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A Second Look At California's Women City Managers

It has been two years since the City Manager Newsletter by Trackdown (CMNT) looked at California's Women City Managers. In April, 2007 we listed 43 women in that first effort. In May, 2008 we took a look at some of California's top women assistants. All CMNT issues are listed in the "Newsletter" section at: www.trackdownmanagement.net

CMNT has evolved a bit since that 2007 issue, and so has the ICMA "Women Leading Government" program. Back then **Penny Culbreth-Graff** was the Huntington Beach City Administrator and Chair of the WLG group. Penny, also a former Grover Beach City Manager, has since left the State to be the Colorado Springs, Colorado City Manager. The new WLG Chair is **Tammy Letourneau**, the former Yorba Linda and Sierra Madre City Manager. Tammy is currently a consultant with Management Partners, Inc.

(Continued on Page 2)



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Our compliments and gratitude go to the CCA leadership and staff!

Special thanks and congratulations to President Frank Zerunyan, of Rolling Hills Estates, and to President-elect Lois Gaston, the Executive Board, and Sam & Sharon Olivito & the CCA Staff



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A Second Look At California's Women City Managers

Once again we utilized the ICMA Who's Who Directory as our primary research tool. We recognize that there are those serving the city management craft who are not members of ICMA for one reason or another like **Michelle Keith** of Bradbury and Avenal City Manager **Melissa G. Whitten-Harrison**. ICMA, however, is still the primary National organization representing and training city managers. On the other hand, we want to recognize professionals like Michelle and Melissa, who work tirelessly in sometimes very isolated venues. Avenal is a Kings County city that owes its origin to the oil industry but has diversified its economic base to include agriculture and the service industries. Avenal incorporated in 1978. The Avenal State Prison helps stabilize the community's economy.

Please remember that we are not forgetting the many women city managers we previously listed (April, 2007). On the other hand, we certainly want to add to that list with the many other highly motivated and hard working California women city managers.

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Vacaville City Manager **Laura C. Kuhn** is a former member of the California City Management Foundation (CCMF) Board. She began her public management career in the Tustin Planning Department in a natural progression from Assistant Planner to Associate Planner and then Senior Planner between 1984 and 1989. In September of 1989 Laura took the Planning & Zoning Director post in Camp Verde, Arizona. She returned to California in 1992 as the Deputy Director/City Planner in Simi Valley. In August, 1996 Laura was recruited by Scotts Valley to serve as Deputy City Manager, and in 2005 she was appointed Assistant City Manager in Vacaville. Laura became City Manager in December, 2008, first as "interim," following her boss **David Van Kirk**'s retirement. Laura has a BS from California Polytechnical University, Pomona, and an MPA from California State University, Long Beach.

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A Second Look At California's Women City Managers

Ukiah City Manager **Jane A. Chambers** began her career in 1976 as a Burbank Administrative Assistant. In 1978 Jane was selected to be the Assistant City Manager in Chico, and served there until July, 1981. Between 1987 and 1994 Jane served as a private Local Government Consultant. She moved to Minnesota in 1994 and worked in a non-profit position, but in 1996 she re-entered the city management craft as the Assistant to the City Manager in Burnsville, Minnesota, south of Minneapolis and St. Paul. In 1997 Jane took the post of Assistant City Manager in Brooklyn Center, Minnesota, a few miles north of Minneapolis. In October, 2002 Jane returns to California as the Assistant City Manager in Daly City. In 2006 she joined the San Bruno staff as the "interim" Assistant City Manager and then served as the "Interim" Director of Public Works from May, 2006 until October, 2008 when she was appointed Ukiah City Manager. Jane has a BS from California State University and an MPA from **UCLA**. She was on the Executive Board of the Minnesota Association of Urban Management Assistants in 1999-2000. She has earned a 10-year ICMA Service Award.

Tiburon's Town Manager since October, 2006 is **Margaret A. Curran**. Peggy began her career in 1982 as an Assistant to the City Manager in Santa Monica. In 1984 she was appointed Santa Monica's Director of Community & Economic Development. In February, 1992 Peggy was recruited by Beverly Hills as a Deputy City Manager, and she became Assistant City Manager in 1993. In 1994 Peggy left California to become the Town Manager in Telluride, Colorado, and she returned as the Tiburon Town Manager. Peggy has a BA and MA from **UCLA**. She has earned a 20-year ICMA Service Award.



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Susan M. Loftus is the San Mateo City Manager. She began her career in 1978 as an Economic Development Manager in Sacramento's Housing & Redevelopment Agency. In 1987 Susan took a similar position in San Mateo as the Economic Development Manager. Since that time Susan moved up in the San Mateo city organization to Assistant to the City Manger in 1990; Assistant City Manager in 1995; Deputy City Manager in 2000; Acting City Manager in June, 2008; and City Manager in September, 2008. Susan has a BA from the University of San Francisco and an MBA from California State University, Sacramento. Susan is a member of Women Leading Government.

Morro Bay City Manager **Andrea K. Lueker** joined the city in 1987 as a Recreation Coordinator/Supervisor. In 1993 Andrea was appointed Acting Morro Bay Acting Recreation & Parks Director, and in 1994 the City removed the "Acting." Andrea was selected to serve as Interim City Manager in October, 2007 and in July, 2008 the City removed the "Interim." Andrea has a BS from Colorado State University and an MS from California Polytechnic State University, California. She is a member of Women Leading Government.

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California's Women City Managers

Rancho Palos Verdes City Manager **Carolyn R. Lehr** was Superintendent of Recreation for a park district in Illinois early in her career. She then worked in the Planning and Building Department in Sunnyvale prior to service as the Monte Sereno City Manager between 1993 and 1996. In 1997 she was appointed Vice President of Marketing for Hunterdon Health in New Jersey. In June, 2003 Carolyn was selected to be the City Manager of Keego Harbor, Michigan. She was recruited for her Rancho Palos Verdes post in March, 2007 to replace the retired **Les Evans** who left the previous December. Carolyn has a BS from San Jose State University in Recreation Administration, and an MPA from Rutgers University.

June M. Yotsuya is the Monterey Park City Manager. She began her career as a Administrative Analyst in Whittier in 1986 and worked there through April, 1989. She went to Downey as the Assistant to the City Manager in May, 1989. June was appointed Assistant City Manager in Seal Beach in 2001, and was recruited by Monterey Park in 2008. She has earned a 20-year ICMA Service Award. June is a Past President of MMASC (1991-92 when she was with Downey). She came to Monterey Park and relieved Interim City Manager **Adolfo Reta** who has been serving since former City Manager **Chris Jeffers** took the Glendora City Manager post. June is known to like to travel and enjoys playing the saxophone.

"The road to success is always under construction" --Lily Tomlin

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Jack Lam, Rancho Cucamonga
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Phil Vince, Martinez
Gary Chicots, Retired City Manager

California's Women City Managers

When last we compiled a list of California's women City Managers, **Marcia L. Raines** was City Manager in Half Moon Bay. In January, 2009 she assumed the City Manager post in Millbrae following the retirement of City Manager **Ralph Jaeck**. In 1995 Maria was the Community Development Director in Martinez, and she was promoted in that organization to Assistant City Manager in April, 1997, and City Manager in October of that year. In 2000 she took the position of Environmental Services Agency Director in San Mateo County. She returned to city service in 2006 when she agreed to take the Half Moon Bay position. Marcia has a BS in Urban Planning from California Polytechnic University, Pomona. She currently serves as a member of the California City Management Foundation Board.



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Sandra L. Kerl began her career in 1982 as an Administrative Intern in San Luis Obispo. In 1984 she took an Administrative Analyst job with the County of San Luis Obispo, and in November, 1987 Sandra moved to La Mesa as an Administrative Analyst and started her upward progression in that organization. In 1990 Sandra became a Senior Management Analyst; in 1991 an Assistant to the City Manager; in 1992 the Deputy City Manager, Community Services; in 1998 the Assistant City Manager and in 2003 La Mesa City Manager. Sandra has a BS from California Polytechnic State University, San Luis Obispo, and an MBA from the University of Redlands. She has earned a 25-year ICMA Service Award.

<http://www.cityoflamesa.com/directory.aspx?EID=52>



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California City
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Foundation

www.cacitymanagers.org

La Habra Heights City Manager **Shauna L. Clark** began her career in the City Clerk's office in San Bernardino in 1978. In 1990 Shauna left the City Clerk's position to become the San Bernardino City Administrator. She was appointed La Habra Heights City Manager in September, 2008 following service in Pasadena as a project manager on the City Hall Seismic Retrofit and Rehabilitation Project. The La Habra Heights vacancy occurred with **Ron Bates** left the city to become the South Gate City Manager. Shauna has an AA from San Bernardino Valley College, and a BA and MBA from California State University. She has earned a 10-year ICMA Service Award.

lone City Manager **Kimberly A. Kerr** was a Risk Manager in Humboldt County in 1997, and moved up in that organization to Deputy Chief Administrative Officer in 2001; General Services Director in 2003; and Risk Management Director/Deputy Chief Administrative Officer in 2005. Kim was recruited for the lone City Manager post and started there in July, 2007. She has an AA from Central Texas College; a BS from Wayland Baptist University, Texas; and an MPA from Golden Gate University.



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California's Women City Managers

Patricia S. Thompson just recently finished up an "interim" assignment as City Manager in Novato. **Michael Frank** of the Santa Rosa staff has been appointed to fill the Novato post. **Pat Thompson** got her public management career rolling with an Administrative Intern position in Chula Vista in January, 1973. Pat earned her BA from San Diego State University in 1972 and her MPA in 1974. In August, 1974 she became an Associate Instructor at Indiana University. In 1976 Pat took a Management Analyst II position in Las Vegas, Nevada, and in late 1977 she went to work as a Staff Services Coordinator for Clark County, Nevada. In 1979 Pat took the Director of Management Services post in Clark County, and she work there until 1983 when she was appointed City Manager in Sparks. In 1989 Pat returned to California after some 15-years to become the Napa City Manager, and she served there until retiring in 2006. In early 2008 Pat took an "Interim City Manager" assignment in Ukiah, and she began her Novato "Interim" roll in August, 2008 after City Manager **Daniel E. Keen** moved to Concord. Pat is a Past President of the Local Government Managers Association of Nevada. She has earned a 30-year ICMA Service Award.



Elk Grove City Manager **Laura S. Gill** started her public management career in 1987 as an Analyst in the Office of Budget & Management in Durham, North Carolina. Laura worked various positions in Durham through December, 2002. She had been the Director of Budget and she was the Senior Assistant to the City Manager when she left Durham to come to California as the Assistant Chief Administrative Officer in El Dorado County in March, 2003. In May, 2003 she was appointed Chief Administrative Officer in El Dorado County where she served until her appointment as City Manager in Elk Grove in June, 2008. Laura has a BA from Wake Forest University and an MPA from the University of North Carolina at Chapel Hill. She has earned a 20-year ICMA Service Award.

<http://www.elkgrovecity.org/city-manager/bio-gill-laura.asp>

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After nearly six years as a Store Manager for Marshalls, **Nancy L. Huston** began her public management career as a Management Analyst in Fairfield in 1989. In 1992 she became the Fairfield Administrative Services Officer/Finance, and in 1996 she was appointed Assistant City Manager, first in an interim roll. In June, 2008 Nancy was selected to be the City Manager in Dixon. She has a BS from the University of California, Davis, and an MA from the University of San Francisco.

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"Toughness doesn't have to come in a pinstripe suit."
-United States Senator Dianne Feinstein

California's Women City Managers

El Cajon City Manager **Kathleen J. Henry**, the former Kathi Hubert, a Corona native, has worked for the City of El Cajon since August, 1981, though she worked as an unpaid "Intern" prior to that while attending college. She accepted an Administrative Analyst position in 1981, and since then she has served as an Administrative Assistant starting in 1982; Assistant to the City Manager in 1986; Deputy City Manager in 1992; and Assistant City Manager in 1996. Kathi was appointed to be the first woman to serve as El Cajon City Manager, in September, 2004 following the retirement of **Bill Garrett**, who currently serves as the Executive Director of the California City Management Foundation. Kathi has a BA and MPA from San Diego State University. El Cajon is Spanish for "The Drawer." The City is surrounded by mountains and nestled in a valley. Among El Cajon's famous residents are the Boones of Major League Baseball: Bob, Bret and Aaron, and NASCAR Champion Jimmy Johnson.



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Dublin City Manager **Joni L. Pattillo** started her public management career in 1988 after working nearly 8-years in the private sector. Her first public position was Assistant to the City Manager in Fremont in 1988. In 1997 she was appointed Director of Administrative Services in Union City, and in 1999 she moved to San Jose as the Chief Deputy Director of Environmental Services. In April, 2002 Joni was selected to be the Assistant City Manager in Dublin, and in 2008, with the retirement of **Richard Ambrose**, she was appointed City Manager. Joni has an AA from Chabot Junior College, a BA from San Jose State University and an MBA from the University of Phoenix. She has served on the Cal-ICMA Board and is a past-President of MMANC (1997-98). Joni has earned a 20-year ICMA Service Award.



Karen Plover Brust, Del Mar City Manager, began her public service career as a Town Treasurer in Wallingford, Connecticut in 1987. In 1989 she was appointed Deputy Director of Finance in New London, Connecticut. Karen came west to California in December, 1991 to take the Director of Finance position in South Gate. In 1994 Karen moved to Gardena as the Director of Finance, and in 1998 she moved south to the San Diego Water Authority as their Director of Finance. After nearly 10-years with the Authority, she was appointed to the Del Mar City Manager post in March, 2008. Karen has a BS and an MS from Central Connecticut State University, and she is a Certified Public Finance Officer. She has earned a 20-year ICMA Service Award, and she has been active with the California Society of Municipal Finance Officers (CSMFO).

<http://www.delmar.ca.us/Government/dept/Pages/CityManager.aspx>

California's Women City Managers

Cotati City Manager/City Clerk **Dianne M. Thompson** was a Facilities Planner in Santa Rosa in 1992. In January, 2004 Dianne took a position as a Project Manager with TLCD Architecture on the private side. In 2006, however, Dianne returned to public service as the Assistant City Manager in Cotati. She was appointed City Manager in February, 2007. Dianne has a BA from the University of California, Berkeley.

Cloverdale City Manager **Nina D. Regor** began her public management career in 1991 after working nearly five years in the private sector. She started with a Budget Analyst post in Gresham, Oregon, and then worked progressively as Executive Assistant Secretary, 1992; and Assistant City Manager in 1993. In 2003 she was appointed Deputy City Manager in Spokane Valley, Washington. Nina came to California for the Cloverdale City Manager post in October, 2007. Nina has a BA from Stetson University, Florida and an MS from Carnegie Mellon University, Pennsylvania. She has earned a 10-year ICMA Service Award.

Between 1988 and 1991, Carlsbad City Manager **Lisa E. Hildabrand** worked with KPMG in various positions including as a Senior Manager. She began her public service career in December, 1991 as Carlsbad's Finance Director. In 2005 Lisa was appointed Assistant City Manager and in September, 2007 she was picked to serve as Interim City Manager following long-time City Manager **Ray Patchett's** retirement. In May, 2008 the "Interim" was dropped from her title. Lisa has a BS from San Diego State University.



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Of course, we are not making any claim to have presented an exhaustive list here. There are many others who deserve recognition, and we will look to do that in some future issue. In the meantime we have listed a few of the top women public managers pursuing the noble city manager craft calling, and these few others: **Laura S. Allen**, Interim City Manager in Colma; **Marcia Somers**, Assistant Town Manager in Danville; **Suzanne Frick**, Assistant City Manager in Long Beach; **Linda Benedetti-Leal**, City Manager in Paramount; **Valerie J. Barone**, Assistant City Manager in Concord; **Dana E. Shigley**, Assistant City Manager in Anderson; **Lisa K. Goldman**, Deputy City Manager in Alameda; **Cathy Standiford**, Assistant City Manager in Santa Ana; **Christine Shippey**, San Jose Assistant City Manager; **Linda Kelly**, City Manager in Sonoma; **Linda Lowry**, Pomona City Manager; and **Elaine Aguilar**, Sierra Madre City Manager. We also do not wish to forget to mention **Debbie Kurita** and **Noelia Chapa**, who are among those "in transition." There are many more and we salute you all.



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KNAPP GOLF CLASSIC

June 15, 2009

Though we lost our veteran City Manager friend **Gaylord Knapp** on March 8, 2008 to Huntington's Disease, the Knapp Golf Classic continues to support the research efforts of the Huntington's Disease Society of America. Tournament Chair **Doug La Belle**, recently retired from Chino Hills, notes that during the past nine years, the Knapp Golf Classic has raised more than \$250,000 contributed to find a cure for this devastating disease.

The 2009 Knapp Golf Classic will tee off on Monday, **June 15, 2009** at the **Western Hills Golf and Country Club**, 1800 Carbon Canyon Road, Chino Hills 91709.

Entry fee is \$175 per golfer and \$35 for dinner only participants.

City Managers and former City Managers on the Knapp Golf Classic Committee include: **Doug La Belle**, **Mike Fleager**, **Terry Belanger**, **Bruce Channing**, **Art Gallucci**, **Dan Joseph**, **Tom Mauk**, **Don Powell**, **Dave Ream**, **Gene Rogers** and **Jim Ruth**. Gaylord's son **Scott Knapp** is also on the Committee.

For information regarding the tournament contact **Doug La Belle** at (949) 422-0121, or email him at mauidoug3@hotmail.com

Picking up the Pieces: Retired Wasco City Manager **Larry Pennell** is the Fillmore "Transitional City Manager." Larry is responsible for recruiting a new Fillmore City Manager. In the meantime, Fillmore Assistant City Manager/Finance Director **Barbara Smith** is retiring on May 15 after 23-years with the City. Bell Gardens City Manager **Steve Simonian** is a former Chief of Investigations for Los Angeles County District Attorney **Steve Cooley**. Hesperia Assistant City Manager **Brian D. Johnson** served as Interim City Manager in Grover Beach between November, 1996 and July, 1997. He then served as the Grover Beach Administrative Services Director, and went to Hesperia in 2000 for a similar post. Berkeley Mayor **Tom Bates** previously served in the California Assembly from 1976 to 1996. He is married to **Loni Hancock**, a former Mayor of Berkeley who currently serves in the Assembly. Mayor Bates graduated from the University of California, Berkeley, and played on the Golden Bears 1959 Rose Bowl team. Since the introduction of term limits in 1990, State Executive and State Senate members can only hold an office for two four-year terms. For the State Assembly, the limit is three two-year terms. Before the introduction of term limits, officials were limited only by their ability to attract voters on Election Day. With his Assembly and State Senate service combined, **Ralph C. Dills** holds the record for longest tenure in the California State legislature. Colusa City Manager **Jan McIntock** is a former Information Technical Officer in Riverside County. Placentia City Administrator **Troy Butzlaff** has a BA and MPA from the University of La Verne. He previously worked in Palm Springs, Indian Wells and Diamond Bar. City Manager **Tom Robinson**, 58, has lived and worked in La Mirada since 1985. He has an MPA from California State University, Long Beach. He was the Cerritos public information coordinator in 1978 following his assignments in Commerce as an intern and Public Information Officer. Former Walnut City Manager **Robert Dickey**, who worked several years with the Southern California Edison Company, is currently the Public Works Director in South Gate. California's first foreign born Governor was Irish born **John Downey** in 1827. He followed the Gold Rush to California, prospected in Grass Valley, eventually he prospered in business in Southern California, where the City of Downey is named for him.



Daughters from left to right: Jacki "Cookie" Beebe, Kellee Hearther, Samantha Simpson, and Casey Simpson. Son-in-law Bill Hearther is on the middle on the left and Grandson Tyler Pouncéy is in the middle on the right.

Women Leading Government (WLG)
A Cal-ICMA Coaching Program WLG is designed to assist female managers in their career development.
<http://icma.org/main/bc.asp?t=0&bcid=971>
Thanks to ICMA (WLG) has a new web site.

Do you know? We have been talking recently about city managers and former city manager who were "star" athletes. We already highlighted the superman performances of the "swimming city manager": **Doug Prichard** of Rolling Hills Estates and his swims around Alcatraz and between the Hawaiian Islands of Lanai and Maui. The question: Who was it that was recruited by official letters from **John Madden**, **John McKay** and **Bill Barnes**? He was a 1963 Football All-CIF Honorable Mention as a Senior at Lompoc High School. He played at Hancock Community College for **Ernie Zampese** in 1964. He played on the last football team at CSULA before the football program was discontinued. He is retired Pomona City Manager Doug Dunlap.




Plan to join Country Singer/Song Writer **Casey Simpson** at the 10th Anniversary Cruisin' for a Cure, the World's Largest single day car show with all proceeds going to prostate cancer research; at the Orange County Fairgrounds, September 26, 2009.

