

December, 2007

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Election Results

I am pleased to announce the results of the election for CSMFO leadership positions

Viki Copeland, Finance Director for Hermosa Beach, has been elected to serve the remainder of 2007 as President-elect and Thomas Fil, Finance Director for Belmont, has been elected to serve as President-elect for 2008.

Mary Dodge, Finance Director/City Treasurer for the city of El Cerrito, has been elected to fill the Northern California Board of Director position. The term of office is three years.

Ronnie Campbell, Director of Finance for the city of Camarillo, has been elected to fill the Southern California Board of

I would also like to thank the CSMFO Board and Committee members who helped count ballots and tabulate the election results after our Board Meeting on December 5th.

Also a big thank you to all the candidates who stepped up and offered their time and talents to serve our organization.

State Budget

I am sure by now all of us have read the headlines about a projected financial shortfall for the State in the range of \$10 billion for the 2008/2009 budget year.

"I am sure by now all of us have read the headlines about a projected financial shortfall for the State in the range of \$10 billion for the 2008/2009 budget year."

Director position. The term of office is three years.

I would like to thank the following Nominating Committee members for putting together an excellent group of candidates. The members are: Karen Brust – City Manager for Del Mar, Mark Alvarado – Administrative Services Director for Monrovia, Pauline Marx – Chief Assistant Treasurer for San Francisco, Zane Johnston – Finance & Administrative Services Director for Tracy, Dennis Danner – Administrative Services Director for Newport Beach, Paula Chamberlain – Finance Director for Pomona, Melinda Wall – Chief Financial Officer/City Treasurer for Los Banos and Michelle Romney from Ventura.

Maybe some of us ignored the news thinking, with Proposition 1A a few years back, we have nothing to worry about. It's true that Proposition 1A has prevented Sacramento from annual raids on local monies but we need to remind ourselves there is a provision in the Proposition that goes into affect in 2008/2009 that allows the state government to suspend property tax revenue protection and borrow up to 8% of total property tax revenues twice in any ten year period if the following conditions are met:

1. the Governor issues a proclamation of "severe fiscal hardship,"
2. the Legislature enacts an urgency statute suspending Proposition 1A

Continues on next page

OFFICERS, DIRECTORS AND STANDING COMMITTEES

President

Brad Grant, Merced

President-Elect

Karen Brust, San Diego County Water Authority

Past President

Mark Alvarado, Monrovia

Secretary/Treasurer

Debbie Michel, League of CA Cities

Board of Directors

Lisa Hildabrand, Carlsbad
Thomas Fil, Belmont
Viki Copeland, Hermosa Beach
Pauline Marx, San Francisco
David Cain, Chino
Scott Johnson, San Jose

COMMITTEES

Administration

Robert Burns, Chino
Joan Michaels Aguilar, Azusa
David Cain, Chino
Cathy Lucas, Stockton
Bob Biery, Westlake Village
Karen Brust, San Diego County Water Authority
Stephen Dunn, Upland
Steve Conway, Los Gatos

Annual Seminar

Jesus Nava, Burlingame
Russ Fehr, Sacramento
Dennis Danner, Newport Beach
Mark Alvarado, Monrovia
Janet Salvetti, Stockton

Budgeting & Management Reporting

Cindy Guziak, Orange County Fire Authority
Chu Thai, Beverly Hills
Pamela Arends-King, Santa Ana
Laura Nomura, Hemet
Agnes Walker, South Bay Regional Public
Communications Authority
Gina Schuchard, Santa Clarita
Scott Johnson, San Jose

Career Development

Ronnie Campbell, Lakewood
Carolyn Dominguez, San Luis Obispo
Christy Pinuelas, Camarillo
Mary Bradley, Sunnyvale
Margaret Moggia, West Basin Municipal
Water District
Viki Copeland, Hermosa Beach
Jerry Rogers, Riverside

Fiscal Policy

Tracey Hause, Arcadia
Josh Betta, South Pasadena
Irwin Bornstein, Mission Viejo
Julia James, South Gate
Scott Johnson, San Jose

Membership Benefits

Paula Chamberlain, Pomona
Steve Chapman, Moreno Valley
Joy Canfield, Escondido
Brent Mason, Riverside
Bob Torrez, Burbank
Lisa Hildabrand, Carlsbad

Professional & Technical Standards

Jesse Takahashi, Campbell
Sandra Schmidt, Las Virgenes MWD
Crystal Alexander, Culver City
Bill Statler, San Luis Obispo
Pauline Marx, San Francisco

Technology

John Adams, Thousand Oaks
Barbara Boswell, Lancaster
Mark Moses, Stockton
Julia James, South Gate
Bret Plumlee, La Quinta
Thomas Fil, Belmont

President's Message, *Continued from cover*

property tax protection with 2/3 vote of each house,

3. the Legislature enacts a law providing for full repayment of the "borrowed funds" plus interest within three years,
4. the \$1.22 billion FY 2003-04 VLF Backfill Gap Loan has been repaid; and
5. any previous borrowing under this provision has been repaid.

Given that item #4 has been repaid and there is no previous borrowing under the provisions of the Proposition it is in the hands of the Governor and the Legislature.

Whether the headlines are fact or fiction \$10 billion is a big number and if it needs to be found it won't be without pain.

I would recommend we all pay close attention to what is going on in Sacramento and be ready to communicate with our legislatures the importance of not voting for a budget that includes "borrowing" money from local governments.



Happy Holidays

The Internet is replete with postings of favorite Christmas movies. The top ten on my list include Miracle on 34th Street, It's a Wonderful Life, A Christmas Carol, A Christmas Story, Holiday Inn, The Polar Express, Santa Claus and Santa Claus 2 and last but not least Home Alone and Home Alone 2.

Several movies on the list are seasonal classics and I think they tell the important message of Christmas. The first, "It's a Wonderful Life," is where an angel helps a compassionate and generous businessman,

Mr. George Bailey, by showing what life would have been like if he never existed. Mr. Bailey gives of himself to the people of Bedford Falls and his family's business is all that stands between the good citizens and Mr. Potter, a rich miser who takes sick pleasure in taking from everybody, without even caring how it affects them.

The second, "A Christmas Carol," is a Victorian morality tale of an old and bitter miser, Ebenezer Scrooge, who undergoes a profound experience of redemption over the course of one evening. Mr. Scrooge is a financier/money-changer who has devoted his life to the accumulation of wealth. He holds anything other than money in contempt, including friendship, love and the Christmas season.

In both movies all the unhappiness comes not from a failure to get but to give and this, I believe, is the message of Christmas and more importantly the message of that first Christmas.

I wish each and every one of you a wonderful holiday season.

— Brad Grant

*City of Merced, Finance Officer
2007 CSMFO President*

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Continuing Relationship Between the League of California Cities and the California Society of Municipal Finance Officers



In the November issue of the Mini-News, it was announced that CSMFO was entering into a contract for administrative services with DMH Management Services. For the past 27 years, those services have been provided by the League on a contractual basis. The League has provided outstanding service during those years, and our two organizations have developed a strong relationship with one another. When the CSMFO Board made the decision to contract with DMH, they also recognized the importance of continuing an affiliation with the League. They took action to designate a committee of President Brad Grant, Board member David Cain, and myself to meet

with representatives of the League to discuss a basis for a continuing relationship.

On October 26, these representatives from CSMFO met with Dan Harrison, Director of Administrative Services, Dwight Stenbakken, Deputy Executive Director, and Debbie Michel, Legislative Analyst from the League staff. It was a positive meeting with many ideas discussed to continue ways of working together that would be mutually beneficial. A few days after the meeting, Dan Harrison provided each of the participants a letter that outlined some items of agreement that could be implemented immediately. The following is a summary of those issues.

-
1. CSMFO will continue to enjoy the privilege of official organizational representation on League eight standing policy committees.
 2. The League will assist the CSMFO officer who has lead program responsibility for the annual CSMFO Legislative Seminar.
 3. The League will regularly submit and CSMFO will publish in its Mini-News articles prepared by the League on subjects the League feels may be of importance or interest to CSMFO members.
 4. The League will be responsive to invitations from CSMFO to provide speakers for CSMFO's statewide meetings when the League has staff expertise on subjects of interest to CSMFO.
 5. The League will be included on the distribution of the CSMFO list serve and will have the opportunity to post messages to the list service.
 6. The League will designate its policy analyst who works with revenue and taxation issues and with the League's Fiscal Officers Department as the liaison to CSMFO.
-

It is anticipated that in the future, there will be additions and modifications to this list.

In addition, the League is committed to assisting with the transition to DMH and help to make it happen as smoothly as possible. The League contract with CSMFO is completed December 31, 2007, and it has been agreed that CSMFO would compensate the League for services that will be provided after January 1, 2008, to help complete the transition to the extent necessary.

For those of us that were involved with CSMFO in 1980 when the original contract with the League was being considered, we knew it was a difficult decision to go with the League at that time. This change now has also been a thoughtful decision by your Board in the best interest of our ever-growing organization.

At this time, I would like to thank the League professionals that have served us over the past 27 years, especially Dan Harrison who was assigned to CSMFO as its first Executive Secretary.

— **Bob Biery**

CSMFO President 1984

2008 Annual Conference Contact List

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CSMFO Chapter Chairs

Chapter	Chairperson	Telephone	Email Address
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Central Valley	Melinda Wall	209/827-7099	melinda.wall@losbanos.org
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Channel Counties	Lettie De Dios	805/385-7475	lettie.dedios@ci.oxnard.ca.us
Coachella Valley	Nancy Klukan	760/323-8361	Nancy.Klukan@palmsprings-ca.gov
Desert Mountain	Cindy Prothro	661/723-6038	cprothro@cityoflancaster.org
East Bay	Herbert Pike	510-620-6729	Herbert_pike@ci.richmond.ca.us
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Monterey Bay	Marc Pimentel	831/646-3947	pimentel@ci.watsonville.ca.us
North Coast	Bill Mushallo	707/543-3092	bmushallo@ci.santa-rosa.ca.us
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Northwest Counties	Vacant		
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Sacramento Valley	Vacant		
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San Gabriel Valley	Mark Alvarado	626/932-5510	malvarado@ci.monrovia.ca.us
South Bay	Mike Whitehead	310-377-1577	Mike@ci.Rolling-Hills-Estates.ca.us
South San Joaquin	Judy Bier	559/891-2260	judyb@cityofselma.com

2008 CSMFO Annual Conference

Tuesday, March 4 – Friday, March 7, 2008

Disneyland Hotel, Anaheim California

As promised last month, here is your preview of the two fantastic pre-conference sessions we will be offering on Wednesday, March 5, 2008 from 8:00 – 11:30 am. before the conference begins. Watch for your registration brochure in the mail at the beginning of December because space in both of these sessions will be limited. Now the only problem is deciding which one to attend.

I look forward to seeing you there.

— Viki Copeland

Co-Chair 2008 Host Committee



Getting Things Done — Introduction to Mastering Workflow

This Getting Things Done seminar, delivered by David Allen Company senior presenter Wayne Pepper, delivers a systematic approach to dealing effectively with the incoming “stuff” of our daily lives -- mail, memos, meetings, email, ideas, notes, tasks -- and a model for clarifying and managing the total inventory of work at hand. This seminar provides a practical methodology -- “Do it, Delegate it, Defer it, or Drop it” -- for utilizing paper and computer-based systems for personal and professional organization.

Upon completion of this seminar, participants will have experience with:

- clarifying and organizing projects into manageable action steps and plans
managing key personal and professional communication issues
- awareness of the best practices for staying focused on priorities in a state of relaxed control
- coordinating and effectively using different types of organizational tools

Having attended one of David Allen’s first seminars in 1983, Wayne Pepper has been personally involved with the Getting Things Done materials and methodology for over twenty years. An engaging and dynamic speaker, Wayne inspires his participants and assists them in taking the material from the seminar back to their workspace. Wayne hones his presentation skills working with Insight Seminars in Santa Monica until 1990, and for more than ten years has held positions within the entertainment and online marketing industries, working in product development and sales. Wayne holds a B.A. in Theater Arts from Wesleyan University, and an M.F.A. from UCLA in Theater Directing.

Reading People from the Outside In

Researchers have found that 93% of communication is nonverbal. To become an effective communicator you have to master the skills of nonverbal communication by learning to read people’s faces and body language. This captivating program will teach you how to persuade with conviction, better serve your customers, and significantly increase your success simply by reading others’ faces and body language. The session will cover:

- Learning to accurately read someone’s face in 60 seconds!
- Discovering how to build rapport with people in 90 seconds!
- Understanding what signals occur when someone has made a positive decision!

Dr. Harry Perdue is a persuasive communicator who speaks with clarity, passion and sincerity. He has presented programs for business, industry, academia, and the professions for more than 20 years. He is committed to helping individuals and business owners enhance their performance. He coaches people and organizations focusing on communication, leadership, management, marketing and financial skills.

He comes from a background of entrepreneurship and education. He has owned several successful businesses, taught at the university level, and directed a Small Business Development Center, which gives him the ability to shape the theoretical into the practical.

He introduces new ideas like Physiognomy (face reading) and Kinesics (body language) that create an atmosphere of possibility so that people can change their perspective on the spot and begin to practice newly learned skills.

Reminder!!

**DMH Management Services
is now providing
administrative support
to CSMFO members.**

**You can contact DMH and
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CSMFO Award Program for Outstanding Financial Reporting

The CSMFO award program for outstanding financial reporting is for those agencies that are not participating in the GFOA Certificate of Achievement for Excellence in Financial Reporting program. The intent is to give agencies a review program at a lower cost than the GFOA program so that, in receiving the CSMFO award, the agency would be more confident to apply for the GFOA award.

Cities and special districts are eligible to participate in the CSMFO program if the city or special district is not submitting this year's CAFR to the GFOA CAFR award program. Participants may submit the CAFR electronically by ".PDF" file attached to an email, through a web link or downloaded to a compact disk.

The deadline to submit a CAFR for consideration of an award for Outstanding Financial Reporting is **December 31, 2007**.

Cities and special districts can participate in the CSMFO program only if they meet the following criteria:

- This is the first year the entity has participated in the CSMFO award program; or
- The agency has participated in the CSMFO program in prior years but does not choose to participate in the GFOA program.

Applications for both cities and special districts can be downloaded at www.csmfo.org under the section entitled "Budget & CAFR Awards."



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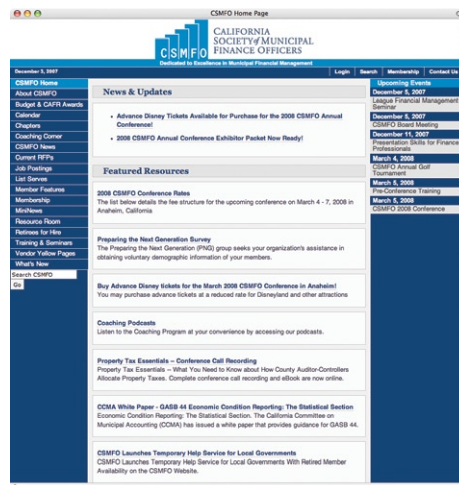
CSMFO: New Management, New Great Features!

With the hiring of a new management company, DMH Management, the CSMFO Board is pleased to announce a few new features on the CSMFO website. The Board believes these new features will be a great resource for you and it will help you take advantage of your CSMFO membership efficiently and frequently.

Some of the new features include:

- Electronically posting and make payments for Advertising Jobs On-Line- www.csmfo.org/jobs
- Renewing Membership Dues Online, including helping Colleagues Sign-up as New Members - www.csmfo.org/membership
- Register and pay for CSMFO Conferences and Events Online - events.csmfo.org

To fully access all the features on the CSMFO website, please go to www.csmfo.org and click on the Member Features. You will be prompted for a Member Login and Password. You can use your current email address and password to login, or you can request a new Member Login name for additional security. To obtain a Member Login name, click on the link that says Click Here to get your password on the bottom left hand-side of



the page. Type in your email address and click submit. Your Member Login and password will be e-mailed to you, and you can use this information to gain access to the Member Features section.

The first time you login, we urge you to double check your information including your contact/company information. To do this, click on My Account, and then click on "My Profile". Here you can double check your Profile and change your login name and password. Just make the appropriate changes and click Update at the bottom of the page.

If you have any problems visiting the website or logging on to the Member

Features section please e-mail Devon Hood at dmhmgmnt@comcast.net or call (877-282-9183). The Technology Committee appreciates any feedback you might provide, and look forward to continuing to provide a valuable resource for information on finance management to the members of CSMFO.

Sincerely,
CSMFO Technology Committee

John Adams, Chair, City of Thousand Oaks

Thomas Fil, Board Liaison, City of Belmont

Barbara Boswell, Vice Chair,
City of Lancaster

Devon Hood, DMH Management

Mark Moses, Vice Chair, City of Stockton

Debbie Michel, League of California Cities

Bret Plumlee, Vice Chair,
City of El Segundo

Kirk Biglione, Oxford Media

Julia James, Senior Advisor,
City of South Gate

Tom Misley, ActionLogic

John McElligott, League of California Cities



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Up the Ladder

See our website: www.csmfo.org
for more listings

FINANCIAL MANAGER - OPERATIONS, City of Bend, OR.

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FINANCE DIRECTOR, City of Claremont.

Located 30 miles east of downtown Los Angeles, Claremont is best known for its tree-lined streets, historic buildings and college campuses. Claremont is a vital, balanced community that provides a wide range of programs and services

for all. The City Manager is seeking a dynamic and experienced Finance Director to organize, assign, manage, and coordinate all fiscal-related ac-

tivities including: Long range financial planning, payroll, accounts payable and receivable, business licenses, management of the investment portfolio, analysis and recommendation of funding options, and budget preparation. The Finance Department has 6 full-time staff members and manages an operating budget of \$33 million. The ideal candidate will have eight years of experience in municipal budgeting, accounting, and financial work, including supervisory experience. A Bachelors degree from an accredited college or university in

business, accounting, public administration or a related field is required. A Master's degree is highly desirable.



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ASSISTANT ADMINISTRATIVE SERVICES DIRECTOR, City of El Monte.

The City of El Monte is seeking a well-qualified, hands-on financial professional for the new position of Assistant Administrative Services Director. The Assistant Director serves at the pleasure of the Deputy City Manager for Administrative Services and will be responsible for financial planning,

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budgeting, accounting, auditing and cash management. The Assistant Director is also responsible for the overall direction of the seventeen positions in the Finance, License/Treasury, Information Technology and Purchasing divisions. The position provides a competitive salary range \$7891 - \$9591 per month) and an excellent benefit package that includes 3% at age 55 retirement for years of service with the City of El Monte.

The selected applicant will possess a Bachelor's degree in accounting, finance or a closely related field. A Master's degree and CPA certification preferred. Must have at least four years' of relevant public agency experience including redevelopment agency experience. Application materials and additional information is available on the City of El Monte website: www.elmonteca.gov. Contact: Eric Berry, Human Resources Officer, (626) 580-2040. The position is open until filled with the first review of applications

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scheduled for November 12, 2007.

BUDGET MANAGER, City of Elk Grove, CA. Salary: \$73,133 - \$102,386 Annually + Excellent Benefits
Position Description: The City of Elk Grove is seeking a well-qualified, hands-on professional to manage the annual development and ongoing implementation of the City's operating budget; assists with development and implementation of the capital improvement budget; plans, organizes, and evaluates a variety of City financial and operational activities; and helps assure Department compliance with applicable Federal, State, ordinances, and codes.

The selected applicant will possess a Bachelor's degree in Accounting, Finance or a closely-related field. A Masters degree is preferred. Must have at least five plus years of general local government experience including at least two years in budget preparation.



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Contact Information: Mona Schmidt HR Department www.elkgrovecity.org

Application Information: Must complete a City Employment Application & resume. Application materials and additional information is available on the City of Elk Grove's website: www.elkgrovecity.org. The position is open until filled with the first review of applications scheduled for December 14th, 2007.

ACCOUNTING MANAGER, City of Hemet, CA.

Salary: \$5369 - \$6852/mo. Come experience the beauty of Hemet, CA (population 71,705), located in the heart of Riverside County. Join the finance team of this rapidly-growing city. Seeking an Accounting Manager to manage customer service, billing, and collections, and to per-

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form complex and technical analyses, financial projections & forecasts, and other financial reporting. Excellent benefit package including City-paid PERS retirement at 2.7 at 55. For complete information including application instructions, visit: www.cityofhemet.org or contact City of Hemet Human Resources (951) 765-2315.

Deadline: December 14, 2007

UTILITY ACCOUNTANT, City of Lompoc, CA.

Salary: \$68,160 - \$82,836 annually. Under general direction of the Financial Services Manager, the Utility Accountant is responsible for performing specialized and complex profes-

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sional level accounting for the City's Utilities and Public Works operations involving accounting, cost accounting, project accounting, budgeting, utility billing and collection, and conducting special studies related to these operations and to perform other related work as required.

Typical qualifying entrance background is a baccalaureate degree in accounting, finance or related field and increasingly responsible professional level accounting, budget, financial administration experience, preferably administrative level utility accounting experience with a municipality.

Deadline (closing date/filing date):
Apply Immediately, 1st Screening of Applications is December 17, 2007

Contact Amabelle Apolinario at (805) 875-8207 or email: a_apolinario@ci.lompoc.ca.us. Website: www.cityoflompoc.com

ACCOUNT TECHNICIAN II OR SENIOR ACCOUNT TECHNICIAN: Level II, Moorpark, CA.

Salary \$4,063-\$5,465 p/m; Senior Level \$4,269-\$5,743 p/m plus excellent benefits. This position represents an excellent opportunity to participate in a dynamic working and living environment in beautiful Ventura County. The Finance Department is looking for a person who will perform technical accounting and fiscal duties in support of the Finance/Accounting Manager; be responsible for review of accounts payable, accounts receivable, and revenue transactions; maintain fixed assets; assist in annual budget



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development and annual audit; maintain budgetary controls for all funds; be involved in central accounting and cost allocation of internal services; maintain vendor files and prepare 1099's. The Senior Level will exercise lead worker supervision over technical and clerical staff; Level II may do so. Qualifications: Three to four years of increasingly responsible clerical and technical accounting experience. Equivalent to completion of the twelfth grade supplemented by specialized or college level course work in accounting or business practices; payroll processing experience desirable. Senior Level: one year of lead worker supervisory responsibility. Apply By: 12/21/07, 5:00 PM. to City of Moorpark Human Resources/Risk Management Division, 799 Moorpark Ave, Moorpark, CA 93021. Interested candidates are required to submit their resume and a completed City application form. Postmarks, faxes, or emails are not accepted in lieu of original documents by the closing date. See City Home Page: www.ci.moorpark.ca.us for an application form and a more detailed brochure on this position or call (805) 517-6238 for further information. EOE.

SENIOR ADMINISTRATIVE ANALYST – City of Rancho Palos Verdes, CA. (Salary \$5,540-7,194/mo. DOQ, PERS 2.5% at 55, 9/80 work schedule, monetary bonus award program, paid winter holiday from Dec 24th thru Jan 1st, and excellent health insurance plans). This position will perform a

variety of administrative functions and special projects. Duties may include, analyzing and organizing data in preparation of complex financial reports, including financial models and projections; assisting with the preparation of the year-end independent audit and financial statements; assisting in the preparation, monitoring and maintenance of City and component unit operating budgets; preparing and presenting reports to the City Council, Finance Advisory Committee and Storm Drain Oversight Committee; and monitoring relevant legislation. Three years increasingly responsible experience performing professional level financial analysis and/or administrative and operational analysis or accounting and audit work, preferably in a governmental setting. Bachelor's degree in accounting, finance or a related field from an accredited college or university. CPA license desired, but not required. Apply by December 14, 2007. For City application visit: www.palosverdes.com/rpv or call (310) 544-5308. EOE.

SENIOR ACCOUNTANT, City of Santa Barbara, CA. Salary: \$62,581-76,068 annually, open until filled. Join our team and work in paradise! Perform professional-level financial accounting & reporting pursuant to GAAP; maintain general ledger control; complete monthly reconciliations of bank accounts and subsidiary ledgers; maintain capital asset ledgers; ensure compliance with financial provisions of all grant programs; provide technical support for annual financial audit and assist in the preparation of the City's CAFR. Other duties as directed by the Accounting Manager. For further information contact Human Resources at 805-564-5316. An on-line job description and application are available at: www.santabarbaraca.gov/Government/Jobs.

CONTROLLER-TREASURER, County of Santa Clara. \$134,879.68

- \$173,078.88 annually DOQ. The Controller-Treasurer is responsible for the planning, directing, review and management of functions and staff responsible for performing general accounting, budgetary control, fiscal administrative work and the treasury functions for the County of Santa Clara. Often described as the Chief Accounting Officer, this executive management position reports to the Finance Agency Director.

The Controller-Treasurer's primary function is to develop an organization and a system of accounts, policies, records, and procedures that will provide data that can be analyzed and interpreted for the benefit of all functional executives in making financial decisions to achieve the goals and objectives of the County.

A qualified candidate would typically acquire the knowledge and abilities through considerable training and experience equivalent to graduation from an accredited college or university with major work in accounting or a related field and four years of responsible experience in the administration of a complex financial, accounting or auditing unit. CPA Certificate is desirable.

The successful candidate will possess knowledge of laws and regulations concerning the handling and care of public funds. Principles and practices of organization, administration, personnel management, labor relations and budgeting. Principles and practices of accounting, auditing and public finance. Methods used in governmental



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budgeting. Principles and application of data processing systems.

It is anticipated that the filing period will be open from November 12, 2007 to December 21, 2007.

For a complete job description, apply online or download an application, please go to: www.sccjobs.org

All qualified applications will be subject to a preliminary competitive rating to identify those candidates to be invited to the oral interview process. It is critical for applicants to submit an application, resume, and responses to the attached supplemental questionnaire. If you have any questions regarding this position, contact Executive Services at (408) 299-5894.

DIRECTOR OF FINANCIAL SERVICES (CITY TREASURER), City of Steamboat Springs, Colorado.

Nestled in the mountains of Northwest Colorado, Steamboat Springs, population 10,700, is known for its World Class skiing, recreational opportunities, and an outstanding quality of life. Also called Ski Town, USA, Steamboat Springs takes the best of the past and present and looks to the future to maintain and enhance the unique character of its' vibrant and healthy community. The City's 2006/2007 budget is approximately \$38M with 201 FTE's. Bachelor's degree in accounting, finance, business, or public administration, or related field is required along with a minimum 5 years of progressively responsible municipal finance work. NEW salary range is \$82,171 to \$109,755 including housing assistance based on need. Please send your resume and cover letter electronically to Peckham & McKenney, apply@peckhamandmckenney.com.

Call Phil McKenney toll-free at (866) 912-1919 for more information or to request a detailed brochure. The brochure is also available on our web site at www.peckhamandmckenney.com. Filing deadline is January 7, 2008.

FISCAL MANAGER, Ventura Regional Sanitation District, Ventura, CA.

Salary: \$78,582 - \$95,742 annually plus generous benefit package.

Enterprise public agency is seeking an experienced professional to direct, supervise and participate in the work of technical staff involved in performing all internal accounting functions for the District; coordinate development of the Districtwide budget; and provide administrative and technical support in the design, development and administration of accounting systems.

Requires 5 years of progressively responsible financial experience, including 3 years at the supervisory level, preferably in a public agency; and a Bachelor's degree in accounting, finance or a closely related field. Designation as a Certified Public Accountant (CPA) or a Master's degree in business or public administration is desirable.

Application material may be obtained at the Ventura Regional Sanitation District, 1001 Partridge Drive, Room

100, Ventura; by visiting our website at www.vrsd.com; or by calling (805) 658-4638. Deadline: 12:00 Noon, January 10, 2008.

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