

Personalized Service, Experts at Governmental Recruiting, Personalized Service
Experts at Governmental Recruiting, Personalized Service, Experts a
Governmental Recruiting, Personalized Service, Experts at Governmenta
Recruiting, Personalized Service, Experts at Governmental Recruiting
Personalized Service, Experts at Governmental Recruiting, Personalized Service
Experts at Governmental Recruiting, Personalized Service, Experts a
Governmental Recruiting, Personalized Service, Experts at Governmenta
Recruiting, Personalized Service, Experts at Governmental Recruiting
Personalized Service, Experts at Governmental Recruiting, Personalized Service
Experts at Governmental Recruiting, Personalized Service, Experts a
Governmental Recruiting, Personalized Service, Experts at Governmenta

PRESENTATION TO HOLDEN BEACH, NC

COLIN BAENZIGER & ASSOCIATES

EXECUTIVE RECRUITING

Personalized Service, Experts at Governmental Recruiting, Personalized Service
Experts at Governmental Recruiting, Personalized Service, Experts a
Governmental Recruiting, Personalized Service, Experts at Governmenta
Recruiting, Personalized Service, Experts at Governmental Recruiting
Personalized Service, Experts at Governmental Recruiting, Personalized Service
Experts at Governmental Recruiting, Personalized Service, Experts a
Governmental Recruiting, Personalized Service, Experts at Governmenta
Recruiting, Personalized Service, Experts at Governmental Recruiting
Personalized Service, Experts at Governmental Recruiting, Personalized Service
Experts at Governmental Recruiting, Personalized Service, Experts a





Our Mission:

To provide our clients with services that will significantly improve the management and operation of their organizations.

Our Goal:

To become recognized as the pre-eminent governmental executive search firm in the United States.

Our Focus:

To provide the highest quality executive search and consulting services to our clients.

Who We Are:

Colin Baenziger & Associates was established in 1997 and we initiated our executive search practice in 1998. Since then we have performed over 415 executive search assignments for local governments (including over 230 CEO's) for local governments in 35 states ranging from Florida to Alaska, and Maine to California.

What Sets Colin Baenziger & Associates Apart:

Experience—Our key people are almost entirely former city and county managers and/or elected officials.

Successful—Virtually every search has resulted in a placement and a satisfied client.

Outreach—We will find the best candidates.

Flexible—Every search is designed to meet the client's unique needs and situation.

Reliable—We say what we will do and do what we say.

Thorough—We provide exhaustive background and reference materials for each of the candidates we present.

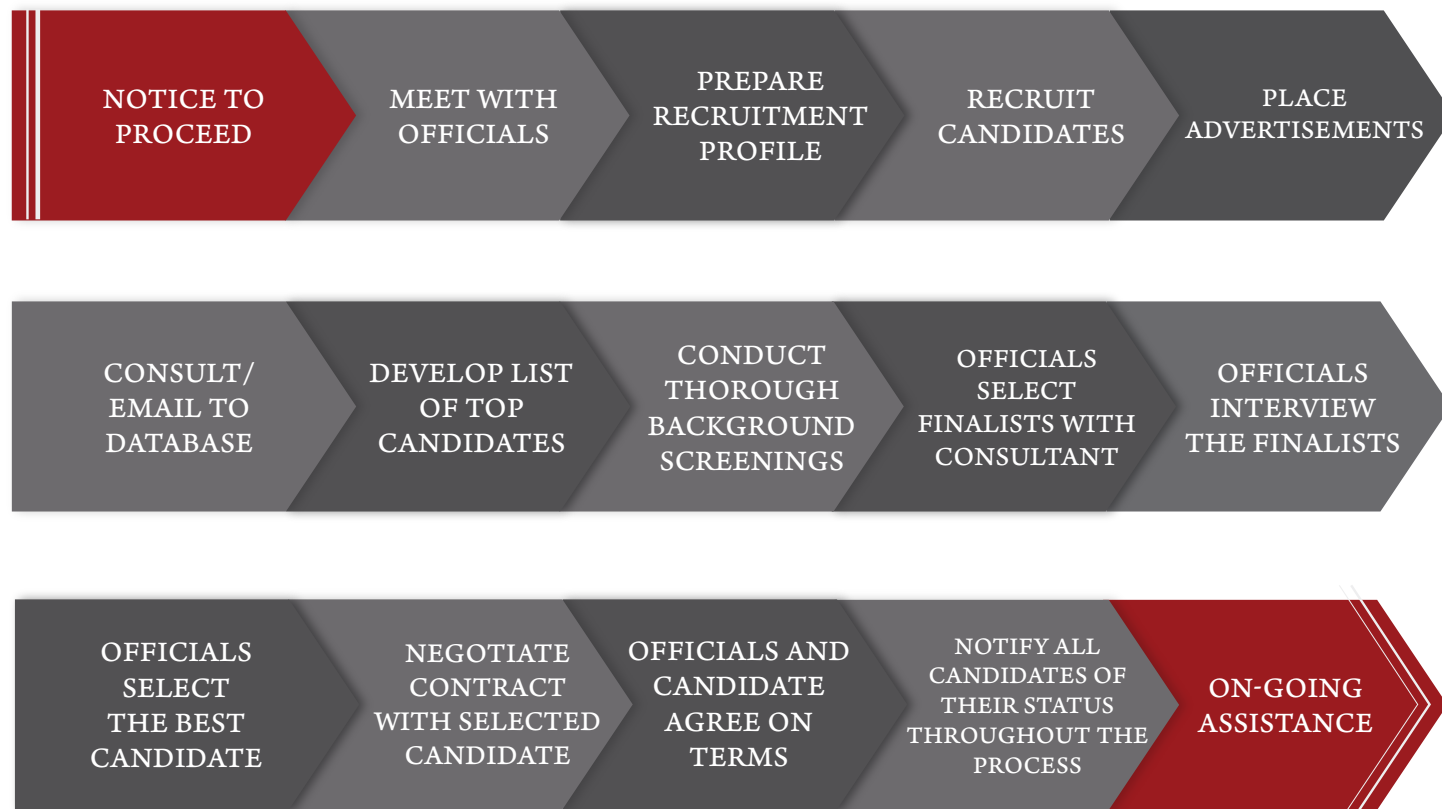
All Inclusive Fee—Our fee includes all our costs and we never ask for more than the originally quoted fee.

On Schedule—We have never missed a major project milestone.

Guaranteed Result—Our work is guaranteed for one year.

Customer Service—We are there for you 24/6/313 (We try not to work on Sundays but are available if needed.)

OUR TYPICAL PROCESS





OUR PROGRAM

Task One: Develop a sense of the Town, its elected officials, the organization's staff, and the community so we can identify the best candidates.

- Get to know the Members of the Board of Commissioners and their priorities.
- Understand the issues the next Town Manager will face.
- Develop the description of the ideal candidate.
- Develop the target compensation package.
- Finalize the recruitment schedule.

Task Two: Develop the candidate recruitment brochure.

Task Three: Recruit a field of strong candidates.

- Conduct an aggressive search for the very best candidates via telephone and email.
- Advertise in the trade press.
- Review our database.

Task Four: Evaluate candidates.

- Identify the 6-12 best candidates.
- Interview the candidates to assess their abilities.
- Conduct thorough reference and background checks.

Task Five: Present a comprehensive package of materials for each of 6-10 outstanding candidates.

Task Six: Select Finalists.

- Meet with the Board of Commissioners to discuss the leading candidates.
- Board of Commissioners to select finalists.

Task Seven: Notify all candidates of their status.

Task Eight: Assist in the interview and selection process.

- Provide a list of possible questions that the Board of Commissioners may wish to ask during the interviews.
- Coordinate and oversee the interview process.

Task Nine: Debrief the Board of Commissioners and assist it in selecting the next Town Manager.

Task Ten: Assist the Town in negotiating the new Town Manager's employment agreement.

Task Eleven: Continuing Assistance.

OPTIONS AND THOUGHTS FOR PUBLIC PARTICIPATION

Structure:

- General: On-line surveys of the public, staff and any others you desire
- Formal: Stakeholder Meetings, Forums, Interview Panels and/or Citizen's Advisory Committee
- Informal: Meet and Greet/Reception

Feedback Mechanisms:

- Input to the Consultant
- Direct Input to Board of Commissioners
- Interview Panel Comments
- Summary of Survey Responses

Factors to Consider:

- Time
- Resources
- Impact





KEY TEAM MEMBERS

Colin Baenziger | Senior Partner, Colin Baenziger & Associates

- Former City Manager in Wellington, Florida, with over ten years of municipal experience.
- Former Manager and Analyst with the District of Columbia.
- Over twenty-five years of private sector experience.
- Elected Board Member of a Master Homeowners' Association with 22,000 Members.
- Master's Degree with Distinction from Cornell University's Graduate School of Management.
- Member, International City/County Management Association, and several state chapters.

Scott Krim | Managing Partner, Colin Baenziger & Associates

- Involved in public and private sector management and consulting for more than 20 years.
- Former manager with the Utah District Court System.
- Bachelor of Science in Organizational Communication from Weber State University and an MPA from Southern Utah University.
- Member of the Association for Public Policy Analysis & Management, the Society of Human Resource Management, and the American Communication Association.

Lynelle Klein | Senior Vice President for Operations, Colin Baenziger & Associates

- Started as a Research Assistant with CB&A 15 years ago and is now the number 2 person in the company.
- Has led and/or served as Deputy Project Manager on numerous searches.
- Oversees Colin Baenziger & Associates' production work and back office operations.

Stephen Sorrell | Senior Vice President, Colin Baenziger & Associates

- Involved in municipal management and consulting for more than 35 years.
- Former City Manager, Assistant City Manager, Finance Director and Transportation Engineer for Hamilton, OH.
- Former Executive Director, Emerald Coast Utilities, Pensacola, Florida (17 years).
- Bachelor of Science in Civil Engineering from the University of Dayton and an MPA from the University of Cincinnati.
- Professional Engineer in Ohio and Florida.

PROJECT COSTS & WARRANTY

Search Fee: \$34,500

Includes all costs except those associated with bringing the candidates and spouses to the Town for the interviews (air fare, meals, car rental and so on).

Warranty

1. We will not approach the selected candidate for any other position as long as the individual is employed as your Town Manager.
2. If the selected individual leaves for any reason other than an act of God within the first year, CB&A will repeat the search for our expenses only.
3. If you are not satisfied with the candidates we present, CB&A will repeat the search until you are satisfied.
4. Our price is guaranteed and will not be exceeded for any reason, even if conditions change after the contract is executed.



SOME OF OUR RECRUITMENT'S & CLIENTS



City Manager, Albany, GA

City Manager, Ankeny, IA

City Manager, Bellevue, WA

City Manager, Cocoa Beach, FL

City Manager, Covington, VA

City Administrator, Danville, VA

City Manager, Doraville, GA

City Manager, Fairborn, OH

City Manager, Greensboro, NC

City Manager, Indianola, IA

City Manager, Mt. Pleasant, MI

City Manager, Melbourne, FL

City Manager, Naples, FL

City Manager, Norwich, CT

City Manager, Palm Bay, FL

City Manager, Roanoke, VA

City Manager, Sarasota, FL

City Manager, Scottsdale, AZ

City Manager, Tacoma, WA

City Manager, Thornton, CO

City Manager, Winchester, VA

City Manager, Yakima, WA

County Administrator, Clackamas County, OR

County Manager, El Paso County, TX

County Administrator, Polk County, IA

County Manager, Union County, NC

County Administrator, York County, VA

County Attorney, Fulton County, GA

Corporation Counsel, Davenport, IA

City Attorney, Lawton, OK

City Attorney firm, Naples, FL

City Attorney, Ocala, FL

County Attorney, Prince William County, VA

City Attorney, Roanoke, VA

Chief Labor Negotiator, Orlando, FL

Borough Manager, Matanuska-Susitna Borough, AK

Assistant City Managers (2), Corpus Christi, TX

Finance Director, St. Petersburg, FL

Library Director, St. Johns County, FL

Executive Director, Spartanburg Water, SC

Executive Director, South Sound 911, Pierce County, WA

General Manager, Tampa Bay Water, FL

Executive Director, Sewerage and Water Board of New Orleans, LA

Deputy Director, Miami-Dade Water and Sewer, FL

THANK YOU FOR
YOUR CONSIDERATION

COLIN BAENZIGER & ASSOCIATES
EXECUTIVE RECRUITING

COLIN BAENZIGER & ASSOCIATES

EXECUTIVE RECRUITING

