. He is not shy about delegating or asking staff to contact residents. He requests that they return voicemails from constituents in a day, and emails in one or two days, if not immediately. He kept the staff very informed as well and was always respectful in his communications. His door was open, and staff could come in at any time to discuss City matters.

## Reference Notes Rick Rudometkin

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In 24 hours, Snoqualmie went from ‘business as usual with a high workload’, to ‘how are we going to survive a pandemic and can we even work’. Businesses were closed, construction was halted by the state, and everyone was worried. The Mayor was one of the first to contract covid and he had to step back. Mr. Rudometkin gathered everyone together and led them through the difficulties. He never showed stress or misspoke, and he was always patient. He was very even tempered.

Two thirds of Snoqualmie was built at the same time by the same developer who then left town, and because of this, it has a significant revenue issue. Mr. Rudometkin brought tools that helped for the short term. He walked them through the process and got facilitators. Even though he was fairly new to Washington State, he knew what tools were available and where to get answers. He stayed a few steps ahead of a very educated City Council and handled the matter sufficiently.

Everything they did was controversial to some degree. The Mayor was running for a state seat and was heavily involved in regional activities. He did not demand the staff participate in regional issues, but wanted them to know what was happening. Nothing was easy or boiler plate, but while Mr. Rudometkin was there, the City ran well. Mr. Hofman is not aware of anyone who has a negative opinion of Mr. Rudometkin.

Mr. Hofman would hire Mr. Rudometkin and wishes he never left. If Mr. Hofman was asked to recommend a City Manager, two individuals are at the very top of his list, Rick Rudometkin and Bob Larson. Both are very calm, but they get things done.

### **Words or phrases used to describe Rick Rudometkin:**

- Accountable,
- Friendly,
- Professional,
- Insightful, and
- Fun to work with.

**Strengths:** Good to work with, accountable, polite, very experienced, good skillset, very collaborative, has a nice depth of experience and patience.

**Weaknesses:** None identified.

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### **Kevin Lunsford – Former Police Chief, Huntsville, TX 936-662-1844**

Mr. Lunsford was the Police Chief in Huntsville, and he worked with Mr. Rudometkin from 2021 to 2022.



## Reference Notes Rick Rudometkin

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Mr. Rudometkin was easy to work with and very responsive when employees had a question. They worked together very well. His decisions in general are good. He was not brought in to be a change agent, but he was very innovative. He handled personnel issues which included disciplinary actions and made changes for the betterment of the organization.

Being very personable, Mr. Rudometkin works well with the public. He was always very respectful of everyone including the staff, citizens, and elected officials. He was never flippant or demeaning in his interactions. He responded positively in every situation, whether it was stressful or not. He was always full of energy and ready to go.

They did not work together on a daily basis but on the projects that they worked together on Mr. Rudometkin was very good about keeping everyone informed. Some of the projects included building a new police facility and going through the punch list. They also managed some issues with the animal shelter and preparing to build a new facility for the shelter.

During the construction of a new 40k square foot police facility, Mr. Rudometkin leveraged his vast experience and helped them through the process. He resolved every issue and did not hesitate to jump in. A few times they found errors, like a sink had been installed in the wrong place, and the construction company balked when asked to fix it. He followed through until it was corrected.

Mr. Rudometkin has not been involved in anything controversial, either professionally or personally. While everyone has detractors, Mr. Lunsford cannot recall anyone who dislikes Mr. Rudometkin. They worked well together, and Mr. Rudometkin is more enjoyable to work with than most government officials.

Mr. Lunsford would hire Mr. Rudometkin and highly recommends him. He is a nice person.

### **Words or phrases used to describe Rick Rudometkin:**

- Personable,
- Respectful,
- Dedicated, and
- Appropriately tenacious.

**Strengths:** Personality, thoroughness on getting the job done and following through.

**Weaknesses:** None identified.

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## Reference Notes Rick Rudometkin

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### **Bob Sterbank – City Attorney, City of Snoqualmie, WA 425-890-0232**

Mr. Sterbank worked with Mr. Rudometkin for about eighteen months from 2020 to 2021. Mr. Rudometkin was the Interim Manager and then was appointed to the position permanently. Mr. Sterbank handled external policy and provided direction on policy. Mr. Rudometkin ran the day-to-day operations.

An excellent manager, Mr. Rudometkin has a very approachable, easy-going personality. He likes to involve others and he kept Mr. Sterbank informed, which is important. The attorney cannot adequately advise the city if he is not involved. Mr. Rudometkin was also very open to legal advice, unlike some managers.

Mr. Rudometkin was very good about getting input and focusing on a practical outcome when making decisions. He consistently arrived at a good solution, which is one of the reasons that he was so good to work with. He maintained the organization at a high level notwithstanding covid challenges and staffing shortages. He managed the transition to zoom meetings and all of the other necessary changes from the pandemic.

One area important to Mr. Sterbank is communication and Mr. Rudometkin was very good at relaying data. He conveyed information to the executive team as they have their hands on most of the day-to-day decisions.

Mr. Rudometkin is very responsive. He is a calm, no-nonsense guy. He is very upbeat and positive. The pandemic was tough, particularly for those who contracted the virus as the effects often persist after the illness. He worked through every difficulty and was good at encouraging people to put infighting aside for the greater good. He also worked through the burnout that came with the shift to remote work and working longer hours with less staff. He brought his positive, cheerful, upbeat personality to every issue and circumstance.

While Mr. Rudometkin's departure from Sammamish was rocky, the organization was going through many challenges that were not of his doing. His tenure in Snoqualmie was very good and without any issues. His conduct and background would not concern an employer.

Mr. Sterbank would hire Mr. Rudometkin and highly recommends him. Everyone was uniformly pleased with his performance and disappointed when he left.

### **Words or phrases used to describe Rick Rudometkin:**

- Practical,
- No-nonsense,
- Upbeat,
- Positive,
- Brings out the best in others, and
- Collaborative.

## Reference Notes Rick Rudometkin

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**Strengths:** Approachable, good at details, well versed in public works, development issues and complicated capital projects.

**Weaknesses:** While not a weakness, he was more accustomed to a City Manager form of government.

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### **Matt Larson – Former Mayor, City of Snoqualmie, WA 425-444-3596**

Mr. Larson hired Mr. Rudometkin after their long tenured Manager took a new position. They were looking for an interim and Mr. Rudometkin was available, so they snatched him up. He settled in nicely, the staff liked him, and he worked well with the Council and with everyone. Generally interim managers are not a candidate for the permanent position, but they liked him so much they cancelled the search and offered him the job on a permanent basis.

Mr. Rudometkin has a very high EQ, he can come into a room and quickly make everyone feel comfortable. He shakes their hand and is very affable. He empowers employees to take ownership for their responsibilities. He managed employees to best showcase their individual strengths. He comes into a room with a smile and lights up the room, putting everyone at ease. He created an environment where people could acknowledge what went wrong, without being berated, and determine how to do better next time. He was always in a mode of positive improvement.

When Mr. Rudometkin was hired in Sammamish, there was much contention about growth issues and some activists successful ran for the Council to stop growth. Communities have three buckets to keep the lights on. They can raise taxes and fees, cut costs, or they can gain income through economic development. The Council at that time wanted to reduce taxes and fees, improve service, and stop growth all of which reduce city funding rather than increasing it. When the City encountered financial issues, they blamed everyone else. The City was quite dysfunctional at that time, and they chewed through several managers. Mr. Rudometkin tried to explain to them that they were going to be sued if they continued their course of action on a development agreement. The Council wanted to continue the unwise path they were on, and he separated from the organization. He is a high caliber manager, and he was treated atrociously.

In Snoqualmie the same trend was happening, and the same types of activists were winning seats. They were creating so much chaos, and they were in league with the activists in Sammamish who were so detrimental to Mr. Rudometkin's employment there. The situation felt very reminiscent to Sammamish, so when a position came open in Texas, he accepted it.

Mr. Larson would hire Mr. Rudometkin again in better circumstances, he was slightly risk adverse after Sammamish but has proven to be more independent in other positions.

## Reference Notes Rick Rudometkin

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### **Words or phrases used to describe Rick Rudometkin:**

- Collaborative,
- Personable,
- Mentors staff,
- Manages people well,
- Affable, and
- Very high EQ.

**Strengths:** Very collaborative leader, empowers staff, very flexible in his management style and leads in a way that plays to the employee's strengths, warm, affable, charismatic, always looking to improve.

**Weaknesses:** Snoqualmie has a Strong Mayor form of government. Mr. Larson was finishing his fourth term and was feeling burned out. They also had some turnover in the executive staff. Mr. Rudometkin did a wonderful job, but he was very vulnerable after his experience in Sammamish and leaned on Mr. Larson perhaps more than he normally would have. That said, the environment itself, plus covid, was extremely difficult and he did an admirable job with what he was handed.

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### **Stella Davis – Former County Commissioner, Eddy County, NM 575-302-9492**

Ms. Davis has known Mr. Rudometkin since his arrival at the County in 2013. She worked with him as a Commissioner until December 2018. They continue to stay in contact.

Mr. Rudometkin's job performance has been most excellent. He articulates well what he wants for the County and is knowledgeable in all aspects of County and State government. He is also excellent at educating himself further and sharing that knowledge with others.

When decisions have to be made, Mr. Rudometkin does very well. He always researches and thinks everything through during the process. He does not jump to conclusions when it is time to make a decision but is thoughtful. He does the same when it comes to hiring personnel. He ensures to get a good feel for each candidate to hire the best people for each position.

Ms. Davis would say that Mr. Rudometkin is innovative, a change agent, and someone who maintains an organization at a high-performance level. He has high expectations for himself and his staff, but he is always looking forward thinking outside the box for ways to move the County into the next phase.

Mr. Rudometkin also has top-notch problem-solving skills. He, Ms. Davis, and another elected official were out of town for a conference and during that time he received a call about an employee who had gone off the rails. He was a veteran who possessed a gun and had taken off

## Reference Notes Rick Rudometkin

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from the workplace. He was communicating with staff members in the office in an effort to resolve the situation. He also was in contact with the Sheriff's office giving them directions on how to handle this particular employee so that they could successfully secure the situation. At the end of the day, they were able to resolve the matter. However, he did not merely terminate his employment, but he ensured that the employee received the mental help that he needed.

Ms. Davis does not know of anything from Mr. Rudometkin's background that would be seen as embarrassing or unflattering if the press were to investigate. He is a family-oriented person who is caring and not rude or obnoxious to others.

### **Words or phrases used to describe Rick Rudometkin:**

- Outgoing,
- Articulate,
- People person,
- Thinks outside the box,
- Kind, and
- Caring.

**Strengths:** An articulate and caring individual with tremendous problem solving skills.

**Weaknesses:** At first he did not interact much with his employees until the Commission brought it to his attention.

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### **Bill Morris – Former Community Development Director, Roswell, NM 575-937-1162**

Mr. Morris met Mr. Rudometkin in 2013 when he came to Eddy County. He was the Community Development Director and they worked together for a little over a year. They continue to stay in contact mostly via community events.

Mr. Morris has always thought very highly of Mr. Rudometkin. He is smart, aggressive, open minded, and full of energy. He always had a great attitude and Mr. Morris truly enjoyed working with him. Additionally, he worked well with the Commissioners even when they could be challenging and difficult. He is very engaging, communicative, and knows how to speak to people and is respectful, but at the same time always gets his point across.

While Mr. Morris was still with the County he recalls Mr. Rudometkin being a good decision maker. He listens to others' ideas and input and then uses that information to move forward with a solid decision. Additionally, he is not the type of person who will continue doing the same things that others have done for years. He is innovative especially in terms of changing software and technology to make the organization more effective and efficient.



## Reference Notes

### Rick Rudometkin

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Mr. Rudometkin is a manager who is out and about in the community and amongst his staff. He is definitely a leader in the sense that he rallies his employees around the vision of the organization. Although, at times, he was forced to be in his office dealing with the daily business that is typical for running a County, between him and his Assistant Manager they formed a winning team to tackle all the aspects of managing in and out of the office.

In terms of stress Mr. Rudometkin dealt with it quite well. He is an individual with a religious component to his life that gives him peace. He is grounded and has found a healthy work/life balance. He is truly a well rounded individual.

Mr. Morris is not aware of Mr. Rudometkin having anything in his background that would be thought of as embarrassing. He knows Mr. Rudometkin had some issues while in California, but a good and bad side exists to every issue. Mr. Morris is not privy to any details from that situation and could not comment any further. He would absolutely hire Mr. Rudometkin if he had the opportunity. Mr. Rudometkin definitely excels when working in an organization and community that is interested in moving forward.

#### **Words or phrases used to describe Rick Rudometkin:**

- Smart,
- Energetic,
- Confident,
- Reliable,
- Forward thinking, and
- Not bound by tradition.

**Strengths:** An engaging and intelligent individual who interacts well with people.

**Weaknesses:** None identified.

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#### **Kenney Rayroux – Former Assistant County Manager, Eddy County, NM 575-706-1238**

Mr. Rayroux first met Mr. Rudometkin in 2013 when he came to the County as the Public Works Director. When he was promoted to Manager is when Mr. Rayroux began reporting directly to him. They not only worked together at the County, but they also served together as volunteer firefighters, albeit in separate departments. Mr. Rayroux worked with him until Mr. Rayroux's recent retirement in December 2018. They continue to stay in contact thus far.

Mr. Rayroux and Mr. Rudometkin enjoyed a solid working relationship that was a tag team effort. Mr. Rudometkin is very progressive and forward minded. He truly wants what is best for the residents and his employees. He is always questioning how they should be conducting business as a government entity. He promotes a team atmosphere and excels working in that type

## Reference Notes

### Rick Rudometkin

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of environment. He is a well-rounded manager who handles conflict well and was always fair in his dealings with his staff and the Commission.

Mr. Rudometkin does well in his dealings with the public. He not only gives back to the community in his role as a volunteer firefighter, but he is also visible at community meetings and events. He is well spoken at public meetings and forums and communicates his message eloquently. Additionally, he is excellent at keeping his staff informed of what is happening in the County and wants his employees to know what is going on at all times.

During Mr. Rudometkin's time working in California, he dealt with some elected officials who were misappropriating funds and from Mr. Rayroux's understanding of the matter, Mr. Rudometkin spent a large amount of time with the state ironing out that problem. He definitely learned the ins and outs of municipal finance from that experience. He was always savvy with the budget at Eddy County and knew what to do with its money.

During Mr. Rudometkin's tenure he has had to deal with his fair share of controversies, however one in particular turned into something that it should not have turned into. The Board wanted to increase the gross tax receipts for capital improvements primarily for some much-needed road improvement projects. What should have been taken care of and approved after only a few meetings turned into a nine-month fiasco where Mr. Rudometkin was attacked by the public. What the public failed to realize, however, is that the increase was put on the agenda by the Board.

While Mr. Rudometkin was in California a newspaper published that he had some anger issues, but he has since matured and changed. He is the type of person who will look into the mirror and do some self reflecting and he has worked through any prior weaknesses and has changed and improved. During the time that they worked together Mr. Rayroux only saw him visibly upset or mad a few times. Additionally, while he was in Colorado the municipality changed from a council manager form of government to a strong mayor. Unfortunately, the newly elected mayor tried to give his friends all of the public works contracts. The employees, including Mr. Rudometkin, filed a lawsuit against the mayor which has since been settled. Mr. Rayroux does not consider those past situations to be cause for embarrassment, but they might give some people pause when looking at him for a position.

Mr. Rayroux is not aware of Mr. Rudometkin having anything in his background that would suggest anything except high morals and ethics. He has never seen Mr. Rudometkin do or say anything that would imply that he would do anything illegal or immoral. Knowing what he knows about Mr. Rudometkin he would hire Mr. Rudometkin in a heartbeat if he were given the chance.

## Reference Notes Rick Rudometkin

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**Words or phrases used to describe Rick Rudometkin:**

- Personable,
- Hardworking,
- Dedicated to his team,
- Fair,
- Knowledgeable, and
- Well rounded.

**Strengths:** A well rounded professional who is forward thinking and genuinely wants the best for his organization and community.

**Weaknesses:** Sometimes if he believes they need to go in a certain direction it can be difficult to change his mind. However, if he is given more information and facts, he will reconsider his position.

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**Jon Henry – County Commissioner, Eddy County, NM 575-361-9904**

Mr. Henry has known Mr. Rudometkin since 2017 when he came onto the Board of Commissioners. He has worked with him as the Chairman since January 2019.

Mr. Rudometkin has done a fine job for the County. Every time that Mr. Henry has needed anything Mr. Rudometkin always helps him. Mr. Rudometkin has an excellent knowledge and understanding of municipal government. He does a wonderful job of bringing options to the board and doing what they ask of him.

Mr. Rudometkin is a combination of innovative and someone who maintains the organization at a high-performance level. Mr. Rudometkin serves as the liaison for the County to the oil and gas industry in their area. he has really pushed for the County, the oil and gas companies, and the constituents to work together on issues.

In terms of communication Mr. Rudometkin overall does well communicating with the Board. He does a fine job of getting them what they need most of the time, but Mr. Henry is sometimes surprised by issues. However, he is not certain where the breakdown lies and does not put the blame on Mr. Rudometkin.

Mr. Henry is not aware of any controversies involving Mr. Rudometkin since he has known him. He has no knowledge of anything in Mr. Rudometkin's background that would be considered embarrassing if the press were to go digging. If given the opportunity to hire Mr. Rudometkin, he would.

Reference Notes  
Rick Rudometkin

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**Words or phrases used to describe Rick Rudometkin:**

- Positive,
- Knowledgeable in his field, and
- When he understands the vision, he is good at following through.

**Strengths:** An excellent professional who is well versed in municipal government and who does what is asked of him.

**Weaknesses:** None identified.

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**Prepared by:** Lynelle Klein  
Colin Baenziger & Associates

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*CB&A Internet Research*

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**Internet – Newspaper Archives Searches**  
**RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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The Houstonian (TX)  
April 19, 2021

**Huntsville hires new Deputy City Manager Rick Rudometkin**

Author: Jordan Pemelton

On Tuesday, April 6 during the Huntsville City Council meeting, city manager Aron Kulhavy introduced **Rick Rudometkin** as the new deputy city manager. “I can tell you there is nobody happier to have him on board than I am,” Kulhavy said. “He has vast experience in working for local governments in several states.”

**Rudometkin** started on March 29 with the city of Huntsville and along with Kulhavy, **Rudometkin** will dive into major projects that the city has planned. “Major projects we are currently working on are the MLK Community center, new police and fire stations and the design of a new City Hall,” Kulhavy said. “The DCM assists in managing several departments for the city and also helps drive projects from the council’s strategic plan to completion.”

**Rudometkin** was previously living in Snoqualmie, Washington where he worked as the cities, administrative administrator. “The growing city, great opportunity, my in-laws are here in Huntsville, sunny weather and great welcoming people,” **Rudometkin** said when asked what brought him to Huntsville.

**Rudometkin** is the first to hold the deputy city manager position. According to **Rudometkin**, he hopes to support the vision of Huntsville, help department heads with their projects, and address citizen needs and issues while supporting the city council. “Since I am new, I want to provide great service, get to know the community and provide support wherever I can,” **Rudometkin** said. “Then, help make Huntsville the best place to live, work and play.”

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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Snoqualmie Valley Record (WA)

March 10, 2021

**With Snoqualmie's Rudometkin resigning, fire chief to serve as interim city administrator**

Author: Unknown

Snoqualmie City Administrator **Rick Rudometkin** has resigned and will be replaced, for now, by the city's Fire Chief Mark Correia. The city council appointed Correia unanimously at the March 8 council meeting. It is expected that the fire chief will serve in the role of interim city administrator for at least three months, overseeing the city departments. The city will begin the process of recruiting a permanent city administrator.

**Rudometkin** was appointed interim city administrator little more than a year ago, in January 2020. The council approved him as the full time administrator only last June. Prior to working for Snoqualmie, he served in the same position for Sammamish.

Mayor Matt Larson said **Rudometkin** started in his position during a snowstorm and following flood, and later the COVID-19 pandemic. "I'm very grateful for his service," Larson said. "He's got a very positive, upbeat attitude, and I think we couldn't have been served better."

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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Living Snoqualmie (WA)

June 11, 2020

**Snoqualmie City Council names Rick Rudometkin permanent city administrator**

Author: Danna McCall

On June 8th, the Snoqualmie City Council approved the hiring of **Rick J. Rudometkin** as its permanent City Administrator. He has served as the interim city administrator since January 3, 2020 when Bob Larson left to head the city of Gig Harbor.

According to a city news releases. **Rudometkin's** role in Snoqualmie started with a major January snowstorm, followed by February flooding, and is now managing the city's response to the COVID-19 pandemic. "This has been a very interesting and rewarding start for a new job," said **Rudometkin**. "I've had the opportunity to dive into the thick of city operations during three crises, allowing me to quickly become a member of a great team of city employees. I have the challenge of leading in the new 'abnormal' and it has taught all of us new methods for serving our wonderful community. I look forward to a long tenure here in Snoqualmie." "I look forward to working with **Rick** as we move through the current crisis and beyond," said Mayor Matt Larson. "He has proven to be a strong leader over the past six months and has gained the respect and trust of our city council and employees."

**Rudometkin's** permanent role as Snoqualmie City administrator was approved by a vote of 6-1, with Councilmember Peggy Shepard voting no. He has served in city and county government since 2003 in California, Colorado, and New Mexico, and was most recently employed at the City of Sammamish in 2019 for approximately 6 months. He entered into a separation agreement with Sammamish, which has gone through multiple city managers over the past four years.

Per the city news release, **Rudometkin's** previous positions include County Manager for the County of Eddy in Carlsbad, New Mexico; Public Works Director for the County of Eddy; Streets Division Manager for the City of Colorado Springs, Colorado; and Chief Administrative Officer for the County of Modoc, California. In addition, he worked for the City of Dana Point, California, and has nine years of experience working for an engineering/project management company.



**Internet – Newspaper Archives Searches  
RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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Snoqualmie Valley Record (WA)  
January 10, 2020

**Snoqualmie mayor appoints new interim city administrator**

Author: Natalie DeFord

Snoqualmie Mayor Matt Larson has appointed former Sammamish city manager **Rick Rudometkin** as Snoqualmie interim city administrator. He takes the position left by longterm Snoqualmie city administrator Bob Larson, who is now the city administrator in Gig Harbor. The appointment was scheduled for confirmation from the city council at its Jan. 13 meeting, but that meeting has been rescheduled to Jan. 15 due to snow. **Rudometkin's** name has appeared on recent city meeting agendas, including for the Jan. 7 parks and public works council committee meeting, where he is listed among present staff.

The city of Snoqualmie put out a news release Jan. 10, announcing his appointment. "I am excited to work with **Rick**, who comes to Snoqualmie with an impressive depth and breadth of municipal governance experience that will benefit our community," Mayor Larson said in the release. The Sammamish City Council at its Nov. 19, 2019 meeting authorized the mayor to enter into a separation agreement with **Rudometkin**. He had started that position in May of 2019. He is just one of several city managers Sammamish has gone through in recent years.

**Rudometkin** was given the nine months of severance pay owed him, as per Sammamish's employment agreement with him, plus three additional months of severance pay in exchange for release of all claims and assistance with a smooth transition. That motion passed 6 to 1 with Sammamish Councilmember Ramiro Valderrama against extending the severance pay.

**Rudometkin's** resume of government experience goes back to 2003. Before he worked for Sammamish, he held other positions including for the County of Eddy in Carlsbad, New Mexico, where he worked as public works director and then county manager for about 6 years. He also worked for the city of Colorado Springs, Colorado, as streets division manager, and for the county of Modoc, California, as chief administrative officer.

**Rudometkin** is a manager with ICMA (International City-County Management Association) and also holds a Woodbury University business degree as well as several public services certifications. "I am pleased for the opportunity to serve this beautiful and vibrant community and look forward to working with the mayor, city council and residents," **Rudometkin** said in the Snoqualmie news release.

**Internet – Newspaper Archives Searches**  
**RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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Sammamish Comment (WA)  
November 19, 2019

**City Manager fired**

Author: Mike Mullor

The Sammamish City Council voted 6-1 tonight to authorize the Mayor to enter into a separation agreement with City Manager **Rick Rudometkin**. The vote authorized a one year severance pay for **Rudometkin**, who started last May. **Rudometkin's** contract entitled him to 9 months of severance pay. The Council voted to grant him additional three months in return for a "smooth transition" and release from litigation. Council Member Ramiro Valderrama objected to the additional three months severance.

No reason was given to the decision, likely because the decision was discussed in an executive session and is therefore confidential. The Council unanimously voted to appoint Deputy City Manager, Chip Corder, to an acting City manager.

**Internet – Newspaper Archives Searches**

**RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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<https://patch.com/washington/sammamish/sammamish-city-council-picks-new-city-manager>  
March 20, 2019

**Sammamish City Council Picks New City Manager**

**The Council whittled down a list of five candidates in a final round of interviews conducted on Sunday.**

Author: Neal McNamara

The City Council has picked a county executive from New Mexico to be the new city manager. **Rick Rudometkin** managed Eddy County, New Mexico, and was a finalist for a similar job last spring in southeast Washington.

**Rudometkin** was one of five candidates who went through a final round of interviews with the City Council on Sunday. Citizens were able to meet the finalists at a meeting last Thursday.

According to his resume, **Rudometkin** was the public works director in Eddy County before becoming county manager. The county is in a rural area in southeast New Mexico along the Texas border. He holds degree in business management from Woodbury University in Burbank, Calif.

Last spring, **Rudometkin** was one of two finalists for the county manager job in Clark County. In 2015, he lost a bid to become county manager of Bernalillo County, which is where Albuquerque is.

**Internet – Newspaper Archives Searches  
RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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<http://cqrcengage.com/asce/app/document/29478789;jsessionid=vcwzmv3xvdbfx8zptmxzqs06>

ASCE-  
August 18, 2018

**Eddy County Board of County Commissioners unanimously approve right-to-work ordinance**

The Eddy County Board of County Commissioners adopted a right-to-work ordinance that would prevent employees from being required to pay membership dues or join unions. The commission unanimously approved the ordinance July 17.

Eddy County Manager **Rick Rudometkin** recommended that the county proceed with the adoption of the ordinance despite an ongoing lawsuit against Sandoval County by two unions regarding right-to-work in New Mexico.

Carla Sanntag, a representative of the nonprofit New Mexico Business Coalition, said data has proven right-to-work benefits workers, economies and business. "Wages go up. Real disposable income is generally \$2,200 higher than in states without," Sanntag said. "Thank you for putting your citizens and those in New Mexico ahead in your decision today."

County Commissioner Stella Davis said she hopes the ordinance will encourage business to move into Eddy County. "I think New Mexico needs to move forward on this. It's important for site selection; we've heard our local department of development and the Artesia department of development say how important it is to them. It costs more money to do business in New Mexico and I think we need to show the rest of the country that we are business friendly." Davis said.

New Mexico State Rep. Cathrynn Brown (D-54) agreed that the ordinance may prove Eddy County more desirable for business. "Anything the commission can do to make this a more friendly business economy would benefit us," Brown said. "I fundamentally believe that people have the right to decide what people want to belong to and what they don't. There is all kinds of testimony given about how unions are benefit from right to work ordinance because unions have to make their case about how they're benefiting the worker."

The New Mexico Federation of Labor said right-to-work laws actually have the opposite effect. "'Right to work' laws always result in lower wages and more dangerous working conditions in states where they are in effect," their website reads. "Site Selection Magazine and other research consistently ranks the availability of a skilled, educated workforce as a top driver of economic activity.

"'Right to Work' laws will deeply harm existing union apprenticeship programs and training facilities that do the invaluable work of certifying New Mexico's next generation of highly skilled craftsmen and women."

**Internet – Newspaper Archives Searches**

**RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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County Commission and Chair of the board Susan Crockett voted in favor of the ordinance despite the controversy over the issue. "I think this is something politics needs to stay out of," Crockett said. "It's about doing what is right and what is right for Eddy county, and I feel this is the right choice for us."

What legal issues are there?

The New Mexico Federation of Labor has filed a lawsuit against Sandoval County claiming that its right-to-work ordinance is illegal. The lawsuit states two unions -- the International Brotherhood of Electrical Workers, AFL-CIO, Local 611 and the United Food and Commercial Workers, AFL-CIO, Local 1564 -- will be negatively impacted by the ordinance.

State Attorney General Hector Balderas has issued an opinion saying state law does not give counties the authority to pass right-to-work ordinances.

**Internet – Newspaper Archives Searches**  
**RICK J. RUDOMETKIN**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

Targeted News Service (USA)  
July 13, 2018

**Three Earn New Mexico Certified Public Manager Designation From NM EDGE**

New Mexico State University issued the following news:

Three public officials have joined the ranks of New Mexico Certified Public Manager, the feature and nationally accredited program of NM EDGE.

Lawrence Griego, Sandoval County appraiser supervisor; **Rick Rudometkin**, Eddy County manager; and Michael Steininger, New Mexico Department of Finance and Administration special director, received the top tier designation from the NM EDGE certification program.

They joined 17 public officials, who earned other designations, during the New Mexico EDGE County College graduation at the New Mexico Counties annual conference in Socorro on June 21.

NM EDGE, which stands for Education Designed to Generate Excellence in the public sector, is a program administered by New Mexico State University's Cooperative Extension Service. "The certified public manager designation is the culmination of 60 three-hour classes, plus a supervised capstone project," said Mary DeLorenzo, program director. "They have each earned their certified public official and certified public supervisor designations prior to receiving this culminating certification." The three recent graduates join 13 other county, municipal and state public officials who have earned this title.

"Completing this program has given me a wonderful sense of accomplishment," **Rudometkin** said. "As a leader, I continue to have a renewed focus and vision to be the best I can be. I am very thankful that there is a program that provides practical continuing education for those of us that serve the public."

**Rudometkin** has also earned the certified advocate for public ethics designation at an earlier date.

Roswell Daily Record (NM)

December 7, 2017

**Eddy county leaders spend time in jail**

Author/Byline: Mike Smith

Eddy County Detention Center Warden Billy Massingill gave county leaders an up close look at the inner workings of the county lock up Tuesday. "I think it's state mandated," Massingill said. Massingill added that jail operations take up 35 percent of the county's budget. "Thirty-five percent of that funding you want to be pretty in tune with what's going on with it," he said.

During the tour which included all five county commissioners and **Rick Rudometkin** county manager and Kenny Rayroux assistant county manager, Massingill told them of the staffing shortages that the jail has been with. "It's a particular craft," Massingill said of working in a jail setting. He said when he talks to children of their adulthood career activities, most want to be a police officer or doctor. "I've never had anybody say, 'I want to go to work where all the bad people are.' You have to have individuals that want to do that," he said. Massingill said once they find those people who want to work in the jail they must meet certain criteria.

Massingill said there are 15 positions within the Eddy County lock up that have been frozen for sometime due to the county's budget situation. County finances appear to be picking up and Massingill said those positions are being talked about. "The county manager and I have talked one-on-one to try and free up some of those individual spots," he said. "One of the things were trying to get accredited through the New Mexico Association of Counties and some of those criterias have guidelines and we want to meet those guidelines are people that are overseeing those guidelines."

During the tour, county officials were told of tier time. "That's a tier rotation in our Alpha pod," Massingill said. "You have one group of individuals say on the top tier that will be locked down the majority of the day and then they come out the end of the day." Massingill said inmates are able to come out and eat their meals while they are locked away. "Then at the end of the day their able to come out and take their showers and call their family. The opposite happens the next day. So their locked down and the opposite tier is now locked down for the entire day," Massingill said.

County leaders also toured the former juvenile detention facility. Massingill said it was closed down due to numbers. "The average population for a juvenile was four," he said. "Today we have three, when I first got here we were busing out or having other entities keep our adults and the peak of that number was 71." He said that was costing the county a lot in per diem. "So now what we do is the services or the individuals that we use for retention or holding our inmates we try to keep them local in Lea County or Chaves County so they can get to their courts and come back-and-forth," he said. Massingill has been the warden for three years.

**Internet – Newspaper Archives Searches**  
**RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
November 9, 2017

**County manager receives pay raise**  
**Salary increasing 2.5 percent to \$180,700**  
Author: DeJanay Booth

Eddy County Commissioners voted 4 to 1 to increase County Manager **Rick Rudometkin's** annual salary in a closed session Tuesday. **Rudometkin** was given a 2.5 percent raise, increasing his salary from \$176,300 to \$180,700.

Commission Chairwoman Stella Davis said **Rudometkin**, who became county manager in October 2013, had not received a salary increase since 2014. The increase will come from the commissioner's contingency fund.

"I really appreciate the BOCC (Board of County Commissioners) and the increase they gave me," **Rudometkin** said in an emailed statement. "(I am) looking forward to helping the BOCC move our county forward into the future."

County commissioner Jon Henry declined to give a reason for voting against the raise citing the issue as a personnel matter.

Since he was hired, **Rudometkin** has received about \$60,000 in pay increases. When **Rudometkin** was first hired he was given an annual salary of \$120,000. An annual review of his performance is part of his employment contract with the county. A cost of living adjustment and a salary comparison resulted in a salary increase – \$130,961 – in January 2014.

In November 2014, **Rudometkin's** salary was again increased by about \$42,000 – with approval from county commissioners – to \$172,000, according to county officials. County commissioners were accused of violating the Open Meetings Act when they approved the 2014 raise. There have been no other determinations regarding the actions of the Eddy County Commissioners in relation to the Open Meetings Act since then.

In January 2016, all county employees received a 2.5 percent cost of living adjustment, according to county officials, increasing **Rudometkin's** salary to \$176,300. "He worked hard for that," Davis said. Davis was not on the commission at the time of the 2014 allegation.

**Rudometkin** is not the highest paid county manager in New Mexico. He ranks slightly behind Lea County Manager Mike Gallagher, who is paid a \$196,267 yearly salary. According to Lea County officials, Gallagher has been county manager since 2010 and received a recent pay raise in June 2017. County managers in Bernalillo, Chaves, Santa Fe, Dona Ana and San Juan County receive an annual salary between \$140,000 and \$180,000. Sandoval, Sierra and Rio Arriba county managers earn annual salaries between \$113,000 and \$125,000. Otero County's manager earns about \$92,000 and Cibola County's interim manager earns \$75,000.



**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)

June 7, 2017

**County OKs \$125K for brine well****Commissioners say state left them with no choice but to contribute the funding**

Author: Adrian C. Hedden

County officials said they were "blackmailed" by the state of New Mexico into approving a \$125,000 appropriation for studies of the Carlsbad Brine Well to prevent its collapse. Commissioners said Tuesday they had no other choice but to contribute the funds to get the problem solved, despite their insistence that the state is to blame for the danger posed by the brine well.

Carlsbad and Eddy County leaders said in recent public meetings that the state should take responsibility for the brine well. The state collected profits from the well which it licensed and ultimately decided to close in 2008 when the ground was found unstable.

"Call it blackmail, call it coercion," said County Manager **Rick Rudometkin**. "Bottom line is they wanted some skin in the game. We're going to get sued regardless if that thing falls."

Vice Chair Susan Crockett moved to add language to the resolution absolving the county of liability. "Eddy County is accepting no ownership of the Carlsbad Brine Well," Crockett said before the vote. "We're only approving the money of the appropriation to go to the state."

Commissioner Jon Henry voiced his displeasure at the vote. "We're putting \$500,000 to see if we can fill a hole," he said. "We're not actually using it to fill the hole. That's great. I'm entirely against it, but if that thing falls, with the economic impact to Carlsbad, what choice do we have?" But Crockett and Chair Stella Davis could not deny the importance of fixing the well by any means necessary. "If we don't do this, it's going to put a target on us with our constituents," Crockett said.

Davis said she heard concerns from Carlsbad residents, especially in the southern area of the city, urging officials to find a solution soon. "It's not if it collapses, it's when," Davis said. "I know a lot of constituents have asked us to please put the \$75,000 in."

The county and City of Carlsbad both initially approved \$50,000 each earlier this year under the assumption the state would contribute \$400,000. In April, House Bill 2 was passed by the Legislature requiring Eddy County and the City of Carlsbad together to come up with half of \$500,000.

Carlsbad city councilors approved a \$125,000 line item in the city's budget and are planning to vote for final approval at a June meeting. The money will be used to study the brine well which is danger of collapsing and creating a massive sinkhole that experts said would destroy infrastructure and kill residents.

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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Experts testified before state house and senate committees during the regular New Mexico Legislative session that remediation would cost up to \$25 million, while the well's failure would cause up to \$1 billion in damages and litigation. The study will ultimately result in a Request for Proposals (RFP) to begin construction efforts to remediate the well before collapse.

District 1 Commissioner James Walterscheid, whose district contains the potential sinkhole, said the money the state did earmark for the well was not something to scoff at. "This is the fix they came up with," he said. "We may not like it, but this is it. I can't believe we got a dime. I was shocked. We ought to be thankful. I don't think we have a choice."

The Carlsbad Brine Well Remediation Advisory Authority will convene July 1. They are tasked with finding a solution to the brine well. Members will be from Carlsbad, Eddy County and New Mexico governments.

**Internet – Newspaper Archives Searches**

**RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)

May 26, 2017

**Commission OKs tax hikes**

**Residents, officials express opposition to the three new ordinances**

Author: Maddy Hayden

Correction: District 2 County Commissioner Jon Henry voted against an ordinance raising gross receipts tax to pay into the state's Safety Net Care Pool Fund. District 3 Commissioner Larry Wood voted in favor of the ordinance. Their votes were incorrect in a Friday story in the Current-Argus.

Taxes paid by Eddy County residents will increase as of Jan. 1, 2018, after the county commission voted to pass three new gross receipt taxes on Tuesday morning. All three ordinances were met with opposition from members of the public, elected officials and commission members.

The first, a 1/12 of 1 percent levy to be paid into the newly created Safety Net Care Pool Fund, was approved by all commissioners but District 3 Commissioner Larry Wood.

A 1/8 of 1 percent gross receipts tax to benefit the Eddy County Detention Center passed 4-1 with District 2 Commissioner Jon Henry dissenting. Henry also voted against the third ordinance, a 1/8 of 1 percent general purpose gross receipts tax, as did District 1 Commissioner James Walterscheid.

The third ordinance was amended to include a sunset date of Dec. 31, 2019, at which point county manager **Rick Rudometkin** said the county will reevaluate the state of the oil and gas industry in the area.

All told, the increases equal an extra 30 cents for each \$100 spent by consumers on services, with food and medicine excluded.

Tensions ran high at times as several Artesia residents expressed opposition to the increases. The additional taxation will increase the city's gross receipts tax rate to 8.15 percent, above the 8 percent "magic number" **Rudometkin** said can adversely affect business transactions.

Carlsbad Current-Argus (NM)

May 5, 2017

**County slashes budget before approval****Several reductions in works to shore up revenue deficit, counter expanding cuts**

Author: Adrian C Hedden

Several budget cuts are being planned by Eddy County to account for shortfalls in revenue and increased state cuts. Last year's total funding for the county was about \$110 million, while this year's cuts brought funds down to about \$99 million. Budget losses were attributed to millions of dollars in unfunded state mandates, along with losses in tax revenue from the oil and gas industry.

Commissioners feared more state cuts could be coming as New Mexico lawmakers are expected to enter a special session this month to grapple with the state's still unapproved budget. The proposed county budget was presented to Eddy County commissioners at Thursday's special meeting for final changes before it is brought back for approval via a vote at a May meeting.

The budget presented to commissioners was balanced, with a \$300,000 in contingency funds. Commissioner Jon Henry proposed freezing any staff raises in the upcoming fiscal year to save money and worried the county would have to make salary reductions. County **Manager Rick Rudometkin** said the county has never had to make salary reductions.

"I would rather do no increases now rather than doing a salary reduction in the future if it's going to be as bad as we think it is," Henry said. "I would rather protect our staff now." After a divisive and unpredictable state legislative session, Henry argued for funding for lobbying services for both Artesia and Carlsbad. He said lobbying efforts should be focused on Santa Fe. Artesia's lobbying budget was initially cut completely, while Carlsbad's was set at \$90,000. Commissioners agreed to split the funding evenly between each city to use to lobby next year.

"What we heard in Washington is the Trump administration is pushing everything to the states," Henry said. "It's going to be devastating to us, because we have a very confused, liberal state. We need to stay proactive or we're going to lose. If we don't spend more in Santa Fe, we're going to regret it."

Funding for professional services in Carlsbad, Artesia, Hope and Loving was reduced by almost half in each community. **Rudometkin** said funding was lower than the cities had requested in all four cases. "They can ask for the moon, but we can't afford the big numbers," he said. "They have to provide services either way. We would love to give the cities more money, but we just don't have it."

Carlsbad's funding in FY 2017 was at \$571,000, but next year was reduced to \$250,000. Artesia saw a reduction from \$360,000 to \$150,000 Hope went from \$33,300 to \$10,000 and Loving was dropped from \$58,500 to \$20,000.

**Internet – Newspaper Archives Searches**

**RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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Professional service agreements, which appropriated county funding to several public organizations throughout the Eddy County, were also on the chopping block at Thursday's budget workshop with county commissioners.

Compared with fiscal year 2017's budget, next year's budget initially cut about \$557,000 to the PSAs, removing county funding from almost all of the agreements. Commissioners used almost all the county's contingency money replacing funds to multiple PSAs.

Contracts could be negotiated with PSAs in the future, but funding put in the budget will insure limits are set, **Rudometkin** said. "It's a place holder," he said. "We can go out and negotiate, but what if they request more than we have? PSAs are the big thing for discussion. They're very political."

Carlsbad Current-Argus (NM)

February 8, 2017

**County deals with budget woes**

Author: Adrian C Hedden

Eddy County is preparing for a continuously declining budget due to shrinking revenue from the oil and gas industry and unfunded state mandates. The Eddy County Board of Commissioners received a review of its finances at Tuesday's meeting led by Finance Director Roberta Smith and County Manager **Rick Rudometkin**.

Eddy County budgeted \$19.5 million for oil and gas during the 2015-2016 fiscal year. The county's expected budget this year is \$15.7 million, about \$4 million less. And with the county's general fund showing a \$1.6 million deficit, officials are looking to find alternative sources of revenue and preparing to finalize the adjusted budget before bringing it to the commission for approval. "We get a lot of flak for overspending," Smith said. "But we have kept the budget flat. We have continued to ask the department heads to stay within the means we have."

The latest year-to-date budget report from December showed the county's revenue at \$42.4 million, 60 percent of the budgeted \$70.8 million. Expenses were held at \$53 million, or 45 percent of the \$119.4 million expected. This leaves revenue at about \$10 million less than expenses.

Despite the declines, **Rudometkin** said the county needs to stay focused on improving infrastructure and repairing county buildings. He said to avoid spending on repairs could lead to higher costs in the future. "We've had commissions that were conservative. Nothing wrong with that," he said. "But when you don't fix things, you end up paying for them later when things cost more. Some things have to get done. Big picture is very important."

**Rudometkin** pointed to unfunded mandates imposed by the state legislature as creating a burden for Eddy County. He said taxes have been raised recently to counter money being taken for the state's initiatives. "I'm not a fan of taxes. I don't like taxes," **Rudometkin** said. "But they are what runs government."

Cuts to public service agreements the county holds with several local non-profit organizations are predicted soon, **Rudometkin** said. He estimated some PSAs could see funding cut by up to 25 percent. **Rudometkin** said he is planning to send a notification to all non-profits that operate under PSAs with Eddy County to inform them of the impending cuts. "I've no choice but to recommend cuts," he said. "We need to replace what the state has stolen, what the state has mandated we give them."

**Rudometkin** said the county will have to send the state \$5 million next year if the legislature decides to impose additional costs on the county for Medicaid expenses during its current session.

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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BOC Chair Stella Davis said the state mandates are leaving the county struggling in making up the difference. She questioned where the money the state received from the county during the oil boom two years ago went. "I want the community to know Eddy County is going to do everything they can to make it better," Davis said. "But when your hands keep getting tied by the state it's hard. They've constantly got their hand out. What did they do with all the oil and gas money when times were good?"

**Internet – Newspaper Archives Searches**

**RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

ICMA-<https://icma.org/articles/article/members-recommended-receive-credential-december>  
November 22, 2016

**Twenty-seven ICMA members have been recommended by the Credentialing Advisory Board to receive ICMA Credentialed Manager or Candidate status in December.**

The ICMA Credentialed Manager (ICMA-CM) designation has become widely respected, frequently requested in recruitment of positions, and cited in positive media coverage of public stewardship. Congratulations to the following members, who have been recommended by the Credentialing Advisory Board to receive ICMA Credentialed Manager or Candidate status in December.

ICMA Credentialed Managers are professional local government managers qualified by a combination of education and experience, adherence to high standards of integrity, and an assessed commitment to lifelong learning and professional development. Objections must be filed in writing to the ICMA Executive Director (via [credentialing@icma.org](mailto:credentialing@icma.org)) and received by December 16, 2016.

ICMA Credentialed Manager Candidates  
**Rick J. Rudometkin**, Carlsbad, NM



**Internet – Newspaper Archives Searches**  
**RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
October 5, 2016

**Rudometkin contract renewed**

Author: Jessica Onsurez

Eddy County commissioners reviewed the performance of County Manager **Rick Rudometkin** in a closed session Tuesday. Royce Pearson, chair of the Board of County Commissioners, said that no changes were made to **Rudometkin's** current salary or benefits. "In essence there were no revisions, it (the contract) was renewed with no changes for one more year," Pearson said following the meeting.

**Rudometkin's** contract wasn't adjusted in 2015 either after an annual review, when then-Commission Chair Susan Crockett said raises for county employees were also on hold because of budget issues. **Rudometkin** was hired in 2013 with an annual salary of \$120,000. An annual review of his performance is part of his employment contract with the county. A cost of living adjustment and a salary comparison resulted in a raise in his salary to \$130,961 in January 2014. His current annual salary is \$172,000, according to county records.

**Internet – Newspaper Archives Searches**

**RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

Roswell Daily Record (NM)

September 10, 2016

**Grand jury's disbandment not to be appealed; New grand jury initiative unfolding in Eddy County**

Author/Byline: Jtucker

Eddy County petition

Marcy Britton of Albuquerque, who in 2001 spearheaded a citizen-petition grand jury in Valencia County to investigate claims of animal cruelty at the Valencia County animal shelter, is organizing a citizen-petition grand jury in Eddy County to investigate claims of wrongdoing. Britton said she was contacted by Eddy County residents to help launch a citizens' petition for a grand jury investigation because she has successfully done them in Torrance and Valencia counties.

"We, the undersigned registered voters of Eddy County, hereby petition the judges of the Fifth Judicial District, pursuant to Article II, Section 14 of the New Mexico State Constitution, to convene a grand jury to investigate allegations of malfeasance, conspiracy, misappropriation of funds, misrepresentation of Eddy County manager's contract, salary increases of Eddy County manager and/or any other illegal or fraudulent acts occurring in Eddy County, New Mexico, committed by any individual(s) associated with or employed at any time by Eddy County," the petition states.

Britton told the Daily Record Friday she's shooting for 800 signatures to meet and exceed the threshold of 2 percent of Eddy County's registered voters. "Citizens in Eddy County are frustrated with their efforts to get the (Attorney General) and (Office of the State Auditor) to investigate exorbitant raises given by the Eddy County commission to the County Manager **Rick Rudometkin**," Britton said Friday. "In 13 months, he has received a 44 percent increase going from \$120,000 to 172,000."

Britton said the Attorney General's office found multiple examples of Open Meetings Act violations by the Eddy County commission. "They gave the county the chances to re-vote on everything, but people are very frustrated about that, because they didn't see any of this in action," she said. "All the county commissioners did was just vote on it. It wasn't open for public discussion. It was thrust on the county, this raise. "They may not have even realized they were violating the Open Meetings Act. They may not have realized that in this economy, and with Artesia just facing the 10 percent cut in salaries, that this was not an appropriate use of taxpayer money to pay this guy such an exorbitant raise. And it's not in his contract either. His contract specifies he can get a cost of living increase and an annual review, nothing like the 44 percent raise in 13 months. That is not in his contract." Britton encouraged registered voters in Eddy County interested in signing the petition to call her at 505-292-1472.

[http://www.dchieftain.com/news\\_stream/new-mexico-association-of-counties-workers-compensation-self-insurance-pool/article\\_1e1b12d0-3e27-11e6-a7fd-c7d6a5a6f683.html](http://www.dchieftain.com/news_stream/new-mexico-association-of-counties-workers-compensation-self-insurance-pool/article_1e1b12d0-3e27-11e6-a7fd-c7d6a5a6f683.html)  
June 29, 2016

## New Mexico Association of Counties' Workers' Compensation Self-Insurance Pool elects board members

Jun 29, 2016 

    

**SANTA FE** – The New Mexico Association of Counties (NMAC) held its 80<sup>th</sup> Annual Conference in Lea County the week of June 20. Member representatives of the Workers' Compensation Self-Insurance Pool attended the Pool's annual general membership meeting in Lea County on June 22 and held elections for geographic district Board of Director positions.

The Board welcomes one new member: Eddy County Manager Rick Rudometkin, who represents geographic district 4, comprised of De Baca, Roosevelt, Lincoln, Chaves, Otero, Eddy and Lea Counties. Rick was elected to the board at its May 12 meeting to fill a vacancy left by Chaves County Public Services Administrator Brenda Sanchez and was elected by the membership to serve the current two-year term. Rick also serves on the Multi-Line Pool Board of Directors and was elected secretary/treasurer at its March 9 meeting.



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Carlsbad Current-Argus (NM)

June 8, 2016

### **County speaks on OMA issues**

#### **Commission is still facing opposition after violations**

Author: Connie Lee

Eddy County Commissioners faced contention from two residents regarding the previous board's violations of the Open Meetings Act during a board meeting Tuesday. The New Mexico Office of the Attorney General found the previous board to be in violation of the OMA for failing to provide specific descriptions for multiple 2014 commission meetings, according to a May letter to the commission. The current commissioners were given the opportunity to cure the violations at Tuesday's meeting by voting again on the past closed meeting items.

Cas Tabor, the county's attorney, said he discussed the letter with the Office of the Attorney General following the finding of the violations. The letter said county employee raises, including one given to County Manager **Rick Rudometkin**, were invalid because they had been approved in closed meetings with generic agenda descriptions. **Rudometkin's** salary was increased twice in 2014, raising his salary from \$120,000 per year to \$172,000 a year in total, according to documents in the AG's letter. **Rudometkin** declined to comment.

But Tabor said Tuesday that the employee raises were not approved in closed meetings, but rather in open budget meetings. "They looked at the April 15 and the May 6 minutes and then weren't able to visualize the fact that there was a closed session and then there was a budget meeting where personnel salaries, capital outlay, all the different aspects of budgeting (were discussed)," Tabor said. "Every department of the county was discussed in an open meeting April 15 and May 6."

He said the AG's office dropped multiple violations, but that he agreed to keep the raises on the agenda for Tuesday's meeting. "They admitted their confusion about the votes that were at the end of these budget hearings," Tabor said about his discussion with the AG's office. "And that's why a number of the items were withdrawn and only these six were put on the agenda today." However, one resident was unsatisfied with the explanation and raised his voice from the back of the room.

"You're having this meeting because you did not give the public an opportunity to comment before you voted," said Dan Banks, an Eddy County resident. County commissioner Royce Pearson ended Bank's comment by asking if he would like to be escorted out of the room. "Royce, you're going to have to escort a bunch of people out if you do that," said Ronald Barron, the resident who filed the original complaint to the AG's office.

The raises continued to be a hot topic of discussion at the end of the meeting as well, when both Banks and Barron decided to give public comments. Banks shifted his speech to address the same issue that he had brought up earlier in the meeting. He said the county's residents did not

**Internet – Newspaper Archives Searches**

**RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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have enough notice prior to the raises and that the county manager and assistant county manager were paid too highly. "Eddy County is the second highest paid management team in the State of New Mexico," Banks said. "What are we getting for \$304,000?"

Barron continued to denounce the vote made by the current board earlier in the meeting, saying that because some of the commissioners were not present on the board at the time of the raises, they were not qualified to vote. "How can someone that wasn't here, in the commission, wasn't county commissioner, make motions to vote on something that they weren't in closed session for?" Barron asked. "That I don't understand."

Three members of the current board, including Susan Crockett, Glenn Collier and Royce Pearson were members of the board at the time. Stella Davis and James Walterscheid were not.

Five other 2014 agenda meeting items found to be in violation of the OMA, including a motion to join a lawsuit involving the Endangered Species Act, were also passed at Tuesday's meeting.

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)

April 20, 2016

**Revenues affect county salaries**

Author: Connie Lee

With the downturn in the oil industry, Eddy County's plans for the fiscal 2016-2017 year budget may include cuts for all departments, freezes on all county employee salaries and on allocated positions in order to cut trim close to \$17.2 million off the budget.

County Manager **Rick Rudometkin**, Assistant County Manager Kenney Rayroux and Finance Director Roberta Smith presented the proposed budget to Eddy County Commissioners at Tuesday's meeting. Many of these actions were suggested in a letter from New Mexico's Department of Finance and Administration.

**Rudometkin** said when the county originally began planning for the next fiscal year, they had to find ways to cut about \$17.2 million. Adding in the freezes and cuts allowed them to drive down the number and create the final balanced budget of about \$76 million. The freezes would prevent county employees from receiving pay raises and promotions for the fiscal year. It would also prevent hiring additional allocated staff, excluding public health and safety positions during that same time frame.

**Rudometkin** said although the upcoming year would be tight, but the plan lacks any employee layoffs and would still allow the county to perform their usual activities. "Yes, it's hard to freeze raises and not give employees raises. Yes, it's hard to freeze allocated positions when we really need them," **Rudometkin** said. "Yes, it's hard to take material out of the road department when we need to fix roads. However, we can still function, we can still operate this next fiscal year, which is way more important than those other items."

Rayroux explained that capital requests, such as new vehicles and equipment, were calculated into the original \$17.2 million. By including the requests in the \$17.2 million, the county would be able to potentially grant them at a later time if revenue picked back up. "We asked them to include those things so that if things started turning around and they come back, they're going to be able to say honestly and truly to you, yes that was in our budget," Rayroux said.

However, the commission decided not to decrease Public Service Agreement (PSA) funding, which is used to contribute money to non-profit organizations. They plan to keep the amount the same by using \$189,000 from the contingency fund, which is money set aside for unforeseen circumstances or losses. PSA funding underwent a 10 percent cut last fiscal year.

Multiple commissioners said they understood the need to tighten their belts, but some disagreed on whether or not they should cut PSA funding by an additional 10 percent this year.

Commissioner Stella Davis said she thought it would be fair to decrease their funding. "We're

**Internet – Newspaper Archives Searches**

**RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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asking our county to give up money, to give up things, and yet we're not asking our PSA non-profits to give up anything," she said. "And I think the pain has to be across the board."

Commissioner Susan Crockett said she was against the cut and suggested strengthening their communication with the non-profit groups. "I'm not in agreement to cut them 10 percent this year," Crockett said. "I am in agreement that we meet with them and start letting them know so they have a year to start planning their budgets, because they're all in budget time right now and 'whammo' we're going to do another 10 percent when they are providing a service, they are constituents."

**Rudometkin** said the budget will be adjusted to reflect the decision on PSA funding and presented to the commissioners May 3 for approval.

**Internet – Newspaper Archives Searches  
RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
April 15, 2016

**REDA board approves budget  
\$1.5M deal reflects 7.31% cut from 2016**

Author: Jessica Onsurez

A \$1.5 million budget for fiscal year 2017 was approved by the board of the Regional Emergency Dispatch Authority (REDA) Thursday in Artesia.

Director of REDA, Robbie McCormick presented a budget to the board members that she said had been cut back to reflect dwindling revenues for Eddy County representing a 7.31 percent decrease from the 2016 fiscal year. That budget includes a freeze on salaries for the staff of the dispatch authority and virtually eliminates overtime, a move that McCormick said she discussed with staff prior to the presentation of the budget.

Board Member Vernon Asbill suggested that given the situation with revenues in the county and municipalities, future consideration might be given to not only pay freezes but salary cuts for staff at the dispatch authority.

McCormick said that she would prefer to eliminate positions rather than cutting salaries, should the situation warrant the consideration. McCormick told board members the approved budget also reflects choices to go with free or reduce administrative and operation costs, adding that it would be necessary to review those cost-saving solutions in 2018.

The budget was approved unanimously, but not without significant discussion. **Rick Rudometkin**, Aubrey Hobson, Vernon Asbill and Phil Burch were all present at the meeting. When asked by **Rudometkin**, president of the board and Eddy County manager, if the budget presented was adequate for the fiscal year and wouldn't require adjustment, McCormick said that she was confident the facility could manage through the fiscal year.

Board members also touched the subject of the dispatch authority's mandated Criminal Justice Information Services (CJIS) compliance; REDA has not been CJIS compliant in five years board members said, putting them at risk of closure.

It's a situation that McCormick said in the meeting isn't helped by present revenue difficulties. REDA serves as a consolidated dispatch center that takes non-emergency as well as 911 calls for Eddy County, excluding the city of Carlsbad. They serve the Eddy County Sheriff's Office, the Village of Loving, Hope, Artesia Police and Fire Departments and Eddy County Fire Services. The board will meet again May 19 at 11 a.m. at the Artesia City Council Chamber, 512 W. Texas Street in Artesia.



**Internet – Newspaper Archives Searches**  
**RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

US Fed News (USA)  
February 6, 2016

**NEW MEXICO EDGE GRADUATES 13TH CLASS DURING COUNTY  
ASSOCIATION'S LEGISLATIVE CONFERENCE**

New Mexico State University issued the following news release:

A graduating class of 40 public servants received certification in their fields recently through an education program administered by New Mexico State University's Cooperative Extension Service.

The nationally accredited New Mexico Certified Public Manager program administered by NM EDGE, which stands for Education Designed to Generate Excellence in the public sector, graduated its 13th class of public servants at a recent ceremony during the Legislative Conference of the New Mexico Association of Counties held in Santa Fe.

Since 2008, the program has certified 314 public officials with one or more designations. "We are proud to continue to bring new designation curriculum into our program," said Jon Boren, NMSU assistant dean and director of the extension service. "We strive to provide meaningful training to help our public servants to have better government through education."

Receiving designations were:

\* Eddy County: **Rick Rudometkin**, county manager, certified public official.

**Internet – Newspaper Archives Searches  
RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
December 19, 2015

**County receives clean audit for 2014-15  
Finance department implements change**

Author: Jessica Onsurez

County officials are pleased with the results of the 2014-2015 budget audit which received a modified opinion from the state auditor's office. "A clean audit is the goal of every agency," said County Manager **Rick Rudometkin**. "Coming to Eddy County and having this done is tremendous for all of us."

**Rudometkin** said that being good stewards of taxpayer money was part of the goal for county officials and the county finance department whose priority this cycle was to address findings in previous audits.

Previous yearly audits for Eddy County have been disappointing; in 2011 the county received a "disclaimer," and has had several findings in following years.

Finance Department Director Roberta Smith said that the finance department staff has hurdled several challenges in getting to this point. Those changes included addressing internal policy, inventorying around \$76 million in fixed assets, updating to electronic timekeeping and taking a new financial system live.

"All (administrators) our vision was to move forward more with technology, we wanted to go to a financial system that everyone could be on and it was a huge deal," Smith said. "Basically from January to the time we got audited in August of this year we made huge changes," Smith said. County officials are hoping that the clean audit will have positive repercussions for the county.

"This is a tremendous way to end our calendar year," said Commission Chairwoman Susan Crockett during Tuesday's commission meeting. "This is excellent news and what we've been striving for my three years on commission." "It's not just having the clean audit and knowing we are responsible and financially we're able to be accountable," she said adding that the county can benefit in eligibility for bonding and grants in addition to acting as fiscal agents.

While Smith said the long hours and hard work of the finance staff have paid off, the work continues to keep the trend going. "It's still going to be a challenge to stay on top," Smith said, citing that the largest challenge is implementing changing policies which are driven by regulations and requirements from the state auditor's office.

**Internet – Newspaper Archives Searches**  
**RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
October 21, 2015

**Eddy County manager not given raise**

Author: Current-Argus Staff

The county commission decided not to give the county manager a raise after his annual performance review.

"We as a BOCC (Board of County Commissioners) continue to be pleased with and support our county manager, **Rick Rudometkin**," said commission chairwoman Susan Crockett. "This has nothing to do with his performance whatsoever."

Crockett said that the decision not to give **Rudometkin** a raise has to do with the budget that the county passed this fiscal year.

Because the budget was zero-based, it allowed only for cost-of-living adjustments for employees, not actual raises. "We as a BOCC could not constitute a raise for our county manager when we could not give a raise to county employees," Crockett said. "Our county manager can ask for his contract to be reviewed at any time."

The commission conducted **Rudometkin's** performance review Tuesday during a closed session. No action was taken when the commission resumed the open meeting, meaning no changes, salary or otherwise, were made to **Rudometkin's** original contract from when he was hired two years ago.

**Rudometkin** has received cost-of-living increases and raises since signing the original contract. His current annual salary is \$172,000.

**Internet – Newspaper Archives Searches**

**RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
October 20, 2015

**Officials to review county leader**

Author: Katie J England

Eddy County's chief administrative officer will be undergoing a performance review, which could mean changes to his contract. The county commission will discuss County Manager **Rick Rudometkin's** performance in a closed session during its regularly scheduled meeting at 8:30 a.m. today.

Each of the five county commissioners received a written evaluation form that he or she will fill out and bring to the session. "We'll get copies of what they wrote, go over and discuss it," said Commission Chairwoman Susan Crockett. "We'll talk to **Rick**, then probably have more discussion without him in the room."

The commission will then come out of closed session to make changes, if any, to **Rudometkin's** contract. The county manager is evaluated once a year, according to the original contract.

**Rudometkin** was hired by the county two years ago, with a contract outlining a \$120,000 annual salary. A cost of living adjustment and a salary comparison resulted in a raise in his salary to \$130,961 in January 2014, said Cas Tabor, Eddy County attorney.

**Rudometkin** then received positive feedback at his interim performance review and first annual performance review, resulting in increases which raised his annual salary to its current rate of \$172,000. "Last year, he (**Rudometkin**) had a good performance review," Crockett said.

Carlsbad Current-Argus (NM)

October 7, 2015

**Treatment, not incarceration****Commission teams up with new initiative to help keep mentally ill out of jails**

Author: Katie J England

The Eddy County commission has agreed to participate in a program to reduce the number of people with mental illness in jails. "Stepping Up" is a national initiative with more than 100 counties signed up to participate. "It's a good networking initiative, because you can talk to other counties about how they're dealing with their mental illness in jails," said Commissioner Stella Davis, who originally proposed the idea to the commission.

According to the Stepping Up website, there are 2 million adults with mental illnesses incarcerated across the nation. Eddy County Detention Center Warden Billy Massingill said that anywhere from 40 percent to 50 percent of those that come through the detention center in Carlsbad suffer from some of mental illness, often diagnosed or untreated.

"Nationally, it's a huge topic, but for the state of New Mexico, it's even bigger," said **Rick Rudometkin**, county manager. "It's on the radar as one of the number one priorities for us."

Massingill said the mental health issues he sees inmates living with range from attention deficit disorder to post-traumatic stress disorder. The program's website mentions other disorders such as schizophrenia and depression commonly found in incarcerated populations.

And while some inmates are already on medication, many are not, Massingill said. Massingill also said that mental health and substance abuse often overlap, and that those who aren't incarcerated are left to fend for themselves in the community. "This is also trying to address some of their (mental illness, non-incarcerated) needs," Massingill said. "Where can they go, where can they get help?"

Passing the resolution allows the commission access to tools such as webinars and access to experts, the website said. Stepping Up has a series of action steps that guide counties to effectively facilitate access to treatment and provide alternatives to jail time for those with mental illnesses.

Davis said that participating in the initiative is free to the county, and though it's a national program, Davis said no one will be ordering Eddy County around. "This is an organization that provides tools to local communities to look at different avenues that we can address mental health," Davis said. "They don't have a finger in our pie."

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)

July 31, 2015

**County ends year with millions more than budgeted**

Author: Katie England

Eddy County commissioners were relieved to hear Friday that the county ended the 2015 fiscal year with millions more than it had budgeted for. The original budget showed the county ending the fiscal year June 30 with a nearly \$2 million deficit. Instead, there was a \$4.5 million surplus, meaning that some cuts made for the 2016 fiscal year can be negated.

Revenue came in at \$47 million rather than the \$42 million budgeted, and the county spent about \$1.4 million less than it had budgeted for expenses, said county Finance Director Roberta Smith. Though county officials had expected oil and gas revenues to keep the county from ending \$2 million in the hole as budgeted, they had not expected to have such a large surplus.

"We were not anticipating it being there," said County Manager **Rick Rudometkin**. "We anticipated it being about \$2-3 million. But we are very proud that it is a little bit over, because of the way oil and gas and everything else was."

The commissioners have made drastic cuts to next year's county budget over the past few months, cutting a \$10 million deficit down to zero in order to balance the budget. Every county department was affected as items such as vehicles or computers that are not automatically rebudgeted were denied for every department.

The county has now moved funds from the general fund to other county funds to purchase equipment that was previously denied by the commission. "I was glad to see money getting put back in for necessary items," said Royce Pearson, who acted as commission chairman in the absence of Chairwoman Susan Crockett.

The \$28.6 million left in the general fund at the end of the year also drew some negative attention from the state. "Because we had such a surplus, we were actually kind of targeted by the (state) auditor's office because we had such a high balance of unrestricted funds in our general fund," Smith said.

**Rudometkin** said that the auditor's office will sometimes target entities that have too much money in unrestricted funds because they want the tax dollars spent to benefit the taxpayers. As a result, a total of nearly \$14 million was transferred out of the general fund, including \$4 million to the road fund, \$1.5 million for the fire service complex, \$1 million to purchase vehicles for the Sheriff's Office, \$100,000 to the IT department and \$5 million to the capital improvement fund.

The \$5 million in the capital improvement fund can be used by the commission to grant requests from departments that were denied during the first budget go-round. "They (departments) will

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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come back to you (the commission) for the next three to six months, I imagine," **Rudometkin** said, adding that should the commission choose to deny those departments' requests, the money would stay in the capital improvements fund. After that transfer, there is still \$14.7 million left in the general fund, which is well above the \$8.8 million that the state requires the county to keep in reserve.

Commissioner Stella Davis cautioned that the commission still needs to be careful with the money. "We ended the year really well," Davis said. "That doesn't mean we have to spend all that money."

Davis also mentioned that, although she was happy to see \$4 million go to roads, that wouldn't go very far in fixing county roads. She said that "\$4 million is going to be gobbled up pretty quickly," emphasizing that she still thinks implementation of a two-eighths of one percent Hold Other changes made in the budget included cutting 15 percent from the commissioners' and county manager's travel budgets.

Many cuts made to the budget, including across-the-board 10 percent cuts to Public Service Agreements such as the service agreement with the city of Carlsbad, were left in place. Smith said that the balanced budget and surplus cash bode well for next year's audit. "This time last year, we weren't even balanced for the fiscal year," Smith said. "So we're already way ahead of schedule. I'm really confident that we'll get a good audit this year."

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)

June 25, 2015

**Eddy County Commission passes tax increase**

Author: Jessica Onsurez

An amended ordinance passed Thursday by the Eddy County Commission established a one-eighth of 1 percent increase of the gross receipts tax, which will generate money for unfunded mandates in the county. The approved ordinance also leaves the issue of an additional two-eighths percent increase to help fund road construction and repairs in the county up to the voters.

County Commissioners Royce Pearson, Glenn Collier and James Walterscheid voted in favor of the amended ordinance, proposed by Pearson. It passed 3-2. "I think we're all glad to be moving forward," said County Commission Chairwoman Susan Crockett, despite having voted against the amended ordinance. Commissioner Stella Davis was the second dissenting vote.

Even though County Manager **Rick Rudometkin** recommended that the county commissioners adopt the ordinance as written, Commissioner Vice Chairman Pearson instead proposed the amended version. The original Hold Harmless Gross Receipts tax proposal, which had been in consideration since April, would have implemented a three-eighths of a percent increase on any person engaging in business in the county, including municipalities.

The full three-eighths increase would have generated around \$15 million for the cash-strapped county. Instead the county will see about \$5 million come into the general fund next year, or about 1.25 cents for every \$10. That money will go toward unfunded mandates, including courthouse and detention center operations and renovations to the Eddy County Courthouse. Millions are also slotted to go to the state to help cover the county's share of Medicaid and the safety net care pool.

While public comments from the residents of Eddy County were few, those who spoke were strongly opposed to the additional two-eighths increase. "I suppose we have this new ordinance, but I feel it's deceptive," Regina Ballard said. "People say, 'Well, do you want the roads fixed or not?' as if that was the only choice you have."

But former Commissioner Tony Hernandez, who also spoke during public comments, said that the county's options are indeed limited when it comes to finding funds to address issues with county roads. "We're looking at \$190 million to fix roads that do not involve FEMA. That's a lot of money. You don't have that in the reserves. Where are you going to get it from? You're not, unless you impose this tax."

Hernandez formerly represented the southern district of Eddy County which has seen a growth in the amount of traffic generated by the oil and gas industry. Crockett said that area of Eddy County has been hit the hardest by the deterioration of roadways.



**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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"Seventy-five percent of (deteriorated) roads are in the southern part. I feel for those people. I lived down there, I drive down there and it saddens me," Crockett said. Crockett voiced her intent to vote in favor of the ordinance as presented without amendments. "If we don't do this, there's going to be no major projects, no loop road, no nothing," Crockett said.

The amended versions did not receive Crockett's vote. Davis also didn't approve of the changes that would have put off the issue until a November election. "I'm not for taxes; I have a husband who's not for taxes, but he's driving these roads with me and even he said we need to do something now," Davis said. "It's crucial that we bring our roads up to standard. I don't know what else to say except that there's liability out there. We have to get those (roads) done." Concerns arose about whether poor voter turnout in the county might determine whether or not the two-eighths increase will pass, placing the county in a difficult financial position when it comes to roads.

However, commissioners were more concerned with whether or not a September deadline would allow time to put the issue to vote. Commissioner Glenn Collier continued to be in support of allowing the issue to go to referendum, despite concerns.

The passage of the amended ordinance is already generating repercussions; commissioners voted to table two resolutions that would have allowed the county to progress with the development of the East Loop Road. "I'm a little disappointed that a lot of people feel like the referendum won't pass and I think we need to have more confidence in the people of Eddy County," Pearson said. If the referendum fails, the county has limited options.

Walterscheid said he had looked into other ways to raise the needed funds, but wanted the public to have an opportunity to be involved in the decision. "The one thing I keep going back to, I still think, is that people need a voice in putting a tax in. This isn't a little tax. It doesn't sound like a whole lot, but it can add up to a lot of change."

Artesia Mayor Phil Burch has been outspoken about his disagreement with the proposed gross receipt tax increases. Burch said, "Three-hundred million over 20 years is not required to run Eddy County. Eddy County is one of the wealthiest counties in the state of New Mexico. Instead of tax increases the focus should be on controlling expenses. Eddy County is not underfunded, Eddy County is overexpensed." The city of Artesia had already passed a two-eighths hold harmless gross tax receipts increase earlier this year.

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

Carlsbad Current-Argus (NM)

April 23, 2015

**Eddy County proposed budget must be cut by \$4.8 million**

Author: Katie England

The Eddy County budget will undergo cuts that will be "painful for all involved," a county official said. County Manager **Rick Rudometkin**, Assistant County Manager Kenney Rayroux and Finance Director Roberta Smith prepared a preliminary budget to present to the county commissioners for additional changes Tuesday. The final budget must be approved and sent to Santa Fe by June 1, Rayroux said.

Though the budget had already been slashed significantly from what was requested by county departments, the county still faces about a \$9.8 million deficit for the proposed budget for Fiscal Year 2015-2016. "We took the first cuts and took a \$12 million requested budget down to about a \$9 million dollar hole that we still need to fill," Rayroux told the commissioners on Tuesday. "Either by budget cuts or by pulling out of the general fund balance,"

Rayroux said that right now, he, **Rudometkin** and Smith estimate that the general fund will contain \$22 million at the end of this fiscal year. But, Smith warned that money taken out of reserves won't reappear without some effort, comparing it to taking money from a personal savings account. Smith made a list of the big-ticket items behind the deficit, including a 2.5 percent cost-of-living increase for employees and an increase in new positions and raises for county employees. A three-percent increase in operating costs, capital and non-capital increases and expense exceptions, increases and transfers also contributed.

A projected \$1.5 million decrease in oil and gas revenue also contributed, Smith said, as well as a \$2 million deficit that will carry over from the current fiscal year's budget. Rayroux said there has been a lot of confusion about the \$2 million deficit. For this year's budget, the extra oil and gas revenue is equal to the deficit, but because the same budget carries over into next year, an automatic \$2 million deficit must be accounted for. "If you carry into next year with the same budget, you are going to start with that same \$2 million of extra expense," Rayroux said.

At the end of Tuesday's two-hour-plus budget session, the commissioners came to a consensus, directing Rayroux and Smith to come back to them during a special budget meeting on April 29. The commissioners requested that a budget be prepared that cut \$4.8 million from the current draft of the proposed budget, so that only \$5 million would have to be taken out of reserves. "This will affect all departments," Rayroux said, when commissioner Stella Davis asked whether the road department would be affected by the cuts. "We will work the spreadsheets over to see what it would entail to get us back to that \$5 million. To get us down to that, it's going to be pretty deep. It will be painful for all involved."

**Internet – Newspaper Archives Searches**  
**RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

Carlsbad Current-Argus (NM)  
April 11, 2015

**School and city administrator top list of best paid in Carlsbad**

Author: Jessica Onsurez

The Carlsbad area paid top dollar for its talented professionals in city and school administration in 2014. The high salaries are designed to make the administrative jobs more attractive to top-notch candidates, officials said.

A database created from records from the city of Carlsbad, Eddy County, Carlsbad Municipal Schools and public parks of the top paid professionals in those departments shows that both the city of Carlsbad and the Carlsbad Municipal School District have some of the highest paid professionals in the region.

In a move meant to make local government jobs in Carlsbad more attractive and competitive, the Carlsbad City Council voted in 2014 to increase compensation for local workers and bring it in line with regional averages. "We became very concerned about retaining our skilled people," McCutcheon said.

At the time, McCutcheon said, a report from a consultant put Carlsbad around 15 percent to 20 percent behind in compensation when compared with other cities in the region. McCutcheon said the change has been beneficial to the city, allowing it to better recruit for vacant positions and retain workers whose years of experience are an asset to the community.

Eddy County Manager **Rick Rudometkin** said that on top of competitive wages, the county keeps its talented professionals by creating a positive and welcoming administrative environment. "We have experience, time put in, knowledge, education and continuing education," **Rudometkin** said. "A servant (of the county) is worthy of their hire. We've got to stay competitive, give them an incentive to stay with us."

**Rudometkin** said that community factors such as recreation, schools and amenities are key to attracting talented and qualified individuals to county government jobs. **Rudometkin** said that since the county made the move to bring salaries to a more competitive level, more resumes are being received for open positions in county government,

**Rudometkin**, who has more than 20 years of experience in government administration positions, tops the list with \$160,000 annually in salary, \$30,000 more than his predecessor, Allen Sartin.

**Internet – Newspaper Archives Searches**  
**RICK J. RUDOMETKIN**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

Carlsbad Current-Argus (NM)  
January 6, 2015

**New elected Eddy County officials sworn in Tuesday morning**  
Author: Katie England

Davis, who worked for the Current-Argus for 33 years until late 2013, will replace term-limited commissioner Jack Volpato. Walterscheid will replace term-limited commissioner Tony Hernandez.

Both attended commissioner "boot camp" training in December along with other new commissioners from around the state. County Manager **Rick Rudometkin** also attended.

**Internet – Newspaper Archives Searches**  
**RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

Carlsbad Current-Argus (NM)  
November 6, 2014

**Eddy County emergency services director resigns**

Author: Jessica Onsurez

Eddy County officials will be temporarily splitting up the duties of the county's Emergency Preparedness Manager after the resignation of Joel Arnwine.

According to Hernandez, there is no rush to fill Arnwine's vacated position. Commissioner John Volpato said that Arnwine's duties will be assigned to current county administration staff, a decision which was made Tuesday. "We are splitting management of the county fire and EMS between the county manager and the assistant county manager," said Volpato.

County Manager **Rick Rudometkin** will be heading the fire services department and emergency services will fall under the supervision of Assistant County Manager Kenney Rayroux. "We will see how this (division) works and reevaluate the net fiscal year; then make the decision whether to replace Joel," **Rudometkin** said.

**Rudometkin** and Rayroux will assume the duties on Nov. 10, directly following Arnwine's leave, but both Hernandez and Volpato said they expect the transition to go fairly smoothly. "We are looking forward to see how both departments develop under the new system," **Rudometkin** said.

**Rudometkin** said that both departments should continue to function normally and there are no disruptions to services to the county expected.

According to **Rudometkin**, both he and Rayroux will not be receiving additional pay to take on the additional duties, however, that decision may change based standard employee evaluations.

Volpato said that Arnwine is working with the county on the transition and has said he will remain available to the county during that time. Arnwine could not be reached for comment.

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
September 10, 2014

**Eddy County and Carlsbad City officials head to D.C.**

Author: Zack Ponce

Several Eddy County and Carlsbad officials will travel to Washington D.C. next week to ensure the Waste Isolation Pilot Plant receives emergency funding to pay for underground recovery efforts after a radiation leak. Eddy County Commissioners Susan Crockett, Jack Volpato and Tony Hernandez, along with County Manager **Rick Rudometkin** and Carlsbad City Councilor Janell Whitlock will meet with top government officials and politicians from Sept. 16 to 18 about finalizing appropriations for the nuclear waste disposal facility. Carlsbad Mayor Dale Janway and Carlsbad Mayor's Nuclear Task Force Chairman John Heaton will also separately travel to D.C. from Sept. 15 to 18. Hernandez said the lobbying trip is "crucial" because Congress does not have much more time to allocate emergency funding to WIPP.

A chemical reaction caused an explosion inside a waste drum stored in underground salt deposits at WIPP on Feb. 5. Shortly after, trace amounts of americium and plutonium were discovered in the outside air about a half mile from the site located 26 miles southeast of Carlsbad. Both the House and Senate appropriations committees passed funding bills in June to grant WIPP money for cleanup expenses in addition to its \$220 million operating budget already approved by President Barack Obama for Fiscal Year 2015. However, Congress has not yet passed a reconciled bill that would allow WIPP to receive the funding, and that worries many leaders in Eddy County. "It's very important for us to get this work done while we're in Washington because of the short timeframe," Hernandez said.

Congress has until Sept. 19 to pass an appropriations bill to fund government agencies before the legislative body will break until after the November elections. If one is not passed, those agencies including the U.S. Department of Energy can only gain access to money via continuing resolutions. According to Volpato, the problem with that route is WIPP cannot access additional money for recovery. "The money is in there (appropriations bills) but if we go into a Continuing Resolution, we won't get that money," Volpato said. "We need an additional \$130 million and we're going to be having those conversations to make sure that happens."

The Senate Appropriations Committee authorized the DOE to receive an extra \$102 million for recovery efforts. The House appropriations committee authorized the DOE to receive up to \$120 million, contingent upon any excess money that the government had saved up from anticipated overpayments of employee's pensions.

The Eddy County and city contingent will meet with Sen. Barbara Mikulski (D-Maryland), Sen. Richard Shelby (R-Alabama), Rep. Harold Rogers (R-Kentucky), and URS Corporation officials in addition to New Mexico's congressional delegation. Mikulski chairs the Senate Appropriations Committee while Shelby and Rogers are members of the appropriations committee in the Senate and House respectively.

**Internet – Newspaper Archives Searches  
RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
August 6, 2014

**County Commission leans toward not providing security at FLETC**

Author: Jonathan Smith

The message from Eddy County officials is clear: it will not get into the security business. The Eddy County Commission sent that direction to county staff Tuesday while members discussed a proposal to contract security services for the detention center for undocumented immigrants at Artesia's Federal Law Enforcement Training Center. U.S. Immigration and Customs Enforcement had asked the county to provide security for the center.

County Manager **Rick Rudometkin** said it would not have cost the county any money. The county would have been reimbursed by the federal government.

A previous discussion was tabled during a meeting in July to give the county enough time to gather more information from ICE. However, elected county officials still had concerns over the process during Tuesday's commission meeting. "I just don't get any warm feeling with intrenching us with this," Eddy County Sheriff Scott London said. "I really don't feel that it is our job to provide security."

London and **Rudometkin** said a contract like that could have strained county law-enforcement services because the county could lose employees to the project. London stressed to the Commission that departments like the Eddy County Detention Center are still understaffed because of recruitment issues and a potential security contractor would most likely have to find future employees from Carlsbad and Artesia.

ICE had asked that a third-party company contract 88 officers for the center, **Rudometkin** said.

County Commissioners shared similar beliefs and agreed that it should be ICE's responsibility to contract the security service without getting the county involved. "I'm not in favor of it for multiple reasons," Commissioner Susan Crockett said. "It's not something we should get involved with." "The lack of support from ICE terribly disturbs me," Commission Chairman Tony Hernandez said.

**Internet – Newspaper Archives Searches**  
**RICK J. RUDOMETKIN**

*(Articles are in reverse chronological order)*

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Associated Press State Wire: New Mexico (NM)  
July 8, 2014

**Immigration security help vowed for New Mexico**

Author: Unknown

Federal authorities are promising a southeastern New Mexico county that immigration officials will pay for any additional security connected to a temporary detention center.

The Carlsbad Current-Argus reports (<http://goo.gl/ELEbeu>) that Eddy County **Manager Rick Rudometkin** (ROO'-doh-MEHT'-kin) said last week U.S. Immigration and Customs Enforcement asked the county to provide backup security.

But **Rudometkin** says the county will have to go through a contractor to hire close 90 security personnel. He says ICE will foot the bill.

Federal officials are using Artesia's Federal Law Enforcement Training Center as a detention center for 700 Central American women and children. The three barracks at the Artesia site will hold people as they await deportation or seek asylum amid an influx of women and children fleeing gang violence and poverty in Central America.



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Region: Carlsbad NM UPI NewsTrack

February 27, 2014

**13 WIPP workers test positive for radiation, DOE says**

UPI News Service

Thirteen employees at the Waste Isolation Pilot Plant near Carlsbad, N.M., have tested positive for radiation after a leak at the plant, officials said. More people will be tested for radiation during the ongoing investigation into how the Feb. 14 leak at the plant happened, KRQE-TV, Albuquerque, reported.

The Department of Energy said 13 people who were working above ground the day of the leak have tested positive for radiation. It is too soon to tell how the radiation will affect the workers' health, but people they come in contact with are not at risk, the DOE said.

In a letter sent out Wednesday to the residents of Eddy and Lea counties, the DOE said radiation got into the air at very low levels, posing no more risk than a chest X-ray. An underground facility that stores contaminated waste from Los Alamos and other nuclear sites has been closed since the incident. Residents said they are concerned about the leak.

I don't think the people really know what's going on at WIPP, said Carlsbad resident, Robert Ortiz. WIPP has always been secretive.

However, Eddy County Manager **Rick Rudometkin** said he believes the DOE is handling the situation well. Whenever you have a disaster of any kind, there are always issues. You always mitigate the disaster and you move forward, **Rudometkin** said.

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*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
November 6, 2013

**Eddy County Commission OKs \$120K contract for new manager**

Author: Jonathan Smith

Eddy County Commission officially approved the hiring of new County Manager **Rick Rudometkin** after the commission finalized the contract during the commission meeting Tuesday morning.

**Rudometkin**, former public works director for the county, was announced as the replacement candidate for current County Manager Allen Sarkin during a commission meeting Oct. 15. He will be paid \$120,000 a year, according to the contract.

The salary will be reviewed after a full year, and he'll be entitled to the same cost-of-living increases provided to other members of Eddy County's management staff. The contract also calls for use of a county vehicle.

Sartin, the current acting manager, earned around \$130,000 last year in salary, according the Rio Grande Foundation website. Lea County's manager netted \$151,000 according to the website. The county manager in Chaves County, meanwhile, earns \$123,000 annually.

**Rudometkin's** contract does not list a figure amount for benefits, but it did indicate he should receive the same benefits provided to all other county employees. He will also be entitled to 160 hours of paid vacation leave per year. He is eligible for 80 vacation hours immediately.

**Rudometkin**, who was hired in April for the public works position, beat out a field of 30 candidates for manager position. **Rudometkin** made the transition to the position in October. He will continue to work with Sartin until he retires on Dec. 20.

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Carlsbad Current-Argus (NM)  
October 15, 2013

**Public works director Rick Rudometkin gets Eddy County manager job**

Author: Stella Davis

Eddy County Public Works Director **Rick Rudometkin** has been named the New Eddy County manager. County Commission Chairman Jack Volpato said the commission believes **Rudometkin** comes well-qualified for the job and the commission's choice is a good one. The county initiated the search for a new county manager in July after current manager Allen Sartin announced he planned to retire Dec. 20.

Starting next week, **Rudometkin** will transition into the county manager's office and work with Sartin until he leaves. **Rudometkin** was hired in April for the public works position and was chosen for the county manager's job from a field of 30 candidates. "I'm extremely happy and very humbled that the commission chose me. I think I can help move our county into the future," **Rudometkin** said after the commission announced its choice.

**Rudometkin** comes to the jobs years of administrative experience. Prior to accepting the job in Eddy County, he served as the streets division manager for the city of Colorado Springs and managed a \$22 million budget from 2011 to February of this year. From 2007 through May of 2011, **Rudometkin** worked for Modoc County in Alturas, Calif., where he served as director of transportation and public works director and later, county administrative office and director of administrative services. He also has worked as public works manager for the city of Dana Point, Calif., as well as for a private company as a public works inspector. **Rudometkin** holds a Bachelors of Science in Business Management degree from Woodbury University in Burbank, Calif.

Colorado Springs Independent  
June 5, 2013

**City's severance deals require ex-workers to keep quiet  
Hush and be paid**

Author: Pam Zubeck

Editor's note: After deadline Tuesday, the city released two more severance agreements, bringing the total to 31. This story has been updated to reflect that change.

Most of the 31 Colorado Springs employees given severance pay to leave the city since Mayor Steve Bach took office in June 2011 agreed to keep their mouths shut about those severance agreements, and about city business as well. In some cases, employees faced paying the city "damages" if they didn't hold up their end of the deal. For example, land development review division manager Dick Anderwald received \$36,777 in severance pay but risked losing half of it if he blabbed.

While the agreements vary, one "non-disparagement" clause reads: "Employee shall not make negative comments relating to the City, its employees or representatives, its services, or the circumstances surrounding Employee's departure from the City's employment. The City shall not make negative comments relating to Employee's employment with the City."

It's one of the revelations that comes after the city reversed its decision to keep the severance agreements secret. The Independent had sought the agreements in February and again in April. In May, it engaged attorney Bill Louis, who pursued them on the Indy's behalf. The city failed to respond within the time allowed by law and then sought an extension.

The Indy threatened in a May 28 letter to file a lawsuit if the agreements weren't released by Friday, May 31. Late that day, the city said it would release the records, without explaining why it was reversing course. It followed through around midday Monday.

Of the 31 agreements, only one acknowledges a previous employment contract that required severance pay. Former City Attorney Patricia Kelly was entitled to six months' pay under her 2000 contract, which in 2011 amounted to \$96,164.

Ten of the dismissals were due to "reduction in force," while others resulted from retirements, resignations or a desire by the employee and city to "resolve claims" that were pending (but otherwise not described). One such resignation agreement involved 31-year employee Steve Cox, who left last summer after serving as fire chief, interim city manager and in two high-level positions for Bach.

The total tab for severance doled out between July 2011 and May 2013 comes to more than \$950,000. That doesn't include other concessions the city made, such as paying for health coverage, paying for unused sick time, and forgoing collection of \$2,100 paid in education

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*(Articles are in reverse chronological order)*

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assistance to firefighter Scott Bond, who was with the city only 15 months and also collected \$9,918 in severance pay.

In fact, four employees who spent less than a year with the city received substantial severance packages. One for streets division manager **Rick Rudometkin** totaled nearly \$28,000; another for deputy city attorney Robert Frankel, nearly \$21,000. But shorttimers weren't the rule. Those ousted represent a cumulative total of more than 300 years of service to the city.

All that leaves Councilor Jan Martin wondering about the mayor's severance program. "It's not uncommon for the private sector to require confidentiality agreements as well as non-disparagement agreements, but as I mentioned before, city government is not the private sector and should be much more open when employees are let go with severance packages," she writes via e-mail. She adds that she's "uncomfortable" that ex-employees are prohibited from discussing their agreements and other city matters.

That's probably because it's not good policy, says Luis Toro, director of the nonprofit Colorado Ethics Watch. "The people of Colorado Springs would be better off knowing what might be going wrong inside their city government," Toro says in an e-mail, "instead of having their tax dollars used to buy the silence of potential critics."

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*(Articles are in reverse chronological order)*

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Gazette, The: Blogs (Colorado Springs, CO)  
January 5, 2012

**City announces new Streets Division manager**

Author: Daniel Chacon

Colorado Springs has a new Streets Division manager. The city announced today that **Rick J. Rudometkin**, whose effective start date was Tuesday, was selected after a national search and competitive process. **Rudometkin** will be paid \$110,819 a year, city spokeswoman Mary Scott said.

**Rudometkin** worked for the last four years as director of transportation/public works for the County of Modoc in California. He recently served as that city's chief administrative officer, the city said in a press release.

**Rudometkin** has a bachelors of science degree in business management from Woodbury University and has worked in both the public and private sector, the city said.

He has also worked as public works manager for the city of Dana Point and utility/project manager for the engineering firm Willdan.

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RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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Herald and News (Klamath Falls, OR)  
November 11, 2009

**Modoc OKs crisis team**  
**Supervisors reject state of emergency declaration**  
Author: Lee Juillerat

Modoc County supervisors Tuesday voted not to seek an emergency declaration because of the county's financial crisis, but agreed to use a newly established incident management team to help try to avert a worsening situation.

During an often tumultuous meeting, supervisors named **Rick Rudometkin**, the county's director of transportation/public works director, interim county administrative officer. He will work with departing CAO Mark Charlton, who last week announced his resignation effective Dec. 4.

Supervisors also announced their intention to seek legal action against the firm that did the county's 2007-08 audit, which was rejected by the state of California. They will hire a new firm to redo the 2007-08 audit, complete an audit for 2008-09 and audit the Modoc Medical Center.

County leaders will meet Friday with representatives from Plumas Bank, which has a bank in Alturas, about negotiating a short-term loan for \$3 million to \$4 million. Charlton last week told supervisors the county needs a loan to cover expenses through June. He said the county may be unable to meet payroll and other expenses by February or March.

The crisis stems from long-standing financial problems at the county owned Modoc Medical Center, which, despite repaying more than \$2 million in the past year, has a remaining debt of about \$12.5 million. It was learned earlier this year that money from various earmarked accounts was transferred to the hospital.

In a meeting marked by confusion, with supervisors verbally sparring among themselves and with county department heads, the board unanimously appointed **Rudometkin** without discussing his qualifications. The action came before the supervisors heard a report from the incident management team formed last Friday to investigate and recommend possible solutions to the county's financial crisis. Several team members, including department heads and others who voluntarily worked through the weekend, were clearly upset.

Undersheriff Gary Palmer, who issued the county's emergency declaration last week and was proposed to head the management team, helped cool the tensions by pledging to work with **Rudometkin**. "I don't care who's in charge. This system works," Palmer said, referring to the incident management team process. "All he has to do is ask."

Palmer's comments came after supervisors unanimously agreed to reject his call for a state of emergency based on the financial crisis. Under state law, a county's governing board has the final decision on seeking an emergency status. County District Attorney Gary Woolverton issued a

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legal opinion saying he does not believe a financial crisis qualifies as an emergency. Richard Arrow, a retired auditor hired by Modoc County to assist with financial advice, said he believes steps taken Tuesday serve as good first steps in solving problems. "I wouldn't say I'm optimistic, but I'm positive," Arrow said, noting the three audits will start after Thanksgiving. "In order for this to be successful, there has to be a unified front."



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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

<http://www.danapoint.org/home/showdocument?id=2374>

June 8, 2005

**CITY OF DANA POINT, CALIFORNIA**

**CITY COUNCIL REGULAR MEETING MINUTES**

**3. Recognition of Employees Who Assisted in Storm Related Disasters**

Mayor Rayfield presented Certificates of Recognition to the following individuals who assisted in recent storm related disasters in the City of Dana Point:

City of Dana Point

**Rick Rudometkin**

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