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Town Sets Process to Replace Manager

By Sophie Braccini

The Moraga Town Council has decided to retain the executive search and consulting firm Peckham & McKenney to begin the process of recruiting a new Town Manager. Mike Segrest has made public his intention to leave the town for health related reasons, but has not presented a letter of resignation yet. There is an understanding between Segrest and the Council that he will make his best effort to make the transition as easy as possible for the town. The Council considered making the search an open process, but decided against that on the advice of the consultant. Peckham & McKenney brought Segrest to Moraga. In her presentation to the Council, Bobbi Peckham confirmed that her firm would honor its guarantee and conduct the new search at no charge, except for actual costs which she estimated at \$5,500.00.

The recruitment process should start by the end of July, with postings on specialized job search sites for government positions, and direct mailing. The first candidates could be interviewed after the August break and a new manager could be selected by October.

"Why do you recommend a closed process instead of a public one?" asked Council Member Dave Trotter. "We want to attract individuals that are doing well in their current position and we do not want to put them at risk," responded Peckham, "they would lose their credibility in their own community. We recommend that you make the result public only when you make an offer." She added that in most jurisdictions, city councils feel that they have been elected to make these kinds of decisions.

The only change made to the job description was the removal of the dollar amount proposed as base salary.

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