

## President's Message

Janet Salvetti, Finance Director, City of Stockton

### Put The Fat Part Of The Bat On The Ball....

Based on the above statement you think that I:

- A. Have been watching too much of the World Series
- B. Need a vacation; or
- C. Must have some good reason to make this statement; but you sure can't figure out what it is!

If you chose A or B you aren't entirely wrong, but it's not the answer to this question.

As I write this article I am at the Oregon Municipal Finance Officer's Association (OMFOA) Northwest Government Finance Institute. And the "Put the Fat Part of the Bat on the Ball" statement was the creative way that the luncheon speaker, professional coach Tom Hanson, Ph.D., delivered how he guides sports figures and others to breakthroughs in performance, learning and enjoyment. When he interviewed Hank Aaron (755 home runs – a good statistic for Trivial Pursuit) he asked Mr. Aaron what his secret was to his success. You got it - he said: "I just put the fat part of the bat on the ball." Through this illustration, Coach Hanson presented a light hearted, but no less effective, spin on how to focus on the M.I.T (Most Important Things). Okay, so where am I going with this?

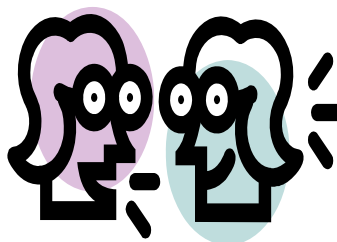
As your President I have the great fortune of attending the CMTA, Oregon, Washington and Alaska conferences, as I mentioned in my last newsletter. Since I was supposed to be on vacation (back to answer B!) at the same time as the Oregon Conference, I missed my vacation. But, in some ways I am glad that happened because I was invited by President Mary Gruss to attend their educational meeting they have in the fall. Mr. Hanson's lunch presentation was just one of the offerings at the Oregon Finance Institute.

## Double Talk

Debbie Michel, Legislative Analyst, League of California Cities

Welcome to fall, the leaves turning and carving pumpkins, and putting on a few pounds because Thanksgiving and Christmas are near. I hope everyone is able to take some time to slow down over the next few months and enjoy the coming holidays.

With that in mind, here are a few "presents" of my own. I've decided to highlight a few resources for those of you who want to know what's going on legislatively and otherwise at both the state and federal levels.



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*Take advantage of our monthly publication by sharing your ideas with us. CSMFO is always seeking input from all members on topics in any department section. Don't forget to visit the website at [www.csmfo.org](http://www.csmfo.org) for the latest news or call us at 916/658-8210!*

**The MININEWS  
is your newsletter!**

## 2005 CSMFO

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## Getting To Know Your Chapter Chairs

Anita Lawrence, Finance Director, City of Camarillo

The Chapter Chair for the Peninsula Chapter is Stuart Schillinger, Administrative Services Director/Deputy City Manager for the City of Brisbane. The Peninsula Chapter includes 39 cities with a combined population of about 2.75 million and many special districts. It covers San Francisco, San Mateo and Santa Clara counties. Stuart has been the Chapter Chair since 2004.

The main focus of the Chapter meetings he chairs is education and camaraderie. The chapter usually has about 40 participants at its meetings. Stuart says that Chapter meetings provide an opportunity to meet other finance professionals who are working through the same issues and concerns that you are. By meeting these people it provides a broader base of knowledge for solving City issues and providing our residents and businesses the best solutions available. Chapter meetings may also introduce you to a subject area that you were not aware of before so you can broaden your scope and knowledge base.



Stuart worked for the City of Glendale, Arizona from January 1987 until October 1987 as a Management Intern. He then moved to the City of Encinitas as a Management Analyst where he remained until March 1994. He then left our fair state when he was hired as the Budget Manager for the City of Reno, Nevada. He remained in Reno until April 2001 when he accepted the position in Brisbane.

He graduated from the State University of New York at Binghamton in 1985 with a BA in Political Science/Economics and from the Maxwell School of Public Affairs and Citizenship at Syracuse University with an M.P.A. in State and Local Finance.

Stuart is married to Diane Glazman and they have two kids. Ian is 10 and Noah is 6. Outside of work and CSMFO he enjoys watching TV, reading, and playing on the computer. Usually in that order, but sometimes he plays on the computer more than he reads. He enjoys reading about philosophy and management styles. He likes to whitewater raft for fun.

Stuart says that CSMFO is a good organization because it allows people to gain new information and knowledge in order to do their job better without seeming ignorant at their current place of work. It provides a level of community that is often missing in our society.

Finally, Stuart believes we should challenge ourselves by asking, "If I wasn't afraid what would I do?"



## Chapter Meeting Notices

### Central Valley Chapter

Teri Albrecht, Chapter Chair  
City of Merced

**Date:** November 17, 2005

**Time:** Lunch Meeting

**Cost:** Hosted by the City of Lathrop

**Topic:** Voice Over IP

**Speaker:** NetLogic

**RSVP:** Sharon Singleton  
[ssingleton@ci.lathrop.ca.us](mailto:ssingleton@ci.lathrop.ca.us)



### San Gabriel Valley

Terrence Beaman  
Chapter Chair, City of Monrovia

**Date:** November 16, 2005

**Time:** 11:30 a.m. to 1:30 p.m.

**Place:** Four Points Hotel  
Monrovia, CA

**Cost:** \$30.00 per person

**Topic:** GASB 43-45

**Speaker:** Gary Caporicci  
Caporicci & Larson

**RSVP:** Sylvia Carrillo  
626 932-5515

[SCarrillo@ci.monrovia.ca.us](mailto:SCarrillo@ci.monrovia.ca.us)

## CSMFO Chapter Chairs

Chapter Assistant - Cheryl Yerxa, League of California Cities 916/658-8210 or [cyerxa@cacities.org](mailto:cyerxa@cacities.org)

<b><u>Chapter</u></b>	<b><u>Chairperson</u></b>	<b><u>Telephone</u></b>	<b><u>Email Address</u></b>
Central Coast	Gayla Chapman	805/473-4552	<a href="mailto:gchapman@grover.org">gchapman@grover.org</a>
Central Los Angeles	Becky Lingad	562/860-0311	<a href="mailto:becky_lingad@ci.cerritos.ca.us">becky_lingad@ci.cerritos.ca.us</a>
Central Valley	Teri Albrecht	209/577-5458	<a href="mailto:albrecht@cityofmerced.org">albrecht@cityofmerced.org</a>
Channel Counties	Christy Pinuelas*	805/388-5358	<a href="mailto:cpinuelas@ci.camarillo.ca.us">cpinuelas@ci.camarillo.ca.us</a>
Coachella Valley	Kevin McCarthy	760/346-2489	<a href="mailto:kmccarthy@cityofindianwells.org">kmccarthy@cityofindianwells.org</a>
Desert Mountain	Cindy Prothro	661/723-6038	<a href="mailto:cprothro@cityoflancaster.org">cprothro@cityoflancaster.org</a>
East Bay	Vacant		
Imperial County	Veronica Alvarado	760/768/5421	<a href="mailto:valvarado@calexico.ca.gov">valvarado@calexico.ca.gov</a>
Inland Empire	Laura Nomura	951/826-5972	<a href="mailto:lnomura@riversideca.gov">lnomura@riversideca.gov</a>
Monterey Bay	Marc Pimentel	831/646-3947	<a href="mailto:pimentel@ci.monterey.ca.us">pimentel@ci.monterey.ca.us</a>
North Coast	Bill Mushallo	707/543-3092	<a href="mailto:bmushallo@ci.santa-rosa.ca.us">bmushallo@ci.santa-rosa.ca.us</a>
Northeast Counties	Steve Strong	530/225-4087	<a href="mailto:sstrong@ci.redding.ca.us">sstrong@ci.redding.ca.us</a>
Northwest Counties	Carolynn Thomas*	707/441-4114	<a href="mailto:cjthomas@ci.eureka.ca.gov">cjthomas@ci.eureka.ca.gov</a>
Orange County	Esmyrna Jorge	949/707-2626	<a href="mailto:mjorge@ci.laguna-hills.ca.us">mjorge@ci.laguna-hills.ca.us</a>
Peninsula	Stuart Schillinger	415/508-2151	<a href="mailto:schillinger@ci.brisbane.ca.us">schillinger@ci.brisbane.ca.us</a>
Sacramento Valley	Susan Mahoney	916/725-2448	<a href="mailto:smahoney@ci.citrus-heights.ca.us">smahoney@ci.citrus-heights.ca.us</a>
San Diego County	Maria Kachadoorian	619/585-5685	<a href="mailto:mkachadoorian@ci.chula-vista.ca.us">mkachadoorian@ci.chula-vista.ca.us</a>
San Gabriel Valley	Terrence Beaman	626/932-5513	<a href="mailto:tbeaman@ci.monrovia.ca.us">tbeaman@ci.monrovia.ca.us</a>
South Bay	Stella Georgious	310/524-2324	<a href="mailto:sgeorgious@elsegundo.org">sgeorgious@elsegundo.org</a>
South Bay	John Morreale	310/217-9521	<a href="mailto:jmorreale@ci.gardena.ca.us">jmorreale@ci.gardena.ca.us</a>
South San Joaquin	Judy Bier	559/896-7516	<a href="mailto:judyb@cityofselma.com">judyb@cityofselma.com</a>

\* Indicates Senior Chapter Chairs

## Chapter Corner

### Central Valley Chapter

The Central Valley Chapter is very excited to be planning and hosting the 2007 CSMFO conference in the City of Modesto. The topic at the September Chapter meeting was "2007 Conference Kick Off". We used this time to discuss the conference theme and logo. The upcoming year will be full of conference planning meetings. We are fortunate to have very active CSMFO members in our Chapter including president Janet Salvetti, past president Zane Johnson and many directors and committee members.

The Central Valley Chapter consists of over thirty cities and special districts across seven counties. Our chapter meetings offer an excellent opportunity for networking, hearing what's happening in surrounding cities and learning the most up to date information from professionals throughout the state.

The Central Valley Chapter meets bimonthly on the third Thursday of the month starting in January. We have lunch meetings that are hosted by members who sign up and volunteer to be responsible for arranging the location, menu and speaker. This gives us an opportunity to visit other cities in our chapter and for the hosts to showcase special projects or venues in their cities.

This year we have had a wide variety of topics that include Check 21 and Check Imaging systems, Principles of Utility Rate Setting, SB 90 Update, Updates on the State Budget process and Legislative issues and the 2007 Conference Kick-off. We have met in the Cities of Merced, Modesto, Tracy, Sonora and Los Banos. Our next meeting will be held in Lathrop on November 17<sup>th</sup>.

For more information on the Central Valley Chapter contact Teri Albrecht, Deputy Finance Officer with the City of Merced at (209) 385-4753 or [albrecht@cityofmerced.org](mailto:albrecht@cityofmerced.org).

## Golf Tournament Just Around the Corner!

Just a reminder, it's not too late to sign up to be part of the Derek Hanway Memorial Golf Tournament whether to participate as a golfer or be a sponsor. Funds raised will benefit Derek's daughter's college education. One thing not mentioned in the original notice, is the tournament is a four-person scramble.

Date:	November 18, 2005
Location:	DeBell Golf Course Burbank, CA
Time:	10:00 a.m. shotgun start

Registration forms are available at the CSMFO website.

Cross your fingers and that the weather cooperates with no rain on or leading up to tournament day. Golfers and sponsors will be contacted the week of the tournament with updated info as to your golf group or volunteer assignments.

Additional tournament information, contact Dennis Danner at [ddanner@city.newport-beach.ca.us](mailto:ddanner@city.newport-beach.ca.us) (949) 644-3123 or Joe Aguilar at [jaguilar@vtdcpa.com](mailto:jaguilar@vtdcpa.com) (909) 241-1906. If you can volunteer to help with the tournament, please e-mail Joan Michaels Aguilar at [encanto12@yahoo.com](mailto:encanto12@yahoo.com).

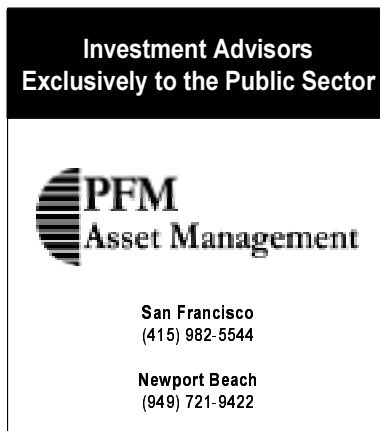
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## Contribute to the CSMFO MiniNews

It is the policy of CSMFO to permit articles of interest to be published for their educational or reference value in the MiniNews. The Board advises readers of these articles that the Board makes no endorsement or verification of accuracy of cited references. Readers are reminded that such articles are the opinion of the article's author.

### Editor's Note

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## 2006 CSMFO Annual Conference

Humor and motivation will be the theme of this year's conference. So mark down February 21 - 24, 2006, and join us at the Palm Springs Wyndham Hotel and Convention Center! The golf tournament will be held on Tuesday, February 21<sup>st</sup>, at the Desert Willow Country Club. The pre-conference seminar will be held on Wednesday morning, February 22<sup>nd</sup>. Our gala on Thursday evening will definitely be one you won't want to miss! A 1940's themed black and white event (no, formal attire isn't required!), with exciting foods, music from the 40's to the 90's, and casino tables to keep your energy levels up while you take a break from dancing. So keep the dates open, and keep reading the MiniNews for more information!

### "Thanksgivings of Gardening"

1. Be thankful for physical strength which is necessary to prepare a garden.
2. Be thankful for that look of joy that flows from your youngster when he picks that first red tomato.
3. Be thankful for an understanding family who will eat your garden-grown vegetables regardless of how they look.
4. Be thankful for the personal pride stimulated by a successful garden.
5. Be thankful for the invaluable experience gained from struggling to produce a garden.
6. Be thankful for the vegetable farmer who does produce a good crop every year to supply us when we fail.
7. And last but not least, be thankful for the miracle of growth which we all, whether young or old, experience each and every time we plant a seed and watch it grow.



## President's Message cont.

*(continued from pg. 1)*

Oregon's Conference in the spring is much like our conference. The conference is attended by those in financial management and offers courses and networking similar to our format. As explained to me, the Institute is more focused on education of staff with less networking interspersed with the meeting times. They offered several tracks to follow: Accounting, Technology, and Finance - just to name a few. The Accounting track went from "Accounting 101" which was a review of fund accounting principles, to "Accounting 301" which focused on aspects of an audit. Most of the tracks were built with the same progression. There was even a session on Homeland Security which I found extremely informative.

As you might suspect, other states definitely have many of the same issues and certainly the same educational opportunities. That being said, so much is also unique to each state. By sitting and talking with our colleagues in Oregon I learned how much we affect each other. For example, due to our retiring population in California, many of our citizens are moving north to Oregon causing housing prices to rise just across our border. In fact, in the city of Ashland, two grammar schools are closing since the demographics of their population has dramatically changed.

On a separate note, the CSMFO nominating committee has put together an excellent slate of members for your consideration for the 2006 Board. All of them are extremely qualified and ready to serve CSMFO. Be sure to cast your vote for this important election. Also, please let a Board member know if you would like to get further involved in CSMFO. Our organization has highly qualified individuals, so please step up and be a part of charting our future.

By becoming involved as a committee member, many years later I am excited to be able to represent you in other States. I wish that each of you could have the same opportunity. Involvement is the first step.

Postscript: Anita – Devon Hood asked me to say hello to you. And, Mary Otley, if you are still reading this article– thanks for taking an interest in our newsletter and your neighbors to the South! JS



**Not what we say about our blessings, but how we use them, is the true measure of our thanksgiving.**

W.T. Purkiser

## Doubletalk cont.

(continued from pg. 1 )

**Priority Focus** – The League’s weekly newsletter that gives a snapshot of current issues, both legislative and local government-related. It’s a great way to read about what’s going on and is short enough to get through on your coffee break. Sign up to receive it weekly at [http://www.cacities.org/resource\\_files/22268.PF%20sign-up.htm](http://www.cacities.org/resource_files/22268.PF%20sign-up.htm).

**The League Website** – [www.cacities.org](http://www.cacities.org). You can use the search function on the homepage to find just about anything – links to city website, demographics, old policy committee highlights, search for bills, find conferences to attend, register for list serves...

And on that note...

**Fiscal Officers List Serve** – Another resource where you can pose a question to the group about RFP’s, vendors, city ordinances, or anything else you need a group response for. Subscribe at <http://lists.cacities.org/mailman/listinfo/fiscalofficers>.

Other resources to think about:

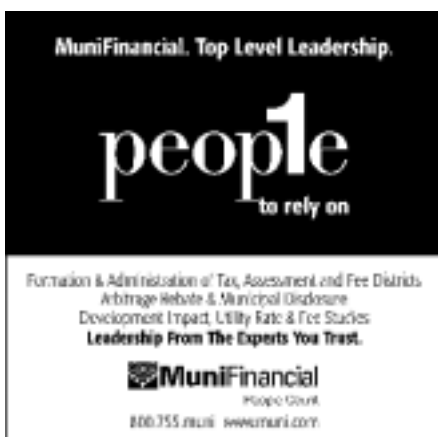
- **State Controller’s Office Website** – The website has updates on release of payments to local governments and other timely information that cities and finance officers may find useful. <http://www.sco.ca.gov/>.
- **Board of Equalization Website** – Find anything tax-related here including what’s going before the BOE for discussion. You may also register for updates on different tax-related items at this site. <http://www.sco.ca.gov/>
- **Capitol Weekly** – Highlights all things Sacramento – legislative articles, political gossip, and more. <http://www.capitolweekly.net/>

And finally, my personal favorite:

**The Roundup** – “A daily look at the news from the editors of Capitol Weekly and AroundTheCapitol.com.” It’s humor combined with links to news stories and political gossip. It’s a mixture of information, but goes down well the first thing in the morning – and it’s daily. You can subscribe at <http://www.capitolbasement.com/>.

I’d also like to put in a plug for the Fiscal Officers Department’s **Financial Management Seminar November 30 – December 2<sup>nd</sup>** at the Hyatt Regency in Monterey. If you haven’t registered yet, please log on to [www.cacities.org/events](http://www.cacities.org/events) to register. It’s a good excuse to enjoy Monterey in the fall, get updates on issues in your field (and learn about new things!) and network with other colleagues.

And, I am already breaking my promise to include one non-relevant, senseless piece of political gossip per newsletter. As I mentioned above though, there are a few sites that are great for political gossip. I’ll make sure to have something juicy next time.



## The Technology Corner

By the CSMFO Technology Committee

### DID YOU KNOW – CSMFO E-Mail Lists

Over the past several years CSMFO's 'Members' mailing list has become an essential resource for government finance professionals. The list-serve allows any member to easily tap into the collective expertise of their peers around the state. But did you know that CSMFO offers a variety of other less widely known lists? For example:

- Chapters – Every CSMFO Chapter has its own mailing list that can be used to discuss issues related to that chapter.
- What's New – Sign up to receive bi-monthly updates with links to the most recent content added to CSMFO.ORG.
- Job Listings – Receive regular updates of job listings that have been posted on CSMFO.org
- RFP's – Receive regular updates of RFP's that have been posted on CSMFO.org. This is a great benefit for Commercial Members who are looking for new customers in public finance.
- MiniNews – Be notified when the latest mini-news is online. The online version of the MiniNews is offered as a benefit to those members who prefer not to receive a hard copy of the newsletter. Reduced printing and mailing costs for the MiniNews is also a great benefit for CSMFO. The website also archives issues from previous years, providing a great resource for research.

You can sign up for any of the general member lists at: <http://www.csmfo.org/lists>

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## Up the Ladder

**FINANCIAL/ADMINISTRATIVE SERVICES MANAGER**, Public Works, City of Anaheim, CA. Salary: \$73,432 - \$100,969 per year. The City of Anaheim has an outstanding position for a flexible individual with a strong work ethic & a willingness (and ability) to take on new projects to work in Public Works, handling all financial matters including capital projects. Responsibilities include coordinating intradepartmental efforts to provide efficient and effective delivery of services; to manage, plan and participate in budget administration and analysis, financial accounting services. Overall responsibility for the compilation of the operating and CIP budgets, and oversees the City's commuter services program. Objectives will include coordinating the preparation of the Public Works operating and five-year Capital Improvement Program (CIP) budget documents. Must possess recent, extensive responsible management level experience in financial and administrative services to include accounting, budget, personnel and general administration. Knowledge of municipal budget preparation and control; financial planning, forecasting, fund accounting and program development & administration. City application and supplemental required and will be accepted by the HR Department on a CONTINUOUS BASIS with a first review date of Tues. Nov. 29, 2005. Contact: City of Anaheim 200 S. Anaheim Blvd., #332 Anaheim, CA 92805. Call: (714) 765-5111. Job Description: <http://anaheim.net/jobsOpp/JobPostings/specs/JobCodes.asp> Job Application: [http://anaheim.net/jobs/job\\_list.asp](http://anaheim.net/jobs/job_list.asp) EOE

**SENIOR ACCOUNTANT**, City of Anaheim, CA. Salary: \$60,412 - \$83,067/yr. Plus excellent benefits. Contact: City of Anaheim, Human Resources Department. Phone: 714-765-5111. Deadline: Continuous Recruitment with first review date of October 28, 2005. The City of Anaheim's Convention, Sports & Entertainment Department is seeking an individual with extensive responsible professional accounting experience including financial statement preparation, analysis

and reporting, budget development, administration, and control. The position is responsible for managing the accounting activities for the Convention Center, which consists of a staff of five full-time and part-time accounting clerical employees. Bachelor's Degree in Finance, Accounting or Business Administration; designation as a Certified Public Accountant; and experience with software conversions and implementation are highly desirable. Applicants must complete a City of Anaheim application form. For a complete job description and application, please visit our website at [www.anaheim.net](http://www.anaheim.net). EOE

**ASSISTANT FINANCE DIRECTOR/CONTROLLER** – City of Belmont, CA. Salary: \$76,956 - \$98,220 annually; plus excellent benefits. The City of Belmont is seeking an experienced Assistant Finance Director/Controller to direct, manage, and supervise the City's accounting operations and activities including, budget, payroll, purchasing, business licenses, accounts receivable, accounts payable, general ledger, grants, treasury and debt management, internal control, and annual audit functions. Requires at least five years increasingly responsible experience in accounting and auditing with two years supervisory experience. Undergraduate degree in accounting or related field required. CPA highly desirable and given preference, graduate degree desirable. Closing date December 2, 2005. For application materials contact: City of Belmont, Human Resources, One Twin Pines Lane, Suite 330, Belmont, CA 94002. Phone: (650) 595-7438. Apply online: [www.belmont.gov](http://www.belmont.gov). EOE

**FINANCIAL SERVICES MANAGER** – City of Brisbane, CA. Salary \$6,900-\$8389/month plus excellent health, vision, dental, life and LTD, EAP and PERS 2% @ 55. Our small city located just south of San Francisco nestled in the slopes of San Bruno Mountain is seeking a detail-oriented, hands-on Financial Services Manager to perform diverse and specialized accounting work. This is an excellent growth opportunity for a person that can

ment program. Areas of responsibility include overseeing the City's general accounting, accounts payable and receivable, payroll, utility billing, grant and capital project accounting, financial statement preparation, fixed assets and other accounting related activities. Candidates should have an equivalent to a Bachelor's degree with major coursework in accounting, finance, business administration, public administration or related field, three years of increasingly responsible professional experience in accounting, auditing or finance with prior supervisory experience. Municipal experience preferred. CPA preferred or GFOA certificate must be obtained within a time period specified by the city. Application deadline: December 22, 2005 at 5:00 PM. For applications, contact City of Brisbane, Human Resources, 50 Park Place, Brisbane, CA 94005 (415) 467-2065 [www.ci.brisbane.ca.us](http://www.ci.brisbane.ca.us). EOE

**FINANCIAL SERVICES DIRECTOR**, City of Burbank, CA. Salary: \$119,400 to \$145,068. Burbank, the "Media Capital of the World", is home to The Walt Disney Company, Warner Bros, NBC, Cartoon Network, Nickelodeon and over 700 media-related businesses. The City of over 100,000 has the feel of a small close knit community. The Financial Services Director administers the auditing, accounting and financial programs for all City departments. Position oversees purchasing, accounts receivable and revenue collection, fixed asset management, payroll, accounts payable, deferred compensation, PERS management, debt management and managing internal audits. The City has a FY2005/06 budget of \$474.7 million. Example combination of education includes, but is not limited to, five years of recent supervision of complex accounting systems, and a BA or BS with major course work in accounting, finance or business management. A CPA, CGFM or Master's Degree in accounting or business administration is desirable. Apply at [www.allianceresourceconsulting.com](http://www.allianceresourceconsulting.com) by November 18, 2005. For information, contact Eric J. Middleton or Sherrill A. Uyeda at (562)901-0769 or email [info@allianceconsulting.com](mailto:info@allianceconsulting.com) EEO/ADA

## Up the Ladder

**FINANCE ADMINISTRATOR**, Coachella Valley, CA. Salary: \$60,492 - \$73,536 (DOQ)  
**Contact:** Human Resources ([hr@cvmvcd.org](mailto:hr@cvmvcd.org)). Phone: (760) 342-8287. Website: [www.cvmvcd.org](http://www.cvmvcd.org). Deadline: Open until filled. The Coachella Valley Mosquito and Vector Control District is a special district that includes the cities of Cathedral City, Coachella, Desert Hot Springs, Indian Wells, Indio, La Quinta, Palm Springs, Palm Desert and Rancho Mirage. The District has an exciting and rewarding opportunity for an individual who is seeking a unique team-oriented work environment. The Finance Administrator will be responsible for analysis of costs, revenues, financial commitments and obligations, developing the annual budget, preparing balance sheets and other financial reports and ensuring compliance with State and Federal tax regulations. The Finance Administrator must have a Bachelor's degree in finance or accounting or a combination of education and three years of experience and a valid California driver's license. A District application is required. For a complete job description visit the District's website or call the number above for an application. EOE

**FINANCE DIRECTOR**—City of Del Mar, CA. Salary - **\$82,026 - \$107,626** annually, plus a competitive benefits package. The ideal candidate will have a strong background in finance, collaborative management style, excellent oral and written communication skills, customer service experience, and a sense of creativity. Position requires a Bachelors Degree in Accounting, Finance, Business Administration or a closely related field and seven years of progressively responsible professional accounting experience, preferably in a governmental agency, at least three years of which were in a supervisory or management capacity; or an equivalent combination of training and experience. With its beautiful beaches, dramatic cliffs, and Torrey Pine covered hillsides, the City of Del Mar (population 4,500) is well known as a premier location to work and play. If you are interested in this outstanding opportunity, please submit a resume along with five business related

references, salary history, and a statement of interest by Wednesday, November 30, 2005, 5:00 p.m. to City of Del Mar, Human Resources, 1050 Camino del Mar, Del Mar, CA 92014. Based on a review of the application materials, the most qualified candidates will be invited to interview, tentatively scheduled for December 16, 2005. The detailed job description and recruitment brochure are available on our website at [www.delmar.ca.us](http://www.delmar.ca.us).

**ASSISTANT FINANCE DIRECTOR**—City of El Segundo, CA. Salary: \$85,452 - \$104,112, DOQ, plus \$1000 additional pay per month for PERS medical and/or salary plus excellent benefits. The City of El Segundo is both a friendly residential, coastal community with a small town, family-oriented atmosphere and a major commercial/industrial "player" with over 500 employers, including numerous Fortune 500 companies. The Assistant Finance Director reports to the Director of Administrative Services and the new incumbent will play a significant, critical role in department operations by providing budgetary preparation and general project support and financial expertise to the City Council, City Manager and all departments, as well as assisting the Director to run the day-to-day operations of the department. The Assistant Finance Director also has responsibility for directing supervising the work of the Accounting Manager, Accountant (Payroll), Accounts Specialist II (Benefits) and support staff. Candidates should possess a Bachelor's Degree in Accounting, Business Administration, Economics, Finance, or a directly-related field and five years of progressively responsible government accounting experience and two years of management and supervisory experience. Interested candidates should submit a cover letter, resume and City employment application to

**FINANCIAL SERVICES MANAGER**, The Encina Wastewater Authority (EWA), Carlsbad, CA. Salary: \$76,330-\$92,780 annually. The position requires a Bachelor's Degree in accounting or a closely related field and a minimum of five years public sector accounting experience. Two years of supervisory experience is also required. The Financial Services Manager directs, manages and supervises EWA's accounting and financial systems, prepares monthly and annual financial statements, makes quarterly billings to EWA's Member Agencies, completes year end audit procedures, prepares monthly treasury reports, compiles budget documents, performs cash management functions, allocates expenses to programs, interprets financial data from a variety of sources, and performs related duties as assigned. This position requires extensive analytical skills, the capability to apply accounting and auditing principles generally accepted in the United States of America, the ability to interpret and implement EWA's financial policies and procedures, and the ability to coordinate the execution of services within the EWA organization and with other public and private entities. An application and detailed job description of minimum requirements may be obtained from EWA's website at [www.encinajpa.com](http://www.encinajpa.com) or by calling (760) 268-8806. Applications may also be picked up at 6220 Avenida Encinas, Carlsbad, CA 92009 Monday through Friday between 8:00 a.m. and 4:30 p.m. Application deadline: Monday, December 5, 2005 at 4:00 p.m.

**EXECUTIVE OFFICER**, Franchise Tax Board (State of California) The Executive Officer of the Franchise Tax Board will be a well-rounded administrator with executive level experience able to provide strong leadership to a large organization. Candidates will have career history of leadership, a breadth of general knowledge and strong financial acumen. The Executive Officer is supported by an executive team and operates in a collaborative manner and values enterprise-wide thinking. This is an at-will position reporting to a three-member Board comprised of the State Controller, the Director of Finance and the Chair

# Up the Ladder

(Continued from pg. 10)

of the Board of Equalization. Annual salary is \$129,000 with a comprehensive benefit package. Professional education and experience as a CPA is a plus. Candidates with specific education in public finance, taxation or law are encouraged to apply. Advanced degree may be a plus. Compelling cover letter that succinctly addresses professional experience, accomplishments, and qualifications with comprehensive resume is required by 11/21/05. Confidential inquiries welcomed to Heather Renschler at 916-630-4900 or [www.ralphandersen.com](http://www.ralphandersen.com).

**SENIOR ACCOUNTANT**, City of Hesperia, CA. Salary: \$4782 - \$5832 per month plus Excellent Benefit Package. Reviews, verifies, prepares, and analyzes financial documents, subsidiary ledgers & supporting schedules; monitors accounts; prepares & submits information for State Controller's Report, Annual Street Report, Redevelopment Agency's Annual Statement of Indebtedness. Monitors grant requirements for compliance and assists in the reporting process of various departmental grants. Requires BA in accounting & 3 yrs. exp. in governmental accounting. CPA, CMA, &/or CIA certifications highly desirable. Original applications must be received by 5:00 p.m., Thursday, December 1, 2005 at: City of Hesperia, 15776 Main Street, Hesperia, CA 92345. Call (760) 947-1100 or log on to [www.cityofhesperia.us](http://www.cityofhesperia.us) for application form. EOE

**ACCOUNTANT/PAYROLL SPECIALIST**—City of La Verne, CA—Salary: \$49,727-\$60,444 annually. 4-day, 36-hour workweek, Monday-Thursday. Under direction of the Accounting Manager, performs a variety of professional accounting work including processing of payroll, special financial and budgetary reports, overseeing accounts payable and other fiscal records. Requires 2 years experience in professional accounting including direct handling of processing payroll and high school graduate or equivalent. Equivalent to an A.S. degree from an accredited college or university with major work in accounting or business administration is desirable. For complete details re

garding education and experience requirements, please access City website at [www.ci.la-verne.ca.us](http://www.ci.la-verne.ca.us) APPLY BY: 11/15/05 at 3660 D St., La Verne, CA 91750. City applications required and may be obtained by calling 909-596-8726 or via email from [swhatley@ci.la-verne.ca.us](mailto:swhatley@ci.la-verne.ca.us)

**ACCOUNTING OFFICER**, City of Laguna Niguel, CA. Salary: \$5,228 - \$6,535 per month, plus City-paid PERS. Deadline: Open until filled. The Accounting Officer is a position in a small Finance Department with a total of three full-time and one part-time employees (Finance Director, Accounting Officer, Senior Account Clerk and Part-time Accountant). Under the supervision of the Finance Director, the City is seeking an individual to participate in a wide variety of accounting, budget and fiscal management activities. Duties include preparing financial reports and statements, maintaining general ledger, bank reconciliations, assisting in budget preparation, preparing journal entries, monitoring grants and back-up to the Finance Director in her absence. Requires three years governmental accounting experience, B.A. in accounting or related field, CPA preferred, but not required. Apply at: City of Laguna Niguel, 27801 La Paz Rd, Laguna Niguel, CA 92677. (949) 362-4300. City application required and can be located on the website. [www.ci.laguna-niguel.ca.us](http://www.ci.laguna-niguel.ca.us) EOE.

**ACCOUNTING ASSISTANT II**, Town of Mammoth Lakes, CA. Salary - \$30,511 to \$42,932 annually, plus excellent benefit package, including 2.7% @ 55 PERS Retirement. Duties: The Town of Mammoth Lakes is seeking an outstanding, team-oriented individual to fill the position of Accounting Assistant II, performing journey-level accounting clerical work, including maintenance of financial and statistical records, accounts receivable, accounts payable, and payroll. Qualifications: Two years of experience performing general accounting duties and equivalent to completion of the twelfth grade, supplemented by specialized training in accounting. How to Apply: A Town application is required. Applications may be obtained from and

must be submitted to the Personnel Department, Town Administrative Offices, Minaret Village Shopping Center, 437 Old Mammoth Road, Suite R; or by mail to P.O. Box 1609, Mammoth Lakes, CA 93546. For an application and a copy of the job description by mail, call (760) 934-8989, ext. 266. Information related to this position is also posted on the Town's website at [www.ci.mammoth-lakes.ca.us](http://www.ci.mammoth-lakes.ca.us). Filing Deadline: Monday, November 21, 2005 at 5:00 P.M. E.O.E.

**ACCOUNTING MANAGER**, City of Monterey Park, CA. Salary \$68,508 - \$87,648 annually, City-paid PERS plus excellent benefits. Contact: City of Monterey Park, Phone (626) 307-1334, [www.ci.monterey-park.ca.us](http://www.ci.monterey-park.ca.us). Deadline: December 30, 2005.

**TEMPORARY ACCOUNTING AND FINANCE POSITIONS** - Moreland & Associates, Inc. is a CPA firm serving all of California that provides interim financial staffing to cities and special districts experiencing temporary vacancies in key finance and accounting positions. We are seeking Senior Accountants, Accounting Managers, Finance Directors and other professionals with governmental accounting experience who would like to work on an interim basis, either full- or part-time. For more information, please contact Mindy Jacobs at 949-221-0025 x226 or [mjacobs@moreland-assoc.com](mailto:mjacobs@moreland-assoc.com).

**FINANCE MANAGER**, City of Napa, CA. Annual salary: \$93,480 - \$112,932. This key position manages city financial activities, systems, and programs in such areas as general accounting, accounts payable, payroll, budget forecasting, investment and cash management. This is an exciting opportunity for a detail-oriented manager to join a seasoned team and work in an ideal setting under general direction from the Finance Director. The City offers excellent benefits including PERS retirement formula 2.7% @ 55. The ideal candidate will possess at least three years of professional, municipal financial management experience which included overseeing complex finan 884-0533 - Email [info@lbhayhurst.com](mailto:info@lbhayhurst.com). FILE BY NOVEMBER 28, 2005. EOE.

(continued on pg. 12)



# Up the Ladder

*(Continued from pg. 11)*

**SENIOR ACCOUNTANT**, City of Newark, CA. Salary: \$6,515 - \$9,446/month (total compensation). The Senior Accountant is responsible for supervising the day-to-day activities and staff of various accounting functions, and maintaining the accuracy and integrity of financial records. Duties include the design, implementation, and maintenance of a computer-based finance system; performing professional accounting work; providing information on accounting practices and procedures; participation in the development of a biennial budget; maintenance of the general ledger, and preparing, analyzing, and verifying financial statements and records. Applicants must possess the following minimum qualifications by the final filing date: graduation from a four year college or university with a degree in the field of business with major course work in accounting or a closely related field; five years of progressively responsible governmental accounting work; a valid California Driver's License, and a satisfactory driving record. Applications may be obtained by calling the Personnel Department at 510-790-7267 or visiting our website at [www.newark.org](http://www.newark.org). The final filing deadline is 5:00 PM, Monday, November 21, 2005. IOE

**DIRECTOR OF FINANCE/CITY TREASURER** - City of Norwalk, CA. Salary: 7,674-\$9,328 per mo. Excellent benefit package + 8% City-paid PERS (2.7% @ 55.) 9/80 work schedule. City-paid family health insurance. City contributes 4% towards deferred compensation. City vehicle provided. 10 days Management Leave per fiscal year. The City of Norwalk (population 110,700) is seeking experienced, highly qualified candidates for the position of Director of Finance/City Treasurer. Reporting directly to the City Manager, the Director of Finance/City Treasurer directs the fiscal management program of the City, the Norwalk Housing Authority, Norwalk Community Facilities Financing Authority, and the Norwalk Redevelopment Agency. Plans, directs and coordinates the activities of the Finance Department, including Purchasing, Management Information Systems and treasury activities. Requirements:

Bachelor's degree in public or business administration, accounting or related field. A master's degree or C.P.A. is desirable and may be substituted for up to two years experience. The successful candidate must possess five years of municipal accounting experience, including two years of supervisory experience preferably as a director or assistant director; strong leadership, management skills and commitment to teamwork. Apply by: Wednesday, November 23, 2005 at 6:00 p.m. City of Norwalk, Human Resources Department, 12700 Norwalk Blvd., Norwalk, CA, 90650. Phone: (562) 929-5926 or visit our website at: [www.ci.norwalk.ca.us](http://www.ci.norwalk.ca.us). EOE.

**DIRECTOR OF FINANCE** - Omnitrans, San Bernardino, CA. Salary: \$5,135 - \$7,703/mo. Sign-on incentive negotiable up to one month's salary. Excellent fully paid Management benefits package. Omnitrans, provider of public mass transit for the entire San Bernardino valley, is recruiting for a Director of Finance. Responsible for all accounting functions, financial analysis, investments, & department staff. Requires a BA/BS in Accounting, Finance, or related field + a min. of 7 years of progressively responsible experience in financial management, preferably in public transit; including 2 years in a supervisory position. Must have considerable knowledge of generally accepted accounting principles, practices & procedures; knowledge of Federal, State, & Local transit funding laws, rules & regulations; knowledge of information systems for integrated financial accounting systems, budgeting, statistical systems & financial analysis. Resumes are encouraged, but only as an attachment to a fully completed Omnitrans application. This position will be open until filled. Applications can be obtained by calling 909/379-7260 or on-line @ [www.Omnitrans.org](http://www.Omnitrans.org).

**DIRECTOR OF FINANCE AND ADMINISTRATION**, Orange County Head Start, Inc., Santa Ana, CA. Salary range \$80,000 - \$95,000. Orange County Head Start, Inc. is one of the largest non-profit corporations in Orange County, and is primarily devoted to the administration of the federal Head Start grant for Orange County. The agency has an annual budget totaling \$30,696,000 and serves 4000 age and income-eligible children at 43 centers throughout Orange County and Hawaiian Gardens. Under general direction of the Executive Director, the Director of Finance and Administration is responsible for the oversight, strategic direction and operational implementation of finance, accounting, facilities, contract management, purchasing, and information systems. Requires a relevant BA/BS, and five years of progressively responsible experience. Candidates must also have a background in child development, Head Start or non-profit finance management. Apply by November 18, 2005 at [Allianceresourceconsulting.com](http://Allianceresourceconsulting.com). For more information please call (562) 901-0769. An Equal Opportunity Employer. It is the policy of Orange County Head Start, Inc not to discriminate because of race, color, religion, sex, sexual orientation, national origin, age or disability.

**ACCOUNTING SUPERVISOR**, City of Vacaville, CA. Salary: \$6,529-\$7,938/Month. Contact: City of Vacaville Human Resources, Phone: (707) 449-5101. Website: [www.cityofvacaville.com](http://www.cityofvacaville.com). Deadline: November 28, 2005 at 5:00 p.m. The City of Vacaville is seeking an Accounting Supervisor to perform a variety of duties including the supervision of accounting personnel; reporting and auditing activities; budget planning and control; and oversight of the purchasing function for the City. Requires equivalent to B.A. degree in accounting, finance or related field; four years professional accounting and financial reporting experience, including 2 years in a supervisory/lead role; municipal or governmental accounting experience is highly desirable. Call or go to our website for complete job description and application materials.

# Up the Ladder

(Continued from pg. 12)

**DIRECTOR OF BUSINESS TAX**, City and County of San Francisco, CA. Salary: \$92,976 to \$124,618 annually. Responsible for the administration, collection, review, audit and reporting of San Francisco City taxes which include payroll, parking, hotel, utility and stadium taxes; and the emergency response fee. This position supervises both the Account Services and Audits Units, which total approximately 50 employees. For full description see: [www.sfgov.org/tax/ttxjobs](http://www.sfgov.org/tax/ttxjobs) or call (415) 557-4877. EOE

**SENIOR BUSINESS SYSTEMS ANALYST**, Orange County Transportation Authority, Orange, CA. Salary Dependent Upon Qualifications, Up to \$80,000 /Year. Excellent benefits. Key Responsibilities: Provide technical support to the maintenance of the accounting software - Integrated Financial Administrative Solution (IFAS). Develop complex accounting models, produce technical user documentation, provide support and train staff on use of systems and models, provides guidance to other departments in compiling data from accounting system. Minimum Qualifications: Bachelor's Degree or equivalent in information technology business administration or related field and five years related experience with accounting systems (at least three years journey level experience). Critical Success Factors: Knowledge of advanced computer modeling techniques and software (database, spreadsheets, financial applications). Understanding of accounting systems and system operations (Oracle, Informix, Visual Basic). Familiarity with government accounting practices, principles and procedures. Ability to work independently, communicate effectively, provide guidance and direction to personnel, maintain effective working relationships analyze complex accounting data. Additional information on-line at [www.octa.net](http://www.octa.net) (Career Section) or use our on-line computers located at OCTA's Employment Office, 550 South Main Street, Orange, CA. 92863. Applications must include 10 year work history and be fully complete. Resumes not

accepted in lieu of application. OCTA does not sponsor H1B or other work Visa's. An Equal Opportunity/Affirmative Action Employer. AA/EOE/M/F/D/V

**FINANCE ANALYST I**, (Grants Unit), Sacramento Regional Transit, Sacramento, CA. Salary: \$3,365 - \$4,293 per month. Seeking Analyst I to provide analytical and administrative support in RT's Grants Unit, to compile and analyze capital projects, grants and financial data and oversee development of procedures to track capital projects and state/federal grants. Requires BA degree in business, public administration, accounting, management or related field (or equiv) and one year prof exp in budget, finance or grants support functions. For complete position info, contact RT's HR Dept at 2830 G Street, Sacramento or [www.sacrt.com](http://www.sacrt.com). Completed application must be received by 5:00 p.m. November 17, 2005. RT encourages women and minorities to apply and will make reasonable efforts to accommodate applicants with disabilities. EOE M/F

**FINANCE DIRECTOR**, Salem, the capital of Oregon, is located in the heart of Oregon's Willamette Valley. Salem's economic base includes wood products and agricultural based industries, high-tech and durable goods manufacturing, government, education and health services. Salem has a population of 143,700 within a 350,000 metro area population and serves as the employment and retail center for surrounding communities. Salem currently has 47 square miles within its city limits and is in an urban growth boundary that will support the City's forecasted growth needs for the next 20 years. The City of Salem is seeking a seasoned Finance Director to replace the current Director who is retiring. The ideal candidate must be a proven leader with experience in a diverse and complex organization. The salary range is \$72,694 - \$100,698 (DOQ). The City anticipates filling the position above the mid-point of the pay range. The City contributes 5% toward a deferred compensation plan on behalf of the employee. The Director will be expected to provide solid recommendations on financing, budgeting, business practices and investment options for all City departments

and funds as well as for the seven urban renewal districts, and the municipal water and sewer utilities. The Finance Director must have at least seven (7) years of responsible experience in all phases of public sector financial government administration of which five (5) years of supervisory experience in an organization of similar size to the City of Salem. Graduation from an accredited college or university in accounting or a related field; a master's degree is highly desirable.

**INDEPENDENT BUDGET ANALYST**—City of San Diego, CA (Pop. 1.3 million). Salary open DOQ. FY2005 total budget is \$2.49 billion. Starting 1/1/06, City will have a Mayor-Council form of government. Newly created position reporting to eight-member Council. Duties include: 1) providing fiscal/legislative analysis; 2) serving as Council advocate with the Mayor's Office; 3) reviewing/commenting on Mayor's proposed budget; and 4) analyzing/reporting on fiscal matters in legislation and proposing legislation for Council review. Requires relevant BA/BS. MBA/MPA highly desirable. Desire 10 years as financial/budget analyst (public or private), plus local government experience in a large, complex, urban environment, or with a State government. Apply by **11/14/05** to: Roberts Consulting Group, fax (760) 200-4395, or e-mail [robertsrcg@msn.com](mailto:robertsrcg@msn.com). EEO/ADA [www.sandiego.gov](http://www.sandiego.gov)

**SENIOR ACCOUNTANT**, San Diego Association of Governments (SANDAG), San Diego, CA. Salary: \$53,441 - \$85,505; excellent benefits, including PERS 2.7% at 55. SANDAG is seeking a candidate to manage and oversee financial accounting operations including accounts payable, accounts receivable, cash receipts, encumbrance activities, journal entries, daily cash flow, and project cost accounting. Superior communication and customer service skills. Ability to analyze and reconcile accounts and resolve complex issues. Undergraduate degree in accounting, finance, business, or related field. Four years governmental accounting experience, including one year of supervisory experience. Submit required application, resume



# Up the Ladder

(Continued from pg. 13)

will not be accepted in lieu of application, by 11/14/05 to: San Diego Association of Governments, Attn: Personnel, 401 B Street, Suite 800, San Diego, CA 92101. (619-699-1900) [www.sandag.org](http://www.sandag.org)

**DIRECTOR, FINANCE AND BUDGET**, San Mateo County Transit District, San Carlos, CA. Salary: \$1,718 - \$2,545 weekly (\$89,638 - \$132,389 annually). Job Summary: This position, reporting directly to the Chief Financial Officer, is responsible for the development and implementation of complex financing mechanisms, financial forecasting, budget development and maintenance, treasury services, revenue collection, financial reporting, coordination and the distribution of financial information for all three agencies - the San Mateo County Transit District, the Peninsula Corridor Joint Powers Board and the San Mateo County Transportation Authority. This position provides leadership and oversight of a variety of professional, technical and administrative employees. Minimum Qualifications: Bachelor's degree in accounting, economics, finance or related field plus a minimum of five years of progressively responsible experience in financial related areas. Experience in one or more of the following areas; finance, accounting, treasury services, cash management, and/or audit services is required. Demonstrated experience in the area of budget development, maintenance and monitoring for a sizeable (over \$50 million per year) organization is desirable. Some knowledge or experience in governmental finance and accounting is also desirable. Bachelor's degree may be substituted with full time professional experience on a year-by-year basis. A master's degree in a related field or a CPA is desirable but not required. Must be experienced in computerized accounting system(s) and able to use a PC with a variety of software packages, including electronic spreadsheets. Must be

able to prioritize work to affect the timely and accurate distribution of financial information. Must possess good oral and written communication skills. Send resume, complete with salary history to 1250 San Carlos Avenue, San Carlos, California, fax 650-508-6458, or email [Samtransjobs@samtrans.com](mailto:Samtransjobs@samtrans.com). Resume materials must be received in the HR Department by 4:30PM, Friday, November 25, 2005. You may call (650)508-6308 to verify that your submission has been received. A completed application package will be required prior to an offer of employment being made.

**DIRECTOR OF ADMINISTRATIVE SERVICES** - City of Seal Beach, CA. \$93,828 - \$114,048 per year annually plus benefits. The City of Seal Beach is recruiting for a Director of Administrative Services. The City is seeking a dynamic director with strong and proven management skills, a participatory and collaborative style, team oriented, high energy, strong values, and a commitment to excellence. The ideal candidate is an experienced, decisive, results-oriented leader with a proven record of achievement, with at least five years of professional, municipal, financial management experience which includes the implementation and oversight of complex financial systems and ensuring compliance with generally accepted governmental accounting principles and procedures, as well as oversight of the function of information technology. APPLY BY: Thursday, December 8, 2005, 5:00 p.m. A completed City application is required for consideration. For an application packet, please call (562) 431-2527 x 301 or visit us at 211 8<sup>th</sup> Street, Seal Beach, CA 90740. [www.ci.seal-beach.ca.us](http://www.ci.seal-beach.ca.us) EOE.

**ADMINISTRATIVE SERVICE DIRECTOR**, City of Wheatland Salary: Annual \$60,000 (New Class and Comp study currently underway). Deadline: November 11, 2005. Wheatland is a small community anticipating rapid growth in the next 3-5 years. Under general administrative direction, plans, directs, manages, and oversees the Administrative Services of the City including preparation and administration of the

City's budget; administration of the City's accounting, revenues, payroll, fund disbursement and procurement functions, and financial reporting; assists with City Treasurer duties and invests City funds; administers the City's human resources, risk management and information technology operations; and provides highly responsible and complex administrative support to the City Manager. Submit cover letter, resume, salary and five work related references to Stephen L. Wright, City Manager, 313 Main Street, Wheatland, CA 95692 by the final filing date of November 11, 2005.

**ADMINISTRATIVE SERVICES MANAGER I**, City of Oakland, CA. Salary: \$6,705-\$8,232/mo. Plus benefits package. Requires a BA in public, business or related field and five years experience in finance, administrative and city budgets. Closes 5 PM, Friday 11/11/05. For more information and application, see [www.oaklandnet.com](http://www.oaklandnet.com). EOE

**CONTRACT ADMINISTRATOR**, City of Berkeley, CA. Salary: \$63K to \$80K (rounded). Closes: November 21, 2005. The Position: Under general supervision, the Contract Administrator develops, monitors and resolves problems related to expenditure in contracts for services, projects, materials, supplies and equipment. Qualifications: The position requires a bachelor's degree in related field from accredited college or university and five years of experience in contracts management for a wide variety of services, materials, supplies and equipment. Interested individuals must submit: City of Berkeley application form, Supplemental questionnaire (see job announcement), and a resume. Apply to The City of Berkeley, Human Resources Department, 2180 Milvia St., 1st floor, Berkeley, CA 94704. Phone: (510) 981-6888. TTY#: (510) 981-6830. [www.ci.berkeley.ca.us/hr](http://www.ci.berkeley.ca.us/hr) or [www.cityofberkeley.info/jobs/jobslst.htm](http://www.cityofberkeley.info/jobs/jobslst.htm). Application materials can be downloaded from our web-site. EOE

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#### ***Weekend Training***

November 18-20 - Irvine, California

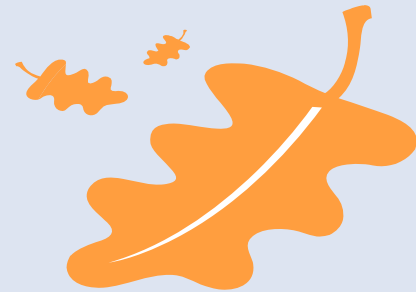
#### ***Financial Management Seminar***

November 30- December 2, 2005 - Monterey, California

#### ***Annual Conference***

February 21-24, 2006 - Palm Springs, California

Please visit [www.csmfo.org](http://www.csmfo.org) for more information



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