



Legislation Details (With Text)

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On agenda: 7/6/2020 **Final action:** 7/6/2020
Title: Approve the appointment of Sean Crumby to the position of Public Works Director and authorize the City Manager to execute the Employment Agreement
Attachments: 1. Att#1 Recruitment Brochure, 2. Att#2 Crumby Resume, 3. Att #3 Employment Agreement

Date	Ver.	Action By	Action	Result
7/6/2020	1	City Council/Public Financing Authority	approved	Pass

REQUEST FOR CITY COUNCIL ACTION

SUBMITTED TO: Honorable Mayor and City Council Members

SUBMITTED BY: Oliver Chi, City Manager

PREPARED BY: Travis Hopkins, Assistant City Manager

Subject:

Approve the appointment of Sean Crumby to the position of Public Works Director and authorize the City Manager to execute the Employment Agreement

Statement of Issue:

The City's Public Works Director position has been vacant since May 2019. To fill this critical leadership role, a national recruitment was conducted. Based on a thorough vetting process, which included a screening interview, panel interview, interviews with the City Manager and Assistant City Manager, and background and reference checks, the City Manager is recommending the appointment of Sean Crumby to the position.

Financial Impact:

Funding for this position is included in the FY 2020/21 budget.

Recommended Action:

Approve and authorize the City Manager to execute the "Employment Agreement Between the City of Huntington Beach and Sean Crumby" for the position of Public Works Director.

Alternative Action(s):

Do not approve the appointment of Sean Crumby to the position of Public Works Director, and direct the City Manager to re-launch a national recruitment.

Analysis:

The position of Public Works Director has been vacant since May 2019, after the former Public Works Director, Travis Hopkins, served as the Acting Assistant City Manager and in December 2019, appointed as the Assistant City Manager. Since that time, City Engineer Tom Herbel has served as the Acting Public Works Director.

In order to fill this department head vacancy, the City Manager authorized Human Resources to launch the recruitment for the Public Works Director in April 2020. The City received 43 applications for the position. Eight (8) individuals were selected from the applicant pool for an extensive screening process and screening interview. The top five (5) candidates were invited to an interview panel comprised of members of the City's Executive (Department Head) team, which recommended three (3) finalists.

The City Manager and Assistant City Manager conducted final interviews with each of the finalists. After full and deliberate consideration, the City Manager recommends City Council approval to appoint Sean Crumby to the position of Public Works Director, effective August 3, 2020.

Mr. Crumby has 25 years of both private and municipal public works and civil engineering experience, spending the past two decades in local government. In the private sector, he worked as a Civil Engineer in two consulting firms that partnered with a variety of government agencies on public works projects. In the government sector, Mr. Crumby has experience working in four Southern California cities.

Mr. Crumby has served in a variety of public works roles for the City of Long Beach since 2015. He currently serves in dual roles as both the Deputy General Manager / Director of Engineering for the Long Beach Water Department and the Bureau Manager of Engineering for the Long Beach Energy Resources Department. In addition, Mr. Crumby also served Long Beach as Deputy Director of Public Works / City Engineer.

Mr. Crumby previously served as the Public Works Director for the cities of Seal Beach and Stanton, and also has experience working for the City of Newport Beach. He is a Registered Civil Engineer and holds a Bachelor's Degree in Civil Engineering from the University of Nevada.

The contractual compensation is recommended at Non-Associated/Executive Management Pay Grade NA 0010 at step E (\$100.13 hourly). The annual salary is \$208,270. All other benefits provided are applicable for Non-Associated employees (department heads) hired after 12/27/1997, as set forth in Huntington Beach City Council Resolution No. 2016-50.

Environmental Status:

Not applicable.

Strategic Plan Goal:

Enhance and maintain high quality City services
Enhance and maintain infrastructure

Attachment(s):

1. Public Works Director Recruitment Brochure

2. Sean Crumby Résumé
3. Employment Agreement