



City of Gilroy

STAFF REPORT

Agenda Item Title: Consent to the Appointment of Heath McMahon as Utilities Director

Meeting Date: January 8, 2024

From: Jimmy Forbis, City Administrator

Department: Administrative Services

Submitted By: LeeAnn McPhillips, Administrative Services and Human Resources Director / Risk Manager

Prepared By: LeeAnn McPhillips, Administrative Services and Human Resources Director / Risk Manager

STRATEGIC PLAN GOALS

Not Applicable

RECOMMENDATION

Consent to the City Administrator's recommendation to appoint Heath McMahon to the department head position of Utilities Director.

BACKGROUND

Utilizing the assistance of an executive search firm, Koff & Associates, the City recently completed a recruitment process for the position of Utilities Director. This action is consistent with the Council's approval of the creation of a Utilities Department as included in the FY24 budget. After a series of panel interviews comprised of subject matter experts, a community member, department heads, and the City Administrator, a top finalist was selected for the Utilities Director position, Heath McMahon. Based on his knowledge, skills, and leadership style, Mr. McMahon has been identified as a strong fit for the Utilities Director position. Mr. McMahon recently completed a thorough background check, and, at this time, City Administrator Forbis is recommending Mr. McMahon be appointed a Gilroy's first Utilities Director.

Mr. McMahon brings over twenty-five years of related work experience having worked in both local government and utilities districts across CA. Most recently, Mr. McMahon has held positions with Valley Water and Zone 7 Water Agency. Prior to working in Northern

CA, he worked for two districts in Southern CA as well as the City of San Clemente. Mr. McMahon started his career in civil engineering and holds a bachelor's degree in civil engineering from California State University, Long Beach. He is also a licensed professional civil engineer by the State of California.

Mr. McMahon was attracted to the Gilroy position from his experience with Valley Water and interacting with professionals from the City of Gilroy. This experience coupled with the creation of a new Utilities Department in Gilroy made the Utilities Director position a role that he wanted to take on and lead to success. Mr. McMahon has established relationships with utilities professionals in the region that will assist him in tackling the challenges associated with this position.

Mr. McMahon brings to this position some of the key leadership and management traits the City sought in the new director: strong technical and leadership skills, an excellent customer service orientation, an action-oriented work style focused on getting projects completed on time and within budget, the ability to establish and maintain partnerships, the ability to develop and lead teams, and creative problem solving. His management style is collaborative while at the same time holding his team accountable for results.

Understanding some of Gilroy's current challenges, Mr. McMahon is excited join the Gilroy team and put his talents to work to fulfill the Council's and City Administrator's priorities. In addition, this position will allow him to grow his experience in an active and engaged community where he will be responsible for all aspects of utilities.

FISCAL IMPACT/FUNDING SOURCE

The salary and benefits for this position have been included in the FY24 operating budget approved by Council and are paid from the Water (Fund 705) and Wastewater (Fund 700) funds.

NEXT STEPS

Upon consent of the City Council and issuance of a final offer letter, Mr. McMahon is scheduled to begin employment on January 10, 2024.