

# City Manager Newsletter By TRACKDOWN MANAGEMENT

*"Providing thread to help stitch together the fabric of the  
City Management Community"*

October, 2020

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Volume No. 13: Issue No.18



## Professional Women in Cities from Tustin to Union City

This October, 2020 issue of the City Manager Newsletter by Trackdown addresses some of the women who work in California cities alphabetically listed between Tustin and Union City. We continue our efforts to identify women professionals who work or worked in city governments. This is the 45th issue dedicated to women in cities.

There are many well qualified and dedicated women serving in California's cities. The list is impressive. We address the rhetorical question: Where are the women in city management?

Of course, it is impossible to report career profiles that are not there. When individuals fail to post information, it is undiscoverable. We apologize to those we miss. Please believe that we try hard to acknowledge all those who should be.

A Fall Sunset from the City of Whittier by retired Whittier City Mngager **Jeff Collier**. Jeff has a 40-year history in local government. He served as the Planning Director in West Covina (1992-1998), and Public Services Director (1998-2000). Jeff was the Director of Community Development in Chino Hills (2000-2004) before joining the Whittier city staff as Community Development Director. He was appointed Assistant City Manager in July, 2010, and he became City Manager in January, 2012, and retired in November, 2019. Jeff earned a BS in urban planning from California State Polytechnic University, Pomona, and an MPA from California State University, Fullerton. Jeff is a veteran "Proof of Life" participant.

Jack & Susan Simpson, 16707 Gerritt Avenue, Cerritos, California 90703-1442

Jack's M | 562/896-5424; Susan's M | 310/418-1035

www.trackdownmanagement.net | jack@trackdownmanagement.net

## Professional Women in Cities from Tustin to Union City



Tustin was incorporated in September, 1927 in the County of Orange. Following the Mexican-American War, **Columbus Tustin**, a carriage maker from Northern California, founded the city in the 1870s. At incorporation the city had a population of about 900. The 2019 estimated population of Tustin is 79,348. During World War II, a U. S. Navy anti-submarine airship base was established on land south of the city. The two dirigible hangars are among the largest wooden structures ever built, and are listed on the National Register of Historic Places. Annexation to the city following the war, included the base, orchards and farmland. **Matthew S. West** is the City Manager, and **Erica Yasuda** is the City Clerk.



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**Roxanne Diaz, Steven L. Flower, Peter M. Thorson, Kevin Ennis, Gregory W. Stepanicich, Serita Young and Craig Steele** are among the City Attorneys on the **RWG** staff.

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Retired City Manager **Dennis Courtemarche** and his wife Kathy. Dennis began his career in 1965 as an Administrative Assistant in Seal Beach. He became Assistant to the City Manager in 1968; Acting City Manager in 1970; and City Manager in 1971. He served in that post until 1980. Following short service in the private sector, Dennis was appointed Assistant City Manager in Pico Rivera in 1982. He became City Manager in 1984, and retired in 2005.





**Peg Carmany** and West Covina City Manager **David Carmany** at Olvera Street near Union Station in Los Angeles last March.



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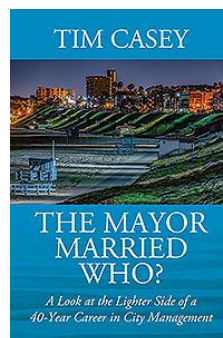
## Professional Women in Cities from Tustin to Union City



Tustin Assistant City Manager **Nicole Bernard** worked as a Project Manager for a private sector firm to start her working career in 2003. In February, 2008 she joined the city staff in the City of Fullerton as an Economic Development Manager. She was assigned the additional responsibilities of Assistant to the City Manager in April, 2015. In September, 2019 Nicole was appointed to the Fullerton Deputy Director of Economic and Community Development position. Nicole was with the City of Fullerton for a dozen years. In January, 2020 Nicole was hired to serve as the City of Tustin Assistant City Manager. She earned a BA in anthropology and an MBA from California State University, Fullerton.

**Stephanie Najera** joined the City of Tustin staff as Communications Manager in May, 2013. She also serves as the Vice Chair of the City of Santa Ana Personnel Board. She began her public service career in 2009 with the Orange County Youth Motivation Task Force. Stephanie studied at California State University, Long Beach.

**Janine Hernandez** has served as a Management Assistant in Tustin since November, 2013.



### The Mayor Married Who? A Look at the Lighter Side of a 40-Year Career in City Management by Tim Casey

Tim retired as a City Manager in November, 2019 after 22-years as a City Manager in Laguna Niguel. He previously served as the Redondo Beach City Manager (1981-1990).

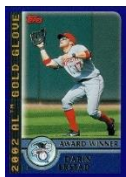
## Trackdown Posse Roster

### Executive Level Posse Roster:

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### Posse Roster:

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**Howard Chambers**, Retired Lakewood City Manager  
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--Darin Erstad



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Penned by Trackdown Management

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## Professional Women in Cities from Tustin to Union City



Twentynine Palms is the entry way to the Joshua Tree National Park. The city was named for the palm trees found there in 1852 by Col.

**Henry Washington's** survey party that established the San Bernardino base line. A Twentynine Palms post office was established in 1927. The city did not incorporate until November, 1987. The estimated 2019 population of Twentynine Palms is 26,073. **Frank J. Luckino** is the City Manager and **Cindy Villescascas** is the City Clerk.

**Cindy Keniry** is the Twentynine Palms Assistant Finance Director and City Treasurer. Cindy joined the city staff in March, 2006; nearly 15-years ago.

**Jacqueline Palmer** is the Twentynine Palms Human Resources Manager.



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**Sam Farr** served in the California Assembly (1993 and 2012) before serving in the House of Representatives in the Congress of the United States (2013-2016). Sam served as the Assembly Local Government Committee from 1991 to 1993. Sam previously served as a member of the Board of Supervisors in Monterey County (1975-1980). This archive picture is estimated to have been taken in 1991, and shows from left to right, **Jack Simpson**, **Sam Farr** and **Frank Tripepi**.



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## Professional Women in Cities from Tustin to Union City

Ukiah is the county seat and the largest city of Mendocino County. The city is located on the U. S. Route 101 corridor extending southerly from the CA Highway 20 intersection. The town was initially only accessed by a stagecoach trip taking two full days as late as 1870, from the end of the rail line from San Francisco that ended at Petaluma. Ukiah was incorporated in March, 1876. Its estimate 2019 population is 15,995. **Sage Sangiacomo** is the City Manager and **Kristine Lawler** is the City Clerk.

**Olga Keough** is the City of Ukiah Finance Controller. She lives in Willits. Olga previously served as a City Council Member, and the elected City Treasurer in Coalinga. Before joining the Ukiah city staff, Olga served as a Senior Accountant for the City of Willits.



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"Lost time is never found again." –**Benjamin Franklin**

## Professional Women in Cities from Tustin to Union City

**Sheri Mannion** became the Ukiah Director of Human Resources and Risk Management in July, 2016. She earned an MPA from Sonoma State University.



**Mary Horger** is the Ukiah Financial Services Manager: Procurement, Capital & Special Projects. She has served with that assignment since September, 2019. Previous to that she was the Procurement Manager from August, 2003 until

September, 2019. Prior to joining the city staff, Mary worked in a number of private sector positions in Willits and Ukiah. Mary took classes at Mendocino College, Hartnell College, and California State University, San Bernardino. Mary is a member of the Board of Directors for the California Association of Public Procurement Officials, Inc. (CAPPO).

**Candace Horsley** is a former Ukiah City Manager. She served as City Manager for a dozen years, and left the post in 2008. **Pat Thompson** served as Interim City Manager following Candace's departure. Candace earned an MBA in finance.



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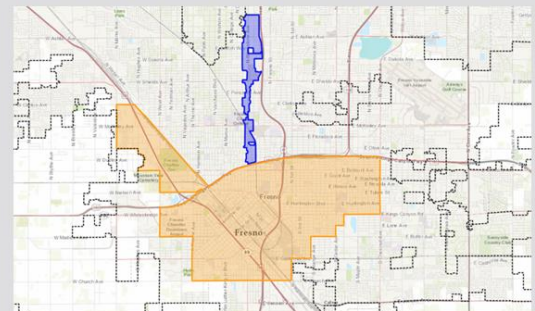
### EIFDs Roaring into 2021

City and county EIFDs are beginning to proliferate, and both public agencies and the private sector (developers and corporate landowners) are now learning how to utilize EIFDs to address critical infrastructure and deliver public benefit and valuable community amenities.

Below are a few snapshots from the 30+ EIFDs in progress across the state with assistance from Kosmont. Most of these are coupled with land use policies that accelerate growth and private investment in a post COVID-19 economy.

#### CITY OF FRESNO Downtown and Blackstone Avenue BRT Corridor EIFD

The Fresno City Council and the EIFD Public Financing Authority (PFA) approved the final Infrastructure Financing Plan (IFP) in September 2020, marking the first City-lead EIFD in the Central Valley. The 4,200-acre EIFD is focused in the downtown core and the Blackstone Avenue bus rapid-transit (BRT) corridor, an area almost entirely comprised of Opportunity Zone and Disadvantaged Community Census Tracts.







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**Fran Mancina** may be reached at 559-288-7296. Fran is a member of the Board of Trustees of the California City Management Foundation (CCMF).



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## Professional Women in Cities from Tustin to Union City



**Jane Chambers** served as the Ukiah City Manager from 2008 to 2015. Jane took the post following **Candace Horsley's** retirement. She began her public service career as an Administrative Assistant in the City of Burbank in 1976. Jane then worked as the Assistant City Manager in Daly City and Chico, and she worked for Brooklyn Center, Minnesota. She also served as the Interim Assistant City Manager and Interim Public Works Director in San Bruno. Jane served as the Interim Assistant City Manager in the City of Sunnyvale from June, 2015 until October, 2015. She is currently a Senior Associate with a consultant firm. Jane earned an MPA from the University of California, Los Angeles (**UCLA**) after earning a BA from California State University. She is an ICMA credentialed manager. In 2015 Jane received a 25-year ICMA Service Award.

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## Professional Women in Cities from Tustin to Union City

In January, 1959 a city incorporation combining of the communities of Alvarado and Decoto created Union City. The first community in what is now Union City was founded in 1850 by **John and William Horner**. They used the name "Union City," after their Sacramento River Steamship, "The Union." In 1854, it merged with the nearby community of New Haven (founded in 1851) to form the town of Alvarado, named after the former Governor of Mexican, **Juan Bautista Alvarado**. Alvarado was the first county seat of Alameda County, a designation it soon lost in 1865 to San Leandro. Further east, the town of Decoto was founded in 1870 as a railroad hub, with the first Transcontinental Railroad running through it. Union City is a former railroad and industrial town. The 2019 estimated population of Union City is 74,107. **Joan Malloy** is the City Manager and **Anna Brown** is the City Clerk.



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## “Proof of Life” Lunches are Still Alive



This archive “Proof of Life” picture was taken at the Northwood's Inn Restaurant in La Mirada: Left to right are: **Gary Sloan; Greg Korduner; Jack Simpson; and Tim O'Donnell**. The COVID-19 pandemic has impacted the quarterly lunches, and the September lunch was cancelled by the venue. The next “Proof of Life” lunch will be Wednesday, December 2, 2020 at the North Wood's Inn Restaurant, 14305 Firestone Boulevard, La Mirada. God willing and the creek don't rise, we will all assemble at 11:30 a.m. for the noon lunch.



**Joan Malloy** has served as the City Manager for Union City since June, 2016. Joan joined the Union City staff in April, 1994 as a Planner and Landscape Architect. Joan spent nearly 15-years in planning before being selected to serve as the Union City Director of Economic and Community Development in 2009. In July, 2019, Joan was tagged with the additional responsibilities of City Manager, while retaining her Director duties. She succeeded City Manager **Antonio Acosta**, who retired after working for the city 18-years. Joan earned a BA in landscape architecture from the University of Oregon, and an MA in urban planning from the University of Michigan.



“Hey, you've got to do what you've got to do. We'll sleep when it's over.”

--**Darin Erstad**



## California JPIA

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## Professional Women in Cities from Tustin to Union City



**Lauren Sugayan** is the Union City Assistant to the City Manager, and Communications & Marketing Manager. Lauren began her public service career in July, 2008 as a Community Relations Manager for BART. She joined the staff in the City of Hayward in January, 2013 as their Policy and Accreditation Manager. Lauren moved on the staff in Union City in November, 2014 as the Communications Manager and Head of Strategic Planning. She was promoted to Assistant to the City Manager in September, 2020. Lauren earned a MA and an MPA from California State University, East Bay.



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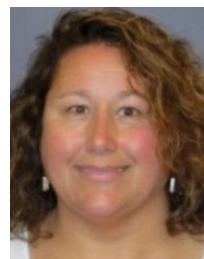
**Jessica Deakyne**, President, Assistant City Manager,  
City of Novato

**Monica Davis**, Vice President, Community Services  
Manager, City of Hayward

## Professional Women in Cities from Tustin to Union City



**Carmela Campbell** joined the Union City staff in February, 2006 as the Planning Manager. In July, 2019, Carmela was promoted to Economic & Community Development Director. Carmela earned a BS in environmental science, policy and management from the University of California, Berkeley, and an MUP in environmental planning from San Jose State University.



**Corina Hahn** came to work for Union City in 1995, serving in the Community & Recreation Services Department. Corina is currently the Recreation Manager. She has worked for the city 25-years. Prior to joining the Union City staff, Corina served 7-years as the Director of the Peninsula Family YMCA (1987-1994). She earned a BA in recreation & leisure studies from San Francisco State University, and an MPA from Notre Dame de Namur University.

Other Union City professionals discovered include:

**Gloria Ortega**, Economic Development Manager;

**Jill Stavosky**, Community & Recreation Services Director;

**Crystal Raine**, Community Resources Coordinator; and

**Renee Elliott** is a retired City Clerk for Union City (2006-2020). She earned a BA in human development from California State University, East Bay, where she was a member of the Golden Key Society.





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 and Executive Director **Ken Pulskamp**.

## Letters & Notes:

Nice piece from Roy Pederson!

**Robert Dickey**

Today (September 29) is my 6th Anniversary as City Manager in my hometown of Holtville (after about 3 1/2 years as Finance Manager). Sometime around the middle of August, 2020, I became the longest-tenured City Manager in the history Holtville. This is by far the greatest job I have ever held and I thank the Holtville City Council for taking a chance on hiring a fairly inexperienced candidate with limited work in government at that point! If they're still on board, I hope to be here a while longer!

--**Nicholas Wells**, Holtville City Manager

I see that LeRoy has retired. I always wanted to meet him but never had the opportunity. In my first city manager job in Delano LeRoy's father, also LeRoy Jackson was a Kern County Supervisor. He lived in the eastern part of the county, a long drive from Delano. He was a fine man, a gentleman and an easy person with whom to work. I admired him greatly so I was anxious to meet LeRoy. I knew his predecessor; Ed Ferraro and I understand LeRoy followed the same quiet path.

--**Lou Shepard**

I would like equal time to refute Mr. Pederson's letter. I think allowing opinions in your newsletter is going down a slippery slope. I found it out of touch and lacking in truth.

---**Philip Vince**

I agree with Roy Pederson.

As I see it, "systemic racism" and "critical race theory" are not based on EMPIRICAL factors or any SCIENTIFIC approach to the study of social behavior/social systems or sub-systems. Nor do these so-called "theories" lend themselves to validation using standard statistical methods. In short, what systemic racism and critical race theory seem to me to be are attempts to "re-write" the history of the United States to the benefit of one group by attempting to shame other groups.

At the very worst, advocates of these approaches have a sinister outcome in mind: the replacement of our existing Constitutional Republic.

Finally, I too am white but in no way do I feel like an oppressor! If ICMA begins to drift toward methodologies that advocate the defunding of the police or limiting their ability to deal with riots/rioters (aka Portland, Seattle, Chicago, New York City, etc.) then something is seriously wrong and steps must be taken to return the Association to the platform on which it was founded, a platform we all bought into when we signed up (and when ICMA truly meant the International City Managers Association).

**Steve**

Stephen R (Steve) Thatcher, CM, MPA



<http://www.patwestllc.com/>

Telephone No. 562-331-981



Retired City Manager Pat West

Pat West has lived and managed through just about anything a city can experience during his 39-years working in city government.

Pat has developed successful strategies and paths to issues facing local government. Pat can help you, whether you are a City Manager looking for ways to turn your city around, or a developer needing assistance navigating the complexities of the political and/or entitlement process.

Pat has served as a government official in the Gateway Cities area for the past 39-years, working in both a contract city and a large charter city. Pat has held a variety of department head positions and he has served as City Manager for 23-years of his 39-years in public service.

## **Services:**

Every city is unique; there is no "one size fits all." Over the course of Pat's municipal government career, he has experienced most of the challenges cities are confronted with. Whether it be fiscal sustainability, working with elected officials, homelessness, working with developers, or the myriad of other issues facing cities today, Pat can offer strategies for success.

### **City Manager Survival Skills**

#### **City Turnarounds**

#### **Survival Skills in Evaluations**

#### **Managing Conflict with Electeds**

#### **Managing Different Cities**

#### **Communications**

#### **Labor Negotiations**

#### **Policy Implementation**

#### **Strategies for Developers**

#### **Opportunity Zones**

#### **Public-Private Partnerships for Municipalities**

#### **Hiring Department Heads**

#### **Financial Strategies**

#### **Quality of Life Initiatives**

#### **Homelessness**

Pat is an expert in partnering the private and public sector as he has done on many occasions in both small and large cities. Please review Pat's web page at: <http://www.patwestllc.com/>

**Happy Halloween to one and all!**

This is Trackdown Granddaughter  
**Presley Simpson Guarino.**  
Yes! Both pictures are of the same girl.



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the Pentagon for a four and a half month period. While Dino is in Washington D.C., Police Chief **Jeff Hoyne** will serve as the Acting City Manager during Dino's absence. As the Chief steps up, Commander **Chris Bourquin** will serve as Acting Chief of Police. Palm Springs veteran City Manager **David Ready** will retire at the end of the year. David came to Palm Springs in 2000 after working for the City of Flint, Michigan and his hometown of Canton, Ohio. David earned a BA from Kent State University, a Master from the University of Akron, and a Doctorate from Kent State University plus a law degree. In 2018 David received a 35-year ICMA Service Award. It has been said that David is the only City Manager in the country with a law degree and a doctorate degree. Retired Irvine City Manager **Sean Joyce**, 57, has been appointed Interim City Manager in South Pasadena to replace City Manager **Stephanie DeWolfe**, who has reportedly retired following her dismissal. **Paul Riddle** has been serving as the Acting City Manager. Sean served as the South Pasadena City Manager from 1996 to 2004 before heading to Irvine. He earned a BA and MPA from California State University, Fullerton. California City has retained **HdlCompanies** to conduct audits on cannabis businesses manufacturing and distribution in the city. City Manager **Anna Linn** requested bids for the service. City Attorney **Christian Bettenhouse** told the City Council the goal is to train city staff to absorb the role **Hdl Companies** will perform, or evaluate the ongoing cost of keeping **Hdl Companies** performing the function. The audit service will be paid from the city's cannabis permit fee revenue. **Chad Clanton** is the Director of Parks and Recreation for Tustin. Chad began his in 2000 as a Recreation Supervisor for the City of Garden Grove. Chad joined the Tustin city staff as a Recreation Superintendent in 2008. He was promoted to Deputy Director in March, 2014 and then Director in January, 2020. Chad earned a BA in psychology from the University of California, Irvine and an MS in recreation administration from California State University, Long Beach.



"As a kid, I had this ultimate goal to be a teacher. I wanted to be a history teacher like my dad."  
—**Mike Trout**



**Picking Up the Pieces:** Vista Assistant City Manager **Aly Zimmerman** has been selected to serve as the City Manager in the City of Rocklin. Aly has worked as the Vista Assistant City Manager since 2012. She is expected to begin her new assignment in Rocklin on November 16. Aly began her public service career as a Policy Analyst with the Governor's

Office of Planning and Research from 1996 to 1998. She then worked as a Policy Analyst with the League of California Cities (2000-2003). During that time Aly served as the League's liaison with the California City Management Foundation (CCMF). Aly earned a BA in international relations from the University of California, Davis, and an MPA from San Diego State University. Claremont



City Manager **Tara Schultz** reigned after three-years in the position. She will serve until October 31, 2020. Tara joined the Claremont staff in February, 2018. She previously served in the Cities of Sierra Madre and Alhambra. Tara attended classes at California State University, Northridge. She earned a BA in Recreation Administration and an MPA. Tara is a longtime resident of the City of Pasadena. San Leandro City Manager **Jeff Kay** is the new City Manager in the City of Healdsburg in Sonoma County. Jeff became the San Leandro City Manager in July, 2018. Jeff has worked for San Leandro since 2009 when he served as the City's Business Development Manager. He will continue working in San Leandro until December. Del Rey Oaks City Manager **Dino Pick** was asked to serve as a Deputy Assistant Secretary of Defense in





**More Pieces Picked Up:** Calistoga City Manager **Mike Kirn** joined the city staff as the Public Works Director and City Engineer in June, 2013. Previous the coming to Calistoga, Mike was the Director of Public Works and City Engineer for the City of

Healdsburg (2007-2013). From 2002 to 2007, Mike served as the Public Works Director and City Engineer in Fresno. Between 1992 and 2002, he worked as County Engineer and Couty Surveyor for the County of Madera. Mike was appointed City Manager in Calistoga in June, 2019. He earned a BS in civil engineering from California State University, Fresno. University of Kansas graduate, **Jan C. Perkins** served as City Manager in Morgan Hill (1990-1992) and Fremont (1994-2004). Jan earned a BA and MPA from KU, in addition to completing the Executives in State and Local Government program at Harvard University. Jan began her local government career as an Administrative Analyst in Grand Rapids, Michigan in 1975, and then served as the Director of Community Development in Adrian, Michigan (1970-1981). Jan is a former member of the CCMF Board. For more than 40-years, **Dr. Bill Mathis** of the Mathis Group has served as one of the very few public sector management psychologists in the country. Bill has worked with school districts, police departments, city managers, elected officials and utility districts throughout California. Bill is a past longtime member of the CCMF Board. Monrovia City Manager **Dylan Feik** began his city management career as a Management Analyst Inter in Olathe, Kansas (2010-2011). After sering as a Budget Analyst for Olathe, Dylan was hired to be the Assistant City Manager in Knoxville, Iowa, the home of one of the biggest and best Sprint Car Racing Tracks in the country. He came to California in 2014 to serve as the Administrative Services Director in the City of Auburn. Dylan served as the City Manager in Calistoga from February, 2016 to 2019, when he came to Monrovia. Dylan earned a BA from Weber State University, and an MPA from the University of Kansas.



## Karen A. Herrera

Local government professional with more than 34-years of experience; an independent consultant.

Karen worked assignments in Downey, Duarte, Orange, Bell Gardens, Hawaiian Gardens and Duarte.

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**SHORTS:** Benicia City Manager **Lorie Tinfow** submitted her resignation after serving three plus years in the City; Chief of Police **Erik Upson** is serving as the Acting City Manager. **\*Robert A. Rizzo**, of the City of Bell corruption scandal, served as City Manager in Hesperia from May, 1988, until June, 1992, after working on the Rancho Cucamonga city staff from September, 1980 to 1988. **\*Richard Mollica**, who has served as the City of Malibu Assistant Planning Director for more than a year, has been appointed Acting Planning Director in the wake of the announcement that Planning Director **Bonnie Blue** is leaving the position to move to Florida to be closer to her family. **\*Folsom** City Manager **Elaine Andersen** announced that Folsom Fire Department Division Chief **Ken Cusano** is the nex Folsom Fire Chief, effective October 31, 2020. \*League of California Cities officials awarded **John Russo** the Lifetime Achievement Award. **\*Tripepi Smith & Associates** founder **Ryder Smith** served on the City of Tustin Planning Commission from April, 2013 to August, 2018. **\*Alex Waite**, Senior Management Analyst with the City of Tustin since August, 2007, previously worked for the City of La Mirada as an Administrative Aide (2001-2006). **\*South Pasadena** Assistant to the City Manager **Lucy. L. Demirjian**, who served as the Acting Finance Director from July, 2019 until January, 2020, earned a BA from the University of California, Irvine, and an MPA from Califonia State University, Northridge. **\*Claremont** City Manager **Tara Schultz** is a graduate of California State University, Northridge where she earned a BA in recreation administration and an MPA. **\*Sean Joyce**, a retired Irvine City Manager, will serve as the Interim City Manager in the City of South Pasadena. **\*Retired City Manager Terry Matz** has relocatd from his Cerritos home to a Brea location.. **\*Grass Valley** City Attorney **Michael Colantuono** of **Colantuono, Highsmith & Whatley** also serves as the General Counsel for the Calaveras County Local Agency Formation Commission, among other assignments. **\*Duane Wroe** was ACM in Rosemeand (1961-1965) and Carpinteria City Manager in 1972-1973.



RAT Patrol

Newport Beach, CA 2017