



Proposal for

Executive Recruitment Services

Submitted To



Justin Chaney
Interim City Manager
City of Orland
815 Fourth Street
Orland, CA 95963
jchaney@cityoforland.com

June 5, 2026

Subject: Proposal for Executive Recruitment Services – City Manager Recruitment

Dear Mr. Chaney:

Regional Government Services (RGS) is pleased to submit our proposal to assist the City of Orland (City) in recruiting its next City Manager. We appreciate the opportunity to support the City in identifying strong leadership to guide its delivery of services and administration.

RGS is a California Joint Powers Authority dedicated exclusively to serving public agencies. Since 2002, we have partnered with cities, counties, special Cities, and joint powers authorities throughout California and beyond to provide specialized human resources consulting services, including executive recruitment, organizational assessments, and workforce advisory support. Our team understands the governance structures, operational challenges and community expectations that shape leadership roles in public sector organizations.

RGS will work closely with the City Council and designated stakeholders to conduct a comprehensive recruitment process for the City Manager position, including stakeholder engagement, candidate outreach, recruitment marketing, screening, assessment, and selection support. Our team is committed to identifying highly qualified candidates who possess the leadership, management, and community engagement skills necessary to serve the City of Orland successfully.

If you have any questions or require additional information, please contact Kay Randolph-Pollard, Senior Advisor, at krandolphpollard@rgs.ca.gov or (650) 587-7314.

Thank you for your consideration. We look forward to the opportunity to partner with the City on this important recruitment.

Sincerely,



Sophia Selivanoff, Executive Director
REGIONAL GOVERNMENT SERVICES

Kay Randolph-Pollard
Senior Advisor
Regional Government Services
PO Box 1350
Carmel Valley, CA 93924
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Executive Summary

RGS is uniquely positioned to assist the City in identifying and securing exceptional leadership for the City Manager. As a Joint Powers Authority dedicated exclusively to serving public agencies, RGS brings over two decades of experience supporting cities, counties, and special districts across California.

The City administration, through a small and agile staff, serves an ever-growing population of 8,537. The City's next City Manager will play a pivotal role in advancing strategic priorities, maintaining operational excellence, expanding services by leveraging assets, and strengthening community engagement.

RGS will run a thorough recruitment process to help the City find candidates with the leadership, operational expertise, and community-centered approach needed to lead the organization.

Our Mission



At RGS, our teams deliver collaborative administration, training, and consulting to advance public agencies.

Prioritizing your success

RGS is prepared to begin work immediately, with a dedicated team committed to meeting all contract objectives on time and to the highest standards. Most work will be conducted remotely for cost-efficiency, with on-site support available as needed.

We will bring in specialized advisors when appropriate and can assign an equally qualified Advisor at any time to ensure continuity and service quality.

For the City of Orland, RGS will provide:

- A structured and collaborative recruitment process tailored to the City's organizational culture, strategic priorities, and community values.
- Targeted outreach to experienced local government executives and emerging public-sector leaders with the skills and experience necessary to serve as Orland's next City Manager.
- Development of a comprehensive recruitment profile informed by input from the City Council, staff, and key stakeholders to identify the leadership qualities and competencies most important to the community.
- A thorough screening, assessment, and evaluation process to identify and present highly qualified candidates for Council consideration.
- Support throughout candidate interviews, stakeholder engagement activities, reference and background reviews, and final candidate selection.

Firm Overview

RGS is a California Joint Powers Authority (JPA) serving the needs of public agencies—cities, counties, special districts, and other governmental entities—since 2002. RGS specializes in public HR and finance services. Our advisors are geographically distributed throughout California, allowing us to support agencies statewide with both local knowledge and flexible service delivery.

RGS works with public agencies, offering a reliable source of skilled, effective administrative practices and support for day-to-day operations. RGS currently serves more than 130 public agencies with our team of approximately 200 employees.

Background and Experience

RGS brings extensive expertise in all levels of recruitment, talent acquisition, and human resources consulting for public agencies. Our executive search team has 125 years of combined public service experience, with over 80 years dedicated to human resources and recruitment. We have conducted over 150 recruitments annually for public sector partners, ensuring our clients secure highly qualified leadership talent. Recent successful recruitments include:

- City of San Juan Bautista – City Manager
- Santa Ynez River Water District – Administrative and Finance Manager
- Marina Coast Water Management District – Controller
- Castroville Community Services District – General Manager
- Marin Municipal Water District – Multiple senior-level positions
- City of Belvedere – Director of Planning and Building

References from public-sector clients are provided in [Appendix A](#).

COMPREHENSIVE AND TAILORED APPROACH

Our recruitment process is strategic, data-driven, and tailored to each agency's unique needs. We focus on:

- Defining the ideal candidate profile in collaboration with agency leadership.
- Proactive outreach and strategic marketing, utilizing a broad professional network and targeted recruitment platforms.
- Competency-based selection methods ensure a fair and objective assessment of candidates.
- In-depth candidate evaluation, including background and reference checks, ensuring the best fit for each role.
- Prioritization of diversity and inclusion strategies to expand candidate pools.

Executive Recruitment Philosophy

RGS approaches executive recruitment as a strategic partnership with agency leadership. Our philosophy emphasizes transparency, structured evaluation, and alignment between candidate qualifications and the organization's mission, culture, and leadership priorities.

Our team-based model combines targeted outreach, rigorous screening, and collaborative engagement with governing boards and stakeholders. This approach allows us to identify candidates who not only possess the technical expertise required for the role but who also demonstrate the leadership judgment, communication skills, and public service values necessary to succeed in complex governmental environments.

RGS advisors bring extensive experience in municipal operations and public agency governance, so we can recruit leaders who understand the day-to-day, political, and community dynamics of local government. Our scalable approach provides both remote and on-site support, allowing us to adapt to each agency's timeline, recruitment needs, and decision-making process.

If selected, RGS Recruitment Services Lead Advisor Kay Randolph-Pollard will serve as the project lead for the City of Orland. With nearly three decades of experience in public sector human resources and executive recruitment, she brings deep knowledge of board-driven hiring processes and local government operations. Kay and her team will work closely with the City Council to guide the recruitment strategy, candidate evaluation, and final selection process, ensuring the City identifies a City Manager who aligns with its leadership needs and community priorities.

PROPOSED PROJECT TEAM

RGS has assembled a highly experienced team of public sector professionals to lead the City's recruitment process. Our team brings expertise in executive recruitment, stakeholder engagement, and data-driven hiring strategies to ensure a thorough and collaborative search for top leadership candidates.

Team members have extensive experience working with municipalities, regional agencies, and special districts, and are skilled in facilitating leadership discussions, evaluating candidate qualifications, and aligning recruitment strategies with organizational priorities.

The core team will ensure continuity of service and deliver all project objectives on schedule and to the highest standards. While most work will be conducted remotely, RGS advisors are available to provide on-site support as needed, and additional equally qualified advisors may be assigned to ensure project success.

Team resumes are in [Appendix C](#) of this submittal.

Understanding of Services

The City of Orland seeks a qualified executive recruitment partner to assist the Council in identifying and selecting a City Manager. The selected consultant will work closely with the Council to define the leadership qualities and professional experience necessary for the position, implement a comprehensive recruitment strategy, and support the evaluation and selection of candidates.

The City Manager serves as the City's chief executive officer and is responsible for overseeing municipal operations, implementing City Council policies and priorities, providing strategic leadership to the organization, and ensuring the efficient delivery of services to the community. The City Manager advises the City Council on policy and operational matters, manages City staff and resources, and works collaboratively with residents, businesses, regional partners, and other stakeholders to advance the City's goals and long-term vision.

RGS knows this recruitment needs both efficiency and thoughtful engagement with stakeholders. The recruitment must identify a candidate capable of managing complex operations, working effectively with the Board, and maintaining strong relationships with staff and the community.

RGS brings extensive experience supporting public agencies in executive recruitments, including positions such as city managers, department directors, and special district executives. Our approach emphasizes collaboration with governing boards, transparent recruitment processes, and careful evaluation of candidates to ensure alignment with the organization's strategic goals and culture.

RGS will implement a structured recruitment process designed to efficiently identify and evaluate highly qualified candidates while maintaining transparency and collaboration with the Board of Directors.

Our recruitment services will be delivered in four phases.

Methodology & Recruitment Process

RGS utilizes a four-phase, collaborative recruitment approach that aligns with the City of Orlando's expectations for transparent, inclusive, and efficient hiring. Our methodology ensures each recruitment is tailored to the City's organizational values, position-specific competencies, and hiring priorities.

Our four-phase recruitment process includes:

- 1 Strategic Planning & Position Profiling** – Defining the ideal candidate profile through collaboration with City leadership.
- 2 Targeted Outreach & Candidate Sourcing** – Implementing a customized marketing plan that drives engagement with passive and active candidates.
- 3 Merit-Based Evaluation & Selection** – Conducting structured assessments, behavioral interviews, and in-depth screenings.
- 4 Hiring Support & Finalization** – Assisting with offer negotiations, reference checks, and onboarding support.

PHASE I: STRATEGIC PLANNING & POSITION PROFILING

RGS begins each recruitment with a comprehensive consultation with the full Board and key City contacts to:

- Create a detailed recruitment timeline to ensure transparency and efficiency.
- Understand the position's requirements, leadership competencies, and organizational culture.
- Meet with Board Members to understand organizational priorities and develop candidate profile.
- To enhance the candidate experience, RGS streamlines the process with:
 - User-friendly application methods for broad accessibility.
 - Proactive candidate engagement through consistent communication.
 - An inclusive and equitable selection framework to attract diverse, high-caliber applicants.

Methodology & Recruitment Process

PHASE II: TARGETED OUTREACH & CANDIDATE SOURCING

RGS employs a proactive recruitment strategy, leveraging:

- Development of a recruitment brochure that demonstrates the executive's role and responsibilities in leading the organization.
- Strategic marketing approach and advertising that drives engagement across government, professional, and diversity-focused job boards.
- Direct sourcing through LinkedIn Recruiter and professional networks.
- Personalized outreach to passive candidates to expand the talent pool.
- Diversity and inclusion are integral to our approach.
- Collaboration ensures that recruitment efforts reflect your objectives and broaden candidate representation.

PHASE III: MERIT-BASED EVALUATION & SELECTION

To ensure a fair and effective selection process, RGS:

- Conducts behavior-based interviews to assess leadership capabilities and decision-making skills.
- Provides a structured review process with comprehensive candidate reports that include qualifications, competencies, and key insights.
- RGS facilitates all interview logistics, offering:
 - Pre-screening assessments to ensure candidates meet City requirements.
 - Customized interview questions and evaluation guides for panel consistency.
 - Candidate presentation materials to support your decision-making.

PHASE IV: HIRING SUPPORT & FINALIZATION

Upon identifying top candidates, RGS assists the City in:

- Negotiating competitive job offers, ensuring alignment with market standards.
- Conducting in-depth reference checks to verify candidate qualifications.
- Providing salary guidance and onboarding recommendations to ensure a smooth leadership transition.
- Facilitating third-party services as needed to ensure compliance with all legal requirements.
- Communication, reporting & project oversight.
- Providing consistent, timely communication on project milestones, including:
 - Progress reports detailing recruitment activities and candidate status.
 - Stakeholder updates to ensure alignment with hiring goals.
 - Final recruitment reports, including a comprehensive overview of the process, outreach efforts, and key hiring data.

Consultant Requirement from City

To ensure an efficient and successful recruitment process, RGS requests the following support and collaboration from the City of Orland:

DESIGNATED POINT OF CONTACT

The City will designate a primary point of contact to coordinate communication, scheduling, and document sharing throughout the recruitment process.

BOARD AND STAKEHOLDER PARTICIPATION

RGS will work closely with the Board of Directors to define leadership priorities, develop the candidate profile, and participate in candidate interviews and evaluation discussions.

ACCESS TO ORGANIZATIONAL INFORMATION

The City will provide relevant materials to support the recruitment process, including the current job description, organizational structure, strategic priorities, compensation information, and other background documents needed to develop recruitment materials.

TIMELY REVIEW AND FEEDBACK

Timely review of candidate materials, recruitment updates, and interview recommendations will help ensure the recruitment remains on schedule and aligned with the City's hiring goals.

RECRUITMENT LOGISTICS SUPPORT

The City will assist with scheduling interviews, coordinating meeting logistics, and providing facilities or virtual meeting access as needed for candidate interviews or stakeholder meetings.

Through this collaborative partnership, RGS and the City will work together to ensure a transparent, efficient, and successful recruitment process.

Recruitment Timeline

RGS will be prepared to start work on the recruitment once a Professional Services Agreement is executed and an agreement with the City of Orland is reached to launch the executive search.

The following is a tentative project timeline that may be modified with mutual agreement between the City and RGS. We have included the milestones, the tentative timeline, and the people involved in each deliverable. Meetings with the City’s point(s) of contact will be scheduled as required.

TASK	TIMING	LEAD
Initial Recruitment Planning Meeting	Scheduled immediately after contract execution	RGS/City
Job Description & Salary Review	Weeks 1-2	RGS
Drafts and Plan Finalized with Hiring Committee	Weeks 2-3	RGS/City
Open Recruitment Period (4 weeks)	Weeks 4-5	RGS
Advertising & Marketing	Weeks 5-8	RGS
Hiring Committee Review of Interview drafts	During recruitment period	RGS/City
Recruitment Closes	Week 8	RGS
Remote Screening	Weeks 9-10	RGS
Hiring Committee Review of Finalists	Week 11	RGS/City
Full Council Hiring Interviews	Week 12	RGS/City
Conditional Offer & Negotiation	Week 14	RGS/City
Reference & Background Checks	Weeks 14-15	RGS/City
Contract Development	Week 16	RGS/City
Contract Approval at a Council Board Meeting	Scheduled after Completed Negotiation	City
Candidate Start Date	TBD	City

Success Metrics

RGS measures the success of executive recruitment engagements using several key performance indicators that reflect the quality, efficiency, and long-term success of leadership placements.

PLACEMENT SUCCESS RATE

RGS maintains a strong track record of successful executive placements for public agencies across California. Most of our recruitment engagements result in the appointment of highly qualified candidates who meet the organization's leadership, operational, and community engagement needs, with many clients experiencing little to no turnover in these positions for three to five years following placement.

AVERAGE TIME-TO-FILL EXECUTIVE ROLES

Through a structured recruitment methodology and proactive candidate outreach, RGS typically completes executive recruitment within 12–16 weeks, depending on the position's complexity and the client's schedule. This timeline aligns with the City's anticipated 4–6 month recruitment schedule for the permanent City Manager position.

CANDIDATE RETENTION

RGS emphasizes long-term organizational fit by evaluating candidates based on leadership competencies, public-sector experience, and alignment with the agency's culture. As a result, RGS executive placements demonstrate strong retention, with the majority of placed candidates remaining in their roles beyond the first year.

CANDIDATE POOL QUALITY AND DIVERSITY

RGS conducts extensive outreach through statewide and national professional networks, targeted advertising, and direct sourcing to ensure a highly qualified and diverse candidate pool. Recruitments typically produce multiple strong finalists for client consideration.

CLIENT SATISFACTION AND PROCESS TRANSPARENCY

Throughout the recruitment process, RGS maintains regular communication and provides detailed progress updates to ensure transparency, responsiveness, and alignment with client expectations.

Cost Proposal

RGS provides recruitment services tailored to the specific needs of each position and agency. Our cost estimates are based on the staff time required to complete each project, and we offer flexible pricing structures depending on the scope and complexity of the recruitment.

DEPARTMENT HEAD AND EXECUTIVE-LEVEL RECRUITMENT PROJECTS

Estimated at \$25,000 based on project complexity and assigned project staff billing rates.

Each project estimate represents the maximum cost for RGS staff to complete the recruitment and will be confirmed in writing before work begins. Actual costs may vary depending on the size of the candidate pool and the selection process involved.

DIRECT EXTERNAL COSTS

External expenses such as advertising, testing, marketing tools, and travel are invoiced at cost, with no markup, and billed separately from staff time. Mileage is reimbursed at the current IRS rate. Agencies may set an external cost budget in advance.

ADDITIONAL OR EXTENDED SERVICES

RGS offers on-call, extended, or re-recruitment services on an hourly basis, subject to an annual cost-of-living adjustment. These services may include updating or extending a recruitment plan, and will be billed monthly based on actual hours worked, plus any associated direct costs.

HOURLY RATES

RGS TITLE	HOURLY RATE
Agency Executive	\$229
Strategic Services Consultant	\$197
Senior Advisor	\$166
Advisor	\$141
Technical Specialist	\$125
Administrative Specialist	\$111

RGS rates may be adjusted annually based on CPI indicators up to a maximum of 5%.

All services will be invoiced monthly, based on hours worked, with descriptions of services provided.

Appendix A—References and Work Samples

RGS has successfully provided executive and managerial recruitment services to numerous public agencies, helping them identify and secure top-tier leadership talent. Below are a few recent recruitment projects demonstrating our expertise in targeted executive searches, strategic hiring, and long-term placement success.

[View RGS work samples](#)



San Juan Bautista – Conducted recruitments since 2022. Successfully recruited a City Manager in 2025, ensuring an efficient transition in leadership.

- Contact: Leslie Q. Jordan, Mayor
Email: L.jordan@san-juanbautista.ca.us | Tel: 831.623.4661



City of Belvedere – Conducted recruitment for department head positions in 2024 and 2025, with all hires still employed, reinforcing RGS's high-quality placement success rate.

- Contact: Helga Cotter, Director of Administrative Services
Email: hcotter@cityofbelvedere.org | Tel: 415.435.8904



Castroville Community Services District – Recruited a General Manager in 2024, ensuring a strong leadership transition.

- Contact: Ron Stefani, Elected Board Member
Email: rjstefani@aol.com



Santa Ynez River Water District – Recruited Administrative and Finance Managers in 2023 and 2024 to strengthen internal operations, enhance fiscal oversight, and support strategic organizational growth.

- Contact: Paeter E. Garcia, General Manager
Email: pgarcia@syrwd.org | Tel: 805.688.6015



Marina Coastal Water Management District – Ongoing recruitments since 2023, including a Controller to enhance financial leadership, implement robust internal controls, and support long-term fiscal sustainability.

- Contact: Mary Lagasca, Director of Administrative Services
Email: mlagasca@mcwd.org | Tel: 831.883.5950

Appendix A—References and Work Samples



Marin Municipal Water District – Ongoing recruitments since 2022 have included multiple recruitment projects, successfully placing key leadership and technical roles

- Contact: Vikkie Garay, Human Resources Manager
Email: vgaray@MarinWater.org | Tel: 415.945.1430



Monterey County Convention and Visitors Bureau – Recruited a Director of Finance in 2023 to lead financial strategy, strengthen budgetary oversight, and support sustainable tourism-driven economic development.

- Contact: Jennifer Johnson, CDME, SHRM-CP, VP of Operations
Email: Jennifer@SeeMonterey.com | Tel: 831.657.6406



Salinas Valley Basin Groundwater Sustainability Agency – Recruited a General Manager in 2022 to lead regional water sustainability efforts, oversee multi-jurisdictional coordination, and advance the implementation of SGMA compliance strategies.

- Contact: Piret Harmon, General Manager
Email: harmonp@svbgsa.org | Tel: 831.471.7512 x 207



Pajaro Regional Flood Management Agency – Ongoing recruitments since 2023, including recruitment of a Deputy Executive Director to support executive leadership, drive regional flood resilience initiatives, and enhance interagency collaboration across watershed jurisdictions.

- Contact: Mark Strudley, Ph.D, Executive Director
Email: mark.strudley@prfma.org | Tel: 831-535-3788



Coachella Valley Public Cemetery District – Ongoing recruitments since 2021, including a District Manager to lead administrative operations, ensure compliance with special district governance, and guide long-term planning for cemetery services and community engagement.

- Contact: Joshua Bonner, District Manager (Placed Candidate)
Email: josh.bonner@cvcpcd.org | Tel: 760.398.3221

Appendix B–Reference Letter



October 14, 2025

RE: RECOMMENDATION FOR REGIONAL GOVERNMENT SERVICES

To Whom It May Concern:

The Santa Ynez River Water Conservation District, Improvement District No.1 (District) is pleased to recommend Regional Government Services (RGS) for recruitment and staffing services. The District recently partnered with RGS to fill several key positions in our agency, and we plan to work with RGS again as new vacancies emerge. In today's competitive markets, many choices are available for professional services. When our District needed expertise, value, and trusted results, we chose RGS and they delivered in every respect.

Part of our recruitment process was shaped by the retirement of employees who had worked with the District for over 20 years, making prior experience and organizational fit critical among our hiring objectives. The RGS team took the time to understand not just our immediate needs, but also our organizational values. They developed a tailored recruitment strategy that helped us attract a highly qualified pool of candidates, and throughout the process RGS ensured that communication was clear, timely, and tailored to advance our agency's goals.

Thanks to RGS, our District successfully hired several exceptional employees, including an experienced department head who has quickly become an integral part of our leadership team. Based on the foregoing, I am confident that other agencies will find the same levels of service and success in working with RGS.

General parameters of the District's engagement with RGS:

- Recruitment services for three (3) positions
 - Administrative & Financial Manager
 - Water Resources Specialist
 - Executive Administrative Assistant
- All projects completed October 2023 through October 2024
- Total cost \$20,700

The District appreciates this opportunity to serve as a reference for RGS and we enthusiastically recommend their services. If you have any questions, please feel free to contact me at (805) 688-6015 or via email at pgarcia@syrrwd.org.

Sincerely,

Paeter E. Garcia
General Manager

P.O. BOX 157 • 3622 SAGUNTO STREET, SANTA YNEZ, CA 93460
(805) 688-6015 • FAX: (805) 688-3078 • WWW.SYRWD.ORG

Appendix C—Resumes of Key Personnel

Kay Randolph-Pollard

SENIOR ADVISOR

Kay Randolph-Pollard joined RGS as a Senior Advisor in 2016. She leads the RGS Recruitment Team, providing hiring services for internal RGS positions and partner agencies. With over 28 years of experience in local government and the private sector, Kay is highly skilled in navigating the complexities of civil service rules, merit-based hiring systems, and diversity goals. She brings a nuanced understanding of local government structures and culture, ensuring candidates not only meet qualifications but are also mission-aligned and politically astute.

PROFESSIONAL EXPERIENCE

Regional Government Services

Senior Advisor

Kay is the Lead Advisor for the RGS Recruitment Team, overseeing strategic hiring efforts for internal and partner agency positions. She leverages her deep knowledge of the public sector hiring landscape to excel at identifying, engaging, and securing top-tier executive and managerial talent. Kay takes a strategic approach to recruitment, aligning hiring decisions with governmental objectives, community needs, and regulatory frameworks.

City of Napa

Management Analyst II

Kay was responsible for managing office functions for the City's Human Resources Department and providing general HR support to all City Departments.

County of Sonoma

Human Resources Analyst III

Kay performed all Human Resources functions across six to ten County departments, including staffing, classification, compensation, training, and labor relations. She also served on the employee/management mediation team.

County of Sonoma

Administrative Services Officer I

Kay performed all administrative functions of the Permit Resource Management Department and managed three direct reports. She oversaw accounting, IT, GIS, HR, and records management. She also developed and monitored the department's annual budget of \$25 million.

EDUCATION

Bachelor's Degree in Business Administration – Personnel and Industrial Relations
Certification in Race Literacy for Coaches, DEI, and HR Professionals

Appendix C—Resumes of Key Personnel

La Shawn Butler

SENIOR ADVISOR

Joining RGS in 2023, La Shawn Butler brings over 26 years of municipal management experience to her role as an executive recruiter and trainer. La Shawn is a savvy evaluator of leadership competencies and organizational fit for senior public administration roles.

La Shawn has led large-scale construction projects, managed diverse teams, streamlined budgets, and overseen grants and Capital Improvement Projects (CIP) for parks, security systems, and public facilities. She is committed to connecting local governments with top talent and improving staff efficiency, budget structures, and project management.

PROFESSIONAL EXPERIENCE

Regional Government Services

Senior Advisor

La Shawn leverages her public service management expertise to support RGS partner agencies in recruitment. She specializes in connecting local governments with top talent, ensuring a streamlined selection process aligned with municipal values and objectives. LaShawn maintains transparency, integrity, and a commitment to equitable hiring practices that reflect the values of public service.

City of Dublin

Parks and Community Services Director

La Shawn oversaw the Parks and Community Services Department, managing one hundred full-time equivalent staff and a \$17 million budget, including \$9 million in general funds, \$5 million in program revenue, and \$3 million for public art. She supervised seven divisions, a ten-acre historic park, and \$3 million in grant funds, and she managed five commissions and boards.

City of Glendora

Community Services Director

La Shawn led the strategic direction and restructuring of the Community Services Department, overseeing 42 full- and part-time staff and managing a \$6.3 million budget. She supervised eight divisions, a golf complex, and 15 citywide special events while overseeing over \$6 million in Capital Improvement Projects (CIP). Additionally, she served on multiple community organization boards.

EDUCATION

Master's Degree in Education

Bachelor's Degree in Behavioral Science

Appendix C—Resumes of Key Personnel

Richard Blut

SENIOR ADVISOR

Richard Blut joined RGS in 2022 as a Senior Advisor supporting both the Human Resources and Finance Services groups. As part of the RGS Recruitment Team, Richard manages executive recruitment for partner agencies and leads NEOGOV implementation projects.

Richard brings more than 20 years of leadership experience in large public organizations. He is an expert in human resources, information technology, and systems automation. He has provided consulting and coaching to business leaders in a wide range of areas, including HR best practices, policy development, financial management, ERP implementation, organizational design, legal compliance, talent management, and compensation strategy.

PROFESSIONAL EXPERIENCE

Regional Government Services

Senior Advisor

Richard provides a broad range of HR services to RGS partners including inclusive and engaging executive recruitment processes. Richard has worked with Boards to glean key motivators to guide high profile placements.

Clark County Department of Aviation, Harry Reid International Airport

Assistant Director, Aviation – Airport Experience and Employee Services

As a member of the executive leadership team, Richard provided strategic oversight for talent management, organizational development, and the implementation of all human resources programs. He led the department's strategic planning and budgeting efforts and conducted in-depth financial and statistical analyses. He also applied survey tools and data analytics to inform organizational action plans focused on recruitment, employee engagement, and other key HR initiatives.

Training and Wellness Manager and Senior Management Analyst

Richard developed and implemented comprehensive, agency-wide training programs designed to enhance employee development, retention, workplace safety, and the customer experience. He facilitated training for over 1,500 employees and managers on topics such as diversity and inclusion, leadership, change management, sexual harassment, and legal compliance. Richard also created and launched web-based self-service tools for employee management and significantly improved performance evaluation processes through the deployment of an online system. Additionally, he supported the organization's recruitment efforts and provided services in employee and labor relations.

EDUCATION

Master of Business Administration
Bachelor's Degree in Business Administration

Appendix C—Resumes of Key Personnel

David Prieto, MAIO, MBA

ADVISOR

David has been an Advisor within the Recruitment Services Group since 2021, providing full-cycle recruitment and selection services to RGS partner agencies. Before his tenure at RGS, David accumulated over a decade of human leadership experience focused on recruitment and selection. David brings comprehensive knowledge of trends, salary benchmarks, and mobility patterns within local government job markets. He advises clients on recruitment strategies that are competitive, compliant, and tailored to the unique constraints and expectations of the public sector.

David uses behavioral interviews, psychometric tools, and performance metrics to assess executive capabilities, ensuring that recruits are equipped to lead under the scrutiny and accountability of public office.

PROFESSIONAL EXPERIENCE

Regional Government Services

Advisor

David leads recruitment initiatives for RGS partner agencies. He collaborates with managers and subject matter experts to develop selection procedures and skills assessments tailored to the specific requirements of each open position and the organization's hiring needs. He assists hiring managers by screening and identifying qualified candidates and documenting the recruitment process.

Modesto City Schools

Senior Director

David managed and developed talent acquisition and employee retention strategies, branding, candidate experience, and sourcing methodologies. He also oversaw the selection process, onboarding programs, and job classification and compensation strategies.

City of Lancaster

Talent Development Manager

David managed the staff and processes of updating class specifications and salary allocations, developing and validating tests, assessments, and interviews, and delivering learning and development programs.

Netflix, Inc.

Senior Talent Management Partner

David managed and implemented strategies for the Global Talent Acquisition and Learning and Development teams. He supervised competency development and managed criterion-validity studies of assessments and the analysis of talent analytics.

EDUCATION

Master of Arts in Industrial/Organizational Psychology
Master of Business Administration
Bachelor of Arts degree in Psychology

Appendix C—Resumes of Key Personnel

Maura Griffin

TECHNICAL SPECIALIST

Maura joined RGS as a Technical Specialist in 2019, bringing her administration, graphic design, and marketing expertise to partner agencies and RGS' internal operations. She specializes in graphic design and social media marketing, with proficiency in Microsoft Publisher, Canva, and Adobe Creative Suite. Recently, she has expanded her skills to include music video production for social media.

Before joining RGS, Maura built a strong background in administration and marketing in the private sector, primarily in real estate sales. Her experience includes contract drafting, negotiations, market research, and client analysis, which she now applies to support RGS partner agencies effectively.

PROFESSIONAL EXPERIENCE

Regional Government Services

Technical Specialist

Ms. Griffin plays a key role on the RGS Recruitment Team, coordinating social media campaigns to promote staff and management openings for partner agencies. She specializes in producing videos and designing digital content to enhance recruitment efforts and attract top talent. Additionally, she provides social media expertise as part of the Communication and Outreach Team, supporting multiple agencies in expanding their online presence.

In addition to her recruitment work, Ms. Griffin is the Administrative Assistant for the Marin Emergency Radio Authority (MERA), a Joint Powers Authority (JPA) that manages Marin County's emergency radio system. She provides administrative support, including recording board minutes and developing content and graphics for MERA's social media platforms. She collaborates closely with multi-jurisdictional police, fire departments, and other county agencies to ensure effective communication.

Keller Williams Wine Country

Licensed Realtor

As a licensed realtor, Ms. Griffin managed sales, marketing, and transaction processes, guiding clients through buying, selling, and leasing. She handled escrow coordination, ensured compliance with legal requirements, and maintained clear communication with all parties. Additionally, she prepared and reviewed contracts, purchase agreements, and leases, using her expertise in market analysis and negotiations to support successful transactions.

EDUCATION

Ms. Griffin has a B.A. in Fine Arts and a certification in French from the Sorbonne.