**Potential City Administrators/Managers**

Dale Shaddox

**Email Address:** [mdshaddox1@gmail.com](mailto:mdshaddox1@gmail.com)

**Work History / Education:**

In recent years I have served local governments around the state of Oregon as an Interim City Manager/Administrator for cities who are experiencing staff changeover, fiscal and legal problems, capital project contract and funding issues, and the like.  
  
• Extensive full time and interim City Manager/Department Head experience in Oregon and California city governments.  
• Master of Public Administration (MPA) degree.  
• Ability to effectively work with staff, elected officials, other levels of government and the community.  
• Specializing in resolving urgent/difficult problems and getting things done.  
• Ability to work with groups of diverse personalities and points of view.  
• Firsthand experience and knowledge of all city government operations.  
• City Manager/Department Head recruitment services at no additional cost to the City.  
• Available to begin service on short notice.  
• Oregon Cities Served: Brookings, Phoenix, Talent, Shady Cove, Gold Hill, Myrtle Creek and Newport.  
• California Cities Served: Buena Park, Chico, Yreka, Cotati and Hollister.

John Alita

**Email Address:** john.alita@gmail.com

**Position(s) Desired:**

* City Manager/Administrator
* Other Department Head Position

**Location(s) by Country:**

* All

**Work History / Education:**

John Alita  
415.606.8303 | john.alita@gmail.com  
  
Objective: To contribute on an interim basis in positions either as a City Manager, Deputy City Manager, Department Head or in the non-profit sector. I am available to work in California and Oregon.  
  
Accomplishments  
  
Served as Executive Sponsor for the City of Stockton's ERP Project, a $30 million, multi-year effort to replace a 30-year old system with Software as a Service model for Finance, Budget, and HR.  
  
Oversaw successful implementation of $10 million California Transformative Climate Communities grant working with twelve local partner agencies to improve climate change outcomes in disadvantaged neighborhoods.  
  
Served on the leadership team for COVID response including development of relevant HR policies, employee leave process, and workplace safety protocols.  
  
Wrote a successful $8.5 million competitive grant for the State of California Proposition 68 program to renovate a 22-acre regional park in an underserved neighborhood.  
  
Served as Vice Chair for a campaign to pass a 1/4 cent special sales tax for library and recreation services. The measure passed with 76% and provided an additional $11 million per year for 16 years. The first capital project, a new Library/Community Center broke ground in early 2021.  
  
Re-opened a branch library that had been closed for 7 years  
  
Served on the City Emergency Operations Team during the 2010 PG&E explosion and fire.  
  
Helped to complete five public art projects for the San Bruno Arts Commission  
  
Specific interests include coaching, change management, community engagement, placemaking, public art, and sustainability.  
  
Experience  
  
Deputy City Manager  
City of Stockton, CA 2020-2022  
  
Serving a City of 315,000 residents and reporting directly to the City Manager, I was responsible for the oversight of multiple departments including Information Technology, Community Services, Community Development, and Municipal Utilities. In addition I was responsible for the City's initiatives in the areas of sustainability and Enterprise Resource Planning.  
  
Director of Community Services  
City of Stockton, CA 2014-2020  
  
Responsible for leading the Stockton-San Joaquin County Library and City of Stockton Recreation Services and a staff of 110 FTE. Developed and administered an annual department budget of $16 million. The City service area had a population of 315,000 and the County Library service area included 750,000 residents. Scope of responsibilities included oversight of 13 Libraries, 5 Community Centers, Special Events, and establishing and maintaining contractual relationships with multiple agencies to operate over a dozen additional facilities including 2 municipal golf courses, 7 pools, and a Teen Center.  
  
Assistant Community Services Director  
City of San Bruno, CA 2012-2014  
  
Served as Assistant Department Head in the capacity of City Librarian and Manager of the San Bruno Senior Center. Acted as Staff Liaison to San Bruno Culture and Arts Commission and Senior Advisory Board. Served on the board of the Peninsula Library System Administrative Council.  
  
Assistant Library Director  
City of San Bruno, CA 2001-2012  
  
Responsible for operations of the San Bruno Public Library, serving a community of 41,000, with 17 FTE, and an annual operating budget of $2 million. Led the library successfully through a merger with the Parks and Recreation Department to create a new Community Services Department consisting of five divisions. Served as project manager for library RFID conversion, resulting in 85% self-checkout rate. Developed a new library logo and branding campaign for which the library received a CLA PR Excellence award.  
  
Division Manager - Information Services  
City of Redwood City, CA 1999-2001  
  
Managed the daily operations of the public library reference division. Implemented a shared service desk combining Librarians and Library Assistants to provide one-stop  
customer service. Managed LSTA grant to develop digitization protocols and frameworks for local history collections, which served as a model for other public libraries in California  
  
Information Specialist  
Accenture - San Francisco, CA 1997-1999  
  
Provided research support to a strategy consulting group working with Fortune 500 clients. Developed subject areas in technology, media, and biotechnology  
  
Information Specialist  
Heidrick & Struggles - San Francisco, CA 1995-1997  
  
Provided research support to executive recruiting firm  
  
Information Assistant  
McKinsey & Company - New York, NY 1991 - 1992  
  
Provided research support to a Fortune 500 strategy consulting firm  
  
Education  
  
Indiana University  
Bloomington, IN  
MLS, Library Science 1992 - 1995  
  
Stony Brook University  
Stony Brook, NY 1987-1991  
BA, Cum Laude - English  
  
Association Memberships and Certifications  
  
National Recreation and Park Association - CPRP  
Member, ICMA  
  
Skills  
  
Bilingual in Spanish (written and spoken) • Cross-functional Team Leadership • Process Improvement • Operating Budgets • Change Management • Culture Change • Grant Writing • Strategic Planning • Local Government • Community Outreach

John Hummel

**Email Address:** john@johnhummel.org

**Position(s) Desired:**

* City Manager/Administrator

**Location(s) by Country:**

* All

**Work History / Education:**

28 years as an licensed attorney in Oregon, including 8 years as the elected District Attorney in Deschutes County and six years as an elected City Councilor in Bend.

Matt Brown

**Email Address:** mattbrown@mattbrownconsulting.com

**Position(s) Desired:**

* City Manager/Administrator
* Finance Director

**Location(s) by Country:**

* All

**Work History / Education:**

EXPERIENCE  
Finance Director at City of St. Helens Oregon  
• Manage Finance Department, Utility Billing, Municipal Court, and IT.  
• Develop long-term financial planning, including debt service management, financial analysis, forecasting, and utility fee modeling.  
• Develop annual budget process for city and urban renewal agency  
• Preparing monthly, quarterly, and yearly financial reports for managers and City Council  
• Establish procedures and performance measurement standards for efficiency improvements and strategic planning across departments.  
• Oversee audit process and assist in preparing financial statements  
• Oversee outside investments made by city  
  
Senior Management Analyst at City of Forest Grove Oregon  
• Develop annual budget process for city  
• Develop long-term financial and strategic plans  
• Perform financial analysis, including cost allocation, revenue forecasting, and utility rate analysis for long term financial planning  
• Assist Finance Director with retirement investment strategies and management  
  
Owner at Matt Brown Consulting  
• Assisting public and non-profit agencies with organizational, financial, and HR management. Tasks have included strategic planning, goal setting, fund re-structures, utility rate analysis, interim Finance Director and City Manager/Administrator, job/department analysis, salary/benefit studies, and recruitment assistance  
  
Other Past Experiences  
• Senior Accountant at City of Hubbard Oregon from 2011-2013  
• Accountant at NW Regional Educational Service District from 2009-2011  
• Accountant at Pacific University from 2008-2009  
  
EDUCATION & CERTIFICATES  
2021 – 2022 Clackamas Community College, Human Resources Management Certificate  
2018 – 2019 Harvard Business School, Executive Certificate in Public Leadership  
2011 – 2013 Marylhurst University, Master’s in Business Administration  
2001 – 2005 Western Oregon University, Bachelors of Science in Business, Minor in Economics  
2022 League of Oregon Cities City Management Certificate  
2022 CJIS Security Level 4  
2021 ICMA Government 101 and 201 Completion  
2016 Oregon Government Finance Officer Certification