



Executive Recruitment Services

City of Sacramento, CA – City Manager

Mary Jacobs – Director - Human Capital Solutions

Sarah McKee - Senior Consultant – Human Capital Solutions

February 18, 2025



ONE FIRM



EXPERTISE

has grown exponentially over the last decade with the addition of talented people who are leading experts in their fields of education, technology, equity, state and local government, and public service.

OUR EDUCATION TEAM

is comprised of seasoned experts who are change agents in education, co-creating implementable action plans unique to each client. Their solutions are practical and reliable, based on proven research and a holistic understanding of a district or school's long-term programmatic needs, goals, and mission.

OUR GOVERNMENT TEAM

provides proven partnerships addressing issues in equity, organizational effectiveness, and financial analysis, including pioneering solutions in cost allocation, budgeting, resource maximization, and disparities in contracting policy.

OUR ENTERPRISE TEAM

offers solutions to financial, healthcare, transportation, and philanthropic organizations to enhance performance, identify efficiencies, and strengthen IT infrastructure and networks for greater resiliency, data security, and business continuity.

Your performance partner to achieve lasting change

Strategy, Planning & Implementation

- Leadership Strategy
- Organizational Design
- Data Analytics
- Disparity Studies

Human Capital

- Executive Search
- Temporary and Permanent Professional Staffing
- Classification & Compensation Studies

Cybersecurity & Resilience

- Managed Network & Security Services
- Risk, Vulnerability & Penetration Assessments
- Compliance Programs/Compromise
- Recovery & Response

IT Infrastructure & Digital

- Technology/IT Assessment
- Data Center (Cloud hosting)
- Artificial Intelligence Support
- Hardware and Product Sourcing
- Network Performance Monitoring (Managed Services)

Fiscal

- Cost Allocation Plans (CAPS)
- User Fee Studies
- SB 90 (Mandated Costs)
- Indirect Cost Rate Proposals
- Financial Services Support

2,000 

CAP's conducted in the last 5 years

600 

Financial solutions delivered annually

Human Capital Solutions Leadership



Joellen Cademartori
(847) 380-3238
JCademartori@MGT.us

Ms. Cademartori is a seasoned manager with extensive public-sector human resources management expertise. Her career includes roles such as Human Resources Director, Administrative Services Director, Assistant Town Manager, and Assistant County Manager. She has worked within various forms of government, from Open Town Meeting to Council-Manager, and has overseen all municipal and county departments, including Public Safety, Public Works, Mental Health, and Social Services.



Proposed Team Qualifications



Charlene Stevens
Vice President - Human Capital Solutions

20+ years of local government experience. Experienced Recruiter
5-years



Michele Morawski
Client Services Manager

8 years of expertise in Local Government Executive Recruitment.
Primary contact for inquiry, amendment and formulation of
recruitment proposals and contracts



Diane Doner
Reference Specialist Supervisor

Supervision of personnel conducting Internet/Social media
checks and executing reference verification calls for
candidates.



Krista Warnstedt
Recruitment Supervisor

Comprehensive management and support of Recruitment staff
throughout the recruitment process.



Sarah McKee, Senior Consultant
Experienced Recruiter
25+ years of local government experience

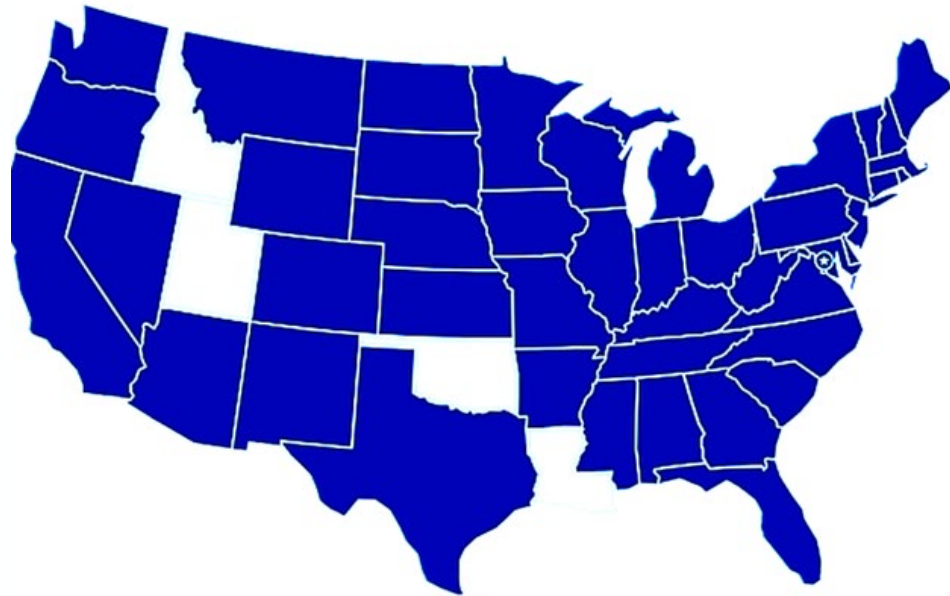


Mary Jacobs, Director
Director and Experienced Recruiter
28 years of city management experience

Our Experience



36 Recruiters are located coast-to-coast:



- Arizona
- Colorado
- Florida
- Georgia
- Illinois
- Massachusetts
- Michigan
- Minnesota
- North Carolina
- Ohio
- Tennessee
- Texas
- Wisconsin

1,400 Recruitments conducted in 45 states



Our Experience

City/County Manager Recruitment Experience

- Adams County, CO – County Manager
- Allegheny County, PA – County Manager
- Antioch, CA – City Manager
- Centre County, PA – County Administrator
- Chesapeake, VA – City Manager
- Cumberland County, NC – County Manager
- Deerfield Beach, FL – City Manager
- Miami Beach, FL – City Manager
- Fairfax County, VA - Deputy County Executive
- Fort Lauderdale, FL – City Manager
- Kalamazoo County, MI – County Administrator
- Loveland, CO – City Manager
- Larimer County, CO – County Managers
- Newport News, VA - City Manager
- Mecklenburg County, NC – County Manager
- Buckeye, AZ – City Manager

California Clients

- Antioch
- Bay Area Rapid Transit (BART)
- Encinitas
- San Jose (9)
- Selma

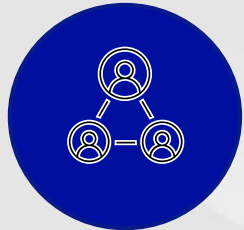
Subject Matter Experts



City/County Management



Public Works



Human Resources



Public Safety



Economic Development



Fire



Parks and Recreation



Finance



Full Recruitment – Project Methodology/Approach

Six Steps to Success



Full Recruitment Project Methodology/Approach

1 Organizational & Position Assessment

- Stakeholder Interviews
- Community engagement
 - Focus Groups
 - Surveys
 - Town Halls, etc.
- Develop understanding of:
 - Culture
 - Challenges
 - Opportunities
 - Expectations

2 Develop Position Brochure & Job Announcement

- Brochure Development
 - Detailed Marketing tool to attract talent
- Job Announcement created
- Suggest Advertising Sources
 - Client review & approval

3 Candidate Outreach & Recruitment

- Advertising placed
- Extensive email distribution
 - Target audience
 - Extensive network
- LinkedIn
 - 50,000 Contacts
- Active Professional Outreach
 - Personal contacts
 - Telephone Calls
 - Emails

Full Recruitment Project Methodology/Approach

4

Complete Coordination & Initial Screening

- Acknowledge and manage all applications
- Screen/review all applicants matching credentials in the recruitment brochure.
- Live video interview with Consultant
- Reference calls
- Internet & Social Media review

5

Prepare and Present Report & Selection for Interview

- Semi-finalists are presented to client for interview consideration
- Finalists selected for interview
- Background screenings conducted
- Additional references contacted

6

Interview & Selection along with Offer & Negotiation

- Consultant prepares interview questions for client review and approval
- Facilitation of interview process
- Aid in negotiation of contract, if desired

Candidate Presentation



Candidate Mini

Joe W. Carter

Contact Information

Address: 1234 Mary Street Mary, Maryland 12345 Cell: 123-456-7777
Email: jcarter@xxx.com

Education

- Master of Public Administration, 1986
University of South Dakota, Vermillion, South Dakota
- Bachelor of Science – History, 1984
University of South Dakota, Vermillion, South Dakota

Work History

1993 to Present City of Mary, Maryland (population 21,000)
City Administrator

1988 to 1993 Town of Jackson, Maryland (population 3,551)
Town Manager

1986 to 1988 Village of Cherry, Ohio (population 4,800)
Village Manager

1985 to 1986 City of Jasper, South Dakota (population 10,000)
Assistant to the City Manager

Data Summary:

Candidate:	Joe W. Carter
Organization:	City of Mary, Maryland
Position:	City Administrator
Organization Budget:	\$36 million
Total Number of Employees in Organization:	260
Salary:	\$96,000
Expected Salary:	\$120,000-\$130,000
Reporting Relationship:	Reported to the Mayor & City Council
Years of Experience:	34

Professional Affiliations:

- International City/County Management Association
- Maryland City/County Management Association
- Maryland Municipal League

Recruitment Cost

Full Scope Recruitment



Summary of Costs	Price
Recruitment Fee	\$45,000
Survey Development and Analysis	\$5,000
Recruitment Expenses (not to exceed) Expenses include candidate due diligence efforts	\$3,000
Advertising *Advertising costs over \$3,000 will be placed only with client approval. If less than \$3,000, Client is only billed for actual cost.	\$3,000*
TOTAL:	\$56,000**

****Consultant travel expenses are not included in the price proposal. Travel expenses are estimated at \$2,000 per trip and up to three trips per recruitment. Only actual expenses will be billed to the City for reimbursement.**



Recent Placement Statistics

Since January 2022, candidates hired in MGT national recruitments represent diverse groups of candidates and largely mirror ICMA membership statistics:

- 28% were women and
- 27% were non-white

ICMA membership statistics:

- 34% are women
- 13% are non-white
- 75% of executive leaders are white males

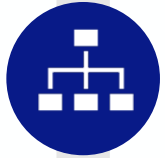




The Path to Success



Success requires a partnership between the MGT team and the City of Sacramento.



We are known for our process, approach, network, and record of our guarantee



We are known for our comprehensive candidate outreach.



We are known for our commitment to communication.



We are known for our commitment to the profession of local government management.



We stay with you until you have selected the ideal candidate.

We will search for additional candidates if needed without an added consultant fee.

We offer a one-year guarantee on our candidate placements.

No consultant fee for a new search, only expenses.

Our Track Record

MGT has conducted over 1,400 recruitments and only 3% of those recruitments have resulted in the client activating the Guarantee.

MGT

Thank you