



June 16, 2023

Mayor Davis, Mayor Pro Tempore O'Connell, and Council Members Cunningham, Lentz and Mackin,
City of Brisbane
c/o Abby Partin, Human Resources Administrator
50 Park Place
Brisbane, CA 94005

Via PDF/Email to: apartin@brisbaneca.org

Dear Mayor Davis and Members of the City Council,

Thank you for considering Peckham & McKenney for the City of Brisbane recruitment for City Manager. Peckham & McKenney would be honored to represent you and the City in this important search and specifically *finding* excellent candidates for working with you, serving City residents, achieving your goals and continuing the strong, long and impressive legacy and leadership of Clay Holstine.

As a mid-size, long-standing, and boutique firm, Peckham & McKenney is known for achieving successful and long-term placements. Among *many* of our strong attributes, these are four key reasons cities choose us:

- We actively and personally search for and find candidates. We don't rely on ads and posts to attract applicants. We have an extensive network, use the telephone and LinkedIn, and sell the opportunity.
- We limit the number of concurrent searches to directly focus on serving our client.
- We prioritize communicating with our clients and applicants to keep everyone informed.
- Your recruiter is personally and directly responsible for all aspects of the search and your one point of contact.

The Peckham & McKenney team's values and priorities are to assist public agencies in furtherance of good government; place quality above quantity; and build long lasting relationships with those in the public service.

Our recruiting team is comprised of retired City executives who are passionate about the public sector. For example, I am a 27-year veteran of local government and a retired City Manager, having served first as Town Planner and then Town Manager of Los Altos Hills from 1999 to 2021. For this proposal, I will serve as your recruiter. I am very familiar with the responsibilities of the City Manager and expectations of the position. I also resided in northern San Mateo County for over 20 years, and I am familiar with the lay of the land. I understand what is necessary to find good candidates and have a strong, excellent network for attracting candidates.

Attached is an example of a Candidate Profile that illustrates the information we collect, detail and utilize to attract applicants. Also attached is our proposal for conducting the search that includes information about our firm, process, timeline, resources, references, experience and fee. We charge a fixed, all-inclusive fee and for this search, we are proposing \$28,000 that we would be pleased to discuss. I am also pleased to participate in a Zoom interview to personally present and discuss this proposal.

Peckham & McKenney is excited for the opportunity to implement the process leading to the successful placement of a candidate that “fits” the City’s interests. Please feel free to call me at 650.504.3515 if there are any questions.

Sincerely,

Carl Cahill

Carl Cahill, Executive Recruiter
Carl@PeckhamAndMcKenney.com

Enclosure:

City of Brisbane Search Proposal
Candidate Profile Example (City of Pleasant Hill, CA)

City of Brisbane

RECRUITMENT PROPOSAL

for
City Manager

June 16, 2023

Peckham & McKenney
“All about fit”



Peckham & McKenney
EXECUTIVE SEARCH

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

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WHY CHOOSE US?

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

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



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



OUR COMMITMENT TO YOU

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

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

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

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

EXPERIENCE



With our recruitment team that solely consists of retired City Managers, Police Chiefs, Assistant City Managers and Department Heads, and our expert support team, Peckham & McKenney brings more experience and knowledge of local government and executive search than any other California recruiter. Just a few of our most recent recruitments within the last year related to City Manager include:

- City Manager, City of Pleasant Hill, CA
- City Manager, City of Corcoran, CA
- City of Big Bear Lake, CA
- City of Fort Bragg, CA
- City Manager, City of Manteca, CA
- City Manager, City of Pleasant Hill, CA (current search)
- City Manager, City of Seaside, CA
- City Manager, City of Watsonville, CA
- County Executive Officer, Napa County, CA
- County Administrator, Solano County, CA
- County Administrative Officer, Mono County, CA
- Assistant County Administrative Officer/Human Resources Director, Mariposa County, CA

Please don't hesitate to contact these agencies as well as our large list of current and former clients on our website ([here](#)); they will attest to our quality of service, on-going communication throughout the process, personal and direct outreach and sourcing of candidates, quality applicant pool, written materials and interview facilitation.

As an ambassador of our clients, Peckham & McKenney is also known for maintaining ongoing communications with our applicants throughout the search process, treating every applicant with respect, and appropriately informing candidates to support their best effort. The numerous compliments we have received from applicants fairly illustrate this reputation as follows:

Comfortable and Professional Experience

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

It really has been, “All about fit!”

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

Straightforward, Friendly, and Humane Recruitment Process

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

You Made Me Feel So Comfortable

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

Testimonials from clients and candidates are at <https://www.peckhamandmckenney.com/testimonials>.

As references, please feel free to contact any of the following current and recent clients to inquire about their experience with Peckham & McKenney. In addition, we would be pleased to furnish the client contact and phone numbers for any past clients listed in this proposal.

Mali LaGoe, City Manager / **Amanda Armstrong**, Human Resources Manager
City of Scotts Valley, CA
(831) 440-5606 mlagoe@scottsvalley.gov / 831-440-5613 aarmstrong@scottsvalley.gov

Dallin Kimble, County Administrative Officer / **Angela Nicholson**, Interim Human Resources Director
Mariposa County, CA
(209) 966-3222 dkimble@mariposacounty.org / (415) 305-4104 anicholson@mariposacounty.org

Sarah Monastes, Human Resources Director
City of Dublin, CA
(925) 833-6614 sarah.monastes@dublin.ca.gov

YOUR RECRUITMENT TEAM

Our Approach

With every Peckham & McKenney recruitment, your Recruiter has the entire Peckham & McKenney team of Recruiters and administrative personnel for backup, support, collaboration, and sourcing. *However*, when you retain Peckham & McKenney, *your Recruiter* serves as your single point of contact throughout the entire search process and is fully responsible for its success. Moreover, in order to fully focus on your search and finding applicants that fit with the ideal candidate you are seeking, your Recruiter also maintains no more than 6 active searches.

The Executive Recruiter for you in this search is Carl Cahill.



Peckham & McKenney Team

Carl Cahill, Executive Recruiter, Peckham & McKenney Executive Search

Carl has over 27 years of local government service. Carl worked for the Town of Los Altos Hills, California from 1999 until late 2021. He served as the Town's Planning Director from 2000 until February 2006 and was then appointed City Manager. Carl has a Bachelor's degree in Urban Studies from Montclair State University in New Jersey and a Master's degree in Public Administration from Cal State University, East Bay. He is a member of the American Institute of Certified Planners and the International City/County Management Association.



Carl is supported by the following [team](#).

Joyce Johnson, Operations Manager

Joyce Johnson joined Peckham & McKenney in 2005 and serves as the firm's Operations Manager. She has over 30 years' experience in the field of administrative and executive support for all aspects of the executive recruitment process. She oversees the internal administration of the firm as well as directing contract administrative support in the areas of advertising and design, web posting, and duplication and mailing services. Prior to joining Peckham & McKenney, Ms. Johnson oversaw internal administration in the Western Region headquarters of two national management consulting and executive recruitment firms. Ms. Johnson is complimented regularly on her strong customer orientation working with both clients and candidates alike. Ms. Johnson holds an Associate of Arts degree from American River College.

Taylor Bergstrom, Research Assistant

Taylor Bergstrom joined Peckham & McKenney in 2022 and currently serves as a Research Associate. Taylor is currently pursuing a PhD at UCLA where she worked previously as a lab manager overseeing various research projects. Prior to that, Taylor graduated from UC San Diego with a Bachelor of Science degree in Psychology.

Linda Pucilowski, Graphic Designer

With nearly 30 years of experience, Linda Pucilowski provides her expert design and marketing skills to Peckham & McKenney. She is the firm's "go-to" professional for all advertising and brochure design and creation. Ms. Pucilowski holds a Bachelor's degree from California State University, Sacramento.

Rachel Moran, Website & Social Media Assistant

Rachel Moran has been in the graphic design field since 2007 and prides herself on creating eye-catching visual art. She supports the Peckham & McKenney team by handling all website visual and technical design as well as social media. Ms. Moran graduated from the Art Institute of Houston obtaining her Bachelor's degree in Fine Arts with a concentration in Graphic Design.

THE SEARCH PROCESS AND SCHEDULE

Peckham & McKenney is committed to finding the best fit for your position. Our process is 12 to 14 weeks and generally involves the following phases:

PROJECT ORGANIZATION (PRE-RECRUITMENT) – We will meet to discuss the search timeline, process and logistics for conducting a successful search.

DEVELOPMENT OF THE CANDIDATE PROFILE (2 WEEKS) – We will meet with agency members to listen to specific expectations of the position; learn the background and experiences desired in the ideal candidate; and understand the organizational culture and interests to create an attractive Candidate Profile marketing brochure.

RECRUITMENT (4 TO 6 WEEKS) – Our main focus in outreach will be direct, personal contact with quality potential candidates. Additionally, ads will be placed in industry publications and social media to broadly market the opportunity. Our client agency is continuously updated on our progress.

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

RECOMMENDATION OF CANDIDATES/SELECTION OF FINALISTS (1 WEEK) – A report will be provided to the agency that includes, among a variety of documents, a full listing of all candidates for review and the materials submitted by candidates recommended for an interview.

INTERVIEW PROCESS (2 WEEKS) – Your recruiter will facilitate the interview process, inclusive of an orientation session at the beginning, and a discussion of candidates at the end.

QUALIFICATION (1 WEEK) – Once a finalist is selected, a reference check and thorough background check will be conducted. Assistance with negotiating compensation will also be provided.

COST OF SERVICES

The proposed fee to conduct the search process for your next City Manager is \$28,000. As our intent is to be competitive, we can discuss this further. This is an all-inclusive fee as described below to achieve success and retain us to personally and directly reach out and find candidates.

Peckham & McKenney is unique among recruiting firms for several reasons including having a fixed all-inclusive fee. We have found that an all-inclusive fee for the search process is simpler, cost-effective, and efficient.

The all-inclusive fee above includes professional fees and expenses (out-of-pocket costs associated with advertising, Recruiter travel, administrative support / printing / copying / postage / materials, telephone / technology, internet research checks on recommended candidates, and full background check on selected finalist only). For services not specified herein, we will discuss your interests and an appropriate fee.

PROCESS OF PAYMENT

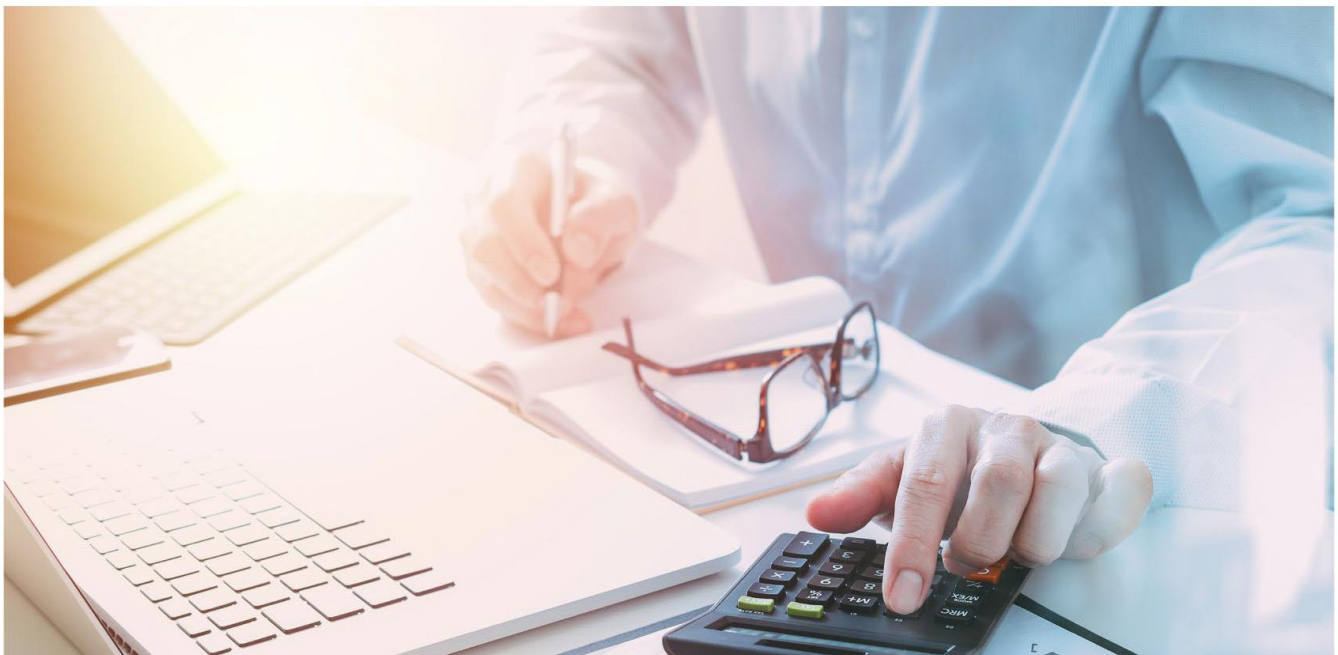
One-third of the all-inclusive fee is due as a retainer upon execution of the agreement. This retainer covers upfront and necessary expenses incurred by Peckham & McKenney on the City's behalf for the preparatory work and advertising. If the retainer is not received by Peckham & McKenney within 30 days of execution of the agreement, we will suspend the recruitment process until payment is received. The second one-third of the full payment will be invoiced 1 month from contract execution, and it is due within 30 days following the invoice date. The final one-third of the full payment will be invoiced 2 months from contract execution, and it is due within 30 days following the invoice date.

AGREEMENT

Peckham & McKenney is the operating name of City Management Advisors LLC, Anton Dahlerbruch, Managing Member.

INSURANCE

Peckham & McKenney carries Professional Liability Insurance (\$1,000,000 limit), Commercial General Liability Insurance (\$2,000,000 General Liability, and \$4,000,000 Products) and Automobile Liability Insurance (\$1,000,000). Our Insurance Broker is B&B Premier Insurance Solutions, Agoura Hills, CA.



GUARANTEE

We are pleased to share that the Peckham & McKenney success and placement record are particularly strong. We are confident that our recruitment process will result in a quality candidate that will stay in your employment.



OUR GUARANTEE:

- We will connect with you and our placement in 6 months and 1 year after the appointment to check-in.
- We will conduct a second search within 6 months of our search process if a candidate is not placed.
- If the placement vacates the position within 1 year from the date of accepting the offer (external candidates only and except in the event of budgetary cutbacks, promotion, position elimination, or illness/death, etc.), we agree to conduct a second search within 6 months of the vacancy.

The fee for a second search will be the cost of expenses (approximately \$8,000).

DIVERSITY STATEMENT



Peckham & McKenney is committed to diversity in its broadest possible definition in every aspect of each executive recruitment our firm provides. We take pride in the placement of women and applicants of diversity, and are known for long, successful tenures of candidates selected by the agency.

Peckham & McKenney does not discriminate on the basis of race, color, religion, creed, sex/gender, national origin/ancestry, disability, pregnancy, sexual orientation (including transgender status), marriage or family status, military status, or age. We are fully compliant with all applicable federal and state employment laws and regulations in all of our recruitments.

For over 30 years, founder Bobbi Peckham has been a champion of women seeking executive leadership positions within local government.

With our diverse team of Recruiters, Peckham & McKenney supports, promotes and advocates for diversity in the recruitment and hiring processes. In addition to our outreach methods, Peckham & McKenney routinely advertises with the National Forum of Black Public Administrators (NFBPA), Local Government Hispanic Network (LGHN) and CivicPRIDE as well as the National Diversity Network to ensure placement of your opportunity with the following online venues:

- African American Job Network
- Asian Job Network
- Disability Job Network
- Latino Job Network
- LGBT Job Network
- Retirement Job Network
- Veteran Job Network
- Women's Job Network

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PECKHAM
&
MCKENNEY
EXECUTIVE SEARCH

City Manager
CITY OF PLEASANT HILL, CALIFORNIA

THE COMMUNITY

Set amid rolling hills and woodlands in the East Bay area of San Francisco, Pleasant Hill is a modern, vibrant city offering the perfect balance of suburban amenities and small-town charm.

Located approximately 20 miles east of Oakland in Contra Costa County, the city is bordered to the south by Walnut Creek, the north by Martinez and Pacheco, the east by Concord, and the west by Lafayette.

Pleasant Hill's roots can be traced to a growing farming community in the 1880s and the opening of the Central Pacific Railroad through Diablo Valley in 1891. Population growth accelerated after World War II and the community gradually took shape as part of the suburban East Bay Area with residents firmly committed to creating a unique identity for Pleasant Hill. In 1961, Pleasant Hill was incorporated as a City. In 1964, Interstate 680 opened between Monument Boulevard and Willow Pass Road, completing the freeway from Oakland to Sacramento and bringing new opportunity for development. Today the city encompasses 8.1 square miles, is home to 34,613 residents, and still retains its strong sense of community.

Residents of Pleasant Hill enjoy an enviable quality of life with safe, quiet residential neighborhoods and an array of amenities. Its appealing downtown boasts more than 350,000 square feet of retail space, movie theaters, entertainment venues, restaurants, and a central plaza area for community gatherings and events. Its Mediterranean climate with warm, dry summers and mild winters makes the area ideal for visitors and residents seeking active outdoor activities. Numerous parks and trails are available for jogging, hiking, bicycling, skating, and horseback riding along with a variety of other recreational programs and sports facilities.

Numerous distinguished educational institutions serve Pleasant Hill. The **Mount Diablo Unified School District** operates the local K-12 public school system while several private schools also serve the community. Higher education institutions include **Diablo Valley College**.

Pleasant Hill is easily accessible with Interstate 680 running north/south, connecting the city with Highway 24 to Oakland, the Bay Bridge, and San Francisco. Bay Area Rapid Transit (BART) high-speed trains and local bus services, and nearby international

airports provide transportation options for residents, commuters and visitors.

To learn more about the City of Pleasant Hill, please visit www.pleasanthillca.org.

THE ORGANIZATION

Pleasant Hill is a General Law City operating under the Council-Manager form of government. The City Council consists of five members who are currently elected at-large for staggered four-year terms. The Mayor and Vice-Mayor are elected by the Council from its own ranks and serve for one-year terms. The Council is the governing board of the City. It establishes the City goals and adopts policies to ensure the long-term health of the community. It provides responsible and representative local government to the residents, businesses, and organizations in Pleasant Hill and oversees the efficient and effective delivery of public services.

With a staff of 108 full time employees, the City delivers a range of municipal services including police, finance, building inspection, planning and code enforcement, engineering, economic development, street construction and maintenance, and storm drainage services. Fire protection, recreation and parks, sewage collection and treatment, water, and school services are provided through special districts not subject to City control.

Organizationally, the City is divided into five departments: City Manager's Office, City Attorney's Office, Police Department, and Community Development/Public Works.

The City Council goals for FY 2022/23 – 2023/24 are the following:

- A City that is safe;
- A City that is financially sound;
- A City that is attractive, well-planned, and well-maintained;
- A City that provides a high quality of life and a small-town atmosphere for its residents; and



Peckham & McKenney "All about fit"

- A City that provides efficient and effective public services.

The City operates on a two-year budget and is expecting that General Fund revenues will total \$29 million in FY 2022/23 and increase to \$29.9 million in FY 2023/24. General Fund expenditures are slightly higher than revenue.



MISSION STATEMENT

The City of Pleasant Hill is dedicated to maintaining a safe, pleasant environment within the community by providing effective governance and the efficient and professional delivery of public services

In the process of providing representative local government, the City identifies and anticipates concerns, problems and opportunities and takes actions to address them.

The City government is a catalyst for the involvement of residents, business, and organizations in the development and maintenance of a well-integrated community.

THE POSITION

The City of Pleasant Hill is seeking an experienced servant-leader who will continue the community focused service delivery provided by the talented staff who enjoy working in a stable and supportive organizational culture. This culture, as evidenced in part by a low staff turn-over rate, has been fostered and promoted through the effective

and caring leadership of June Catalano who is retiring after sixteen-years of service as City Manager for the City of Pleasant Hill.

The City Manager is responsible for ensuring implementation of the City Council's priorities and for providing sound and effective management of the City through the day-to-day management of all City operations, prioritizing, and organizing goals, developing, and monitoring work plans, communicating, engaging in the community, and appropriately allocating available resources.

THE IDEAL CANDIDATE

The City is seeking, in their next City Manager, a results-oriented decisive leader with solid ethics and integrity who has the ability through excellent communication and collaboration skills to educate, facilitate and help bring people and their interests together. The ideal candidate will have a strong knowledge base of California land use and planning principles, State housing law, and a general understanding of local economic development strategies, and prudent fiscal planning and management. Experience in working in a smaller city front line organizational environment is preferred. The ideal candidate also keeps an eye on the big picture and is adept at monitoring and interpreting pending legislative policy and its potential impact on the City.

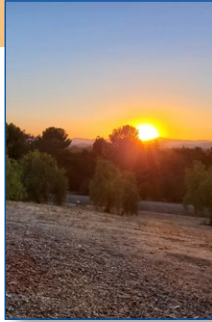
The new City Manager will be someone who can effectively utilize the skills of an experienced and high performing staff, encourages teamwork within the organization, and invites the staff to join in on creative problem-solving. The

ideal candidate for City Manager sets the foremost example for dedicated customer service and is a seasoned professional who maintains a poised and calm demeanor under pressure and proactively engages in a collegial fashion with staff, the Mayor and City Council, media, regional, State, and federal agencies, along with the Special Districts that serve Pleasant Hill and the community at-large.

The ideal candidate should be well practiced in personal accountability and transparency. The City Manager takes direct responsibility for when organizational goals and project timetables are not met and promptly advises the Council on administrative actions being taken to get back on course.

EXPERIENCE AND TRAINING GUIDELINES

Any combination of experience, education and training that would likely provide the required knowledge and



abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

EXPERIENCE: Eight years of progressively responsible experience in an administrative, managerial, or staff capacity in a municipal organization, involving responsibility for the planning, organization, implementation, and supervision of varied work programs. California experience preferred.

EDUCATION: Equivalent to a master's degree from an accredited college or university with major course work in public or business administration or closely related field.

LICENSE AND CERTIFICATES

Possession of, or ability to obtain, an appropriate California driver's license.

THE COMPENSATION

The annual maximum salary for the City Manager position is \$300,000 and appointment will be made depending on the qualifications and experience of the selected candidate. The City also offers an attractive benefits package including:



SEARCH SCHEDULE

Filing Deadline April 28, 2023
Preliminary Screening of candidates May 1–12, 2023
Recommendation of top candidates to City Week of May 15, 2023
Finalist Interview Process with City Council Week of June 5, 2023

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

RETIREMENT: CalPERS retirement plan for Classic members 2% @ 60. PEPRAs members, 2% @ 62. The City does not participate in Social Security.

MEDICAL PLANS: City pays 75% of Kaiser premium at each level. Blue Shield also offered. Medical in-lieu payment of \$400 per month or as a 457 Plan contribution. City paid Delta Dental and VSP Vision Plan.

FSA DEPENDENT CARE AND FSA HEALTH CARE: programs available

HEALTH SAVINGS RETIREMENT ACCOUNT: City contributes \$225 per month.

457 DEFERRED COMPENSATION PLAN

401(A): City contributes 3% of salary to ICMA account, employee may contribute up to 3%

LONG-TERM DISABILITY: City provided.

LIFE INSURANCE: City provided policy of up to \$300K.

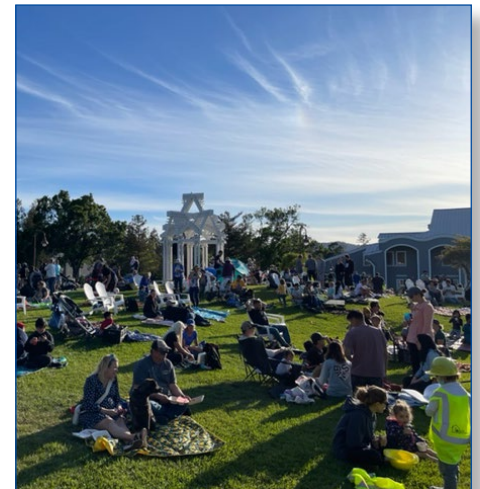
HOLIDAYS: 14 annual holidays

VACATION LEAVE: 12 to 25 days annually depending on length of service.

SICK LEAVE: 96 hours accrued annually, no cap.

ADMINISTRATIVE LEAVE: up to 16 hours a month, generally no carryover.

OTHER BENEFITS : annual education reimbursement of up to \$2,000, EAP.



THE RECRUITMENT PROCESS

To apply for this exciting career opportunity, please submit your cover letter and resume (including month/year of employment) via our website:

Peckham & McKenney
www.peckhamandmckenney.com

Please do not hesitate to contact Carl Cahill at 650-504-3515 or carl@peckhamandmckenney.com for questions regarding this position or the recruitment process.



www.peckhamandmckenney.com