



## News Release

### City Council Expected to Approve Contract with Talent Firm to Hire Next City Manager

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Union City, CA – The City Council is expected to consider and approve a contract with CPS HR Consulting in the amount of \$24,000 to carry out an executive recruitment for City Manager. The decision is expected to take place tonight at the City Council's regularly scheduled meeting. The effort to carry out an executive search comes after current City Manager Tony Acosta announced late last year that he is planning to retire on June 30, 2019.

Mr. Acosta has been with the City of Union City since 2001, when he was hired as a Deputy City Manager after serving for 23 years with the City of Oakland, where he eventually served as Parks and Recreation Director. By his June 30 retirement date, Mr. Acosta will have dedicated 40 years of public service to the communities of Oakland and Union City.

"Mr. Acosta has provided Union City residents with outstanding service during his tenure as City Manager. He was and remains involved in community activities and organizations, which gave residents the opportunity to connect with him outside of city hall. We wish him well in his upcoming retirement. I expect our recruitment process to go smoothly and I am confident that CPS HR Consulting will help us find the best candidate for the job," expresses Mayor Carol Dutra-Vernaci.

An ad hoc City Council subcommittee consisting of Mayor Carol Dutra-Vernaci and Councilmember Emily Duncan vetted and is recommending the selection of CPS HR Consulting after a Request for Proposal process in December 2018 led to an interview with the firm in January 2019. CPS HR Consulting will first work to determine the ideal candidate before it launches its search tentatively in late February. Ultimately, the City Council is tasked with appointing the next City Manager once a rigorous evaluation process has concluded.

At a minimum, the ideal candidate will be qualified to manage the City's 230 employees, carry out city services to a diverse population of 72,000 residents, oversee the implementation of the City's \$116 million budget, and most importantly, develop solutions to address a multi-year deficit the City currently faces due to increasing unfunded liabilities. The process to recruit and hire a new City Manager will likely take four months.

CPS HR Consulting has over 30 years of experience in the talent management industry and were selected due to their stellar record in matching qualified executives with their client agencies. Most recently in the region, CPS HR Consulting successfully carried out an executive recruitment that led to the appointments of Richmond City Manager Carlos Martinez and Modesto City Manager Joe Lopez. They are also currently finalizing the recruitment process to hire a City Manager in the City of East Palo Alto.

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