



Technical Proposal

Contract for City Manager Services Charlottesville, Virginia

Solicitation Number: 22-81

Date: December 14, 2021

PRESENTED TO

Ms. Kyna Thomas
Chief of Staff /
Clerk of Council
City Council
City of Charlottesville
PO Box 911
Charlottesville, VA 22902

PRESENTED BY

Mr. Robert C. Bobb,
President & CEO
1666 K Street, NW, Suite 440
Washington, DC 20006
Phone: (202) 731-0006
Email: bob@robertbobbgroup.com
Website: robertbobbgroup.com
Fax: 202-591-3200

December 14, 2021

Ms. Kyna Thomas
Chief of Staff / Clerk of Council
City Council
City of Charlottesville
PO Box 911
Charlottesville, VA 22902

Re: Charlottesville Contract for City Manager Services

Dear Ms. Thomas:

The Robert Bobb Group (RBG) is pleased to submit this proposal to Ms. Kyna Thomas to provide the City of Charlottesville, Virginia, with an Interim City Manager until it is able to hire a permanent, full-time City Manager.

RBG, a global, minority-owned consultancy, serving a wide range of clients. We have worked for and consulted with large and small local governments, state governments, and one U.S. territory. Our experience includes government operations, change management, leadership development, data and records management, and government turnaround services.

Our RBG team is led by the RBG Engagement Executive, Mr. Robert C. Bobb, who is a leader in providing support and guidance to the public sector. Mr. Bobb leverages expert executive management experience in both the private and public sectors. Mr. Bobb is the former City Administrator and Deputy Mayor for Washington, D.C., as well as City Manager of Oakland, California and Executive Director of the Oakland Redevelopment Agency; City Manager of Richmond, Virginia; City Manager of Santa Ana, California; and City Manager of Kalamazoo, Michigan.

We are proposing for the City Council's consideration three excellent and experienced local government executives with a broad range of municipal government experience. The proposed candidates' experiences are consistent with the Scope of Work in the RFP and both candidates have City Manager experience in the Commonwealth of Virginia

All three candidates have been thoroughly vetted by our firm. Additionally, we have provided references should the City want to independently conduct its reference checks. Please refer to Exhibit A.

What differentiates the RBG team from other organizations?

- **An informed approach.** With municipal government, planning, and budget experience, RBG's team has deep knowledge of how to approach municipal operations. Our proven

track record and extensive experience makes us a natural candidate for this project requiring day-to-day leadership.

- **A leadership edge.** Given the experience of Mr. Bobb and our potential candidates, the City of Charlottesville can be assured that the fiscal and operational goals established for the city will be met with a level of transparency, efficiency, and effectiveness. We have extensive experience in working with a diverse community and with community-based organizations, and town-and-gown relationships.
- **Proven expertise.** The RBG team is particularly distinguished in municipal operations and city finance and budgeting, helping agencies transform their operations through hands-on strategies and tools to move internal and external stakeholders through this period. Additionally, we bring years of experience of working in the Council-Manager form of government. We know how to execute the policy decisions of Elected Officials.

The case for RBG is clear: Our services are tailored to the unique challenges faced today by the City of Charlottesville. Our team of professionals has provided similar services for municipalities, and our knowledge of government operations, municipal politics, and budgeting truly distinguishes us.

We stand ready to answer questions or to provide any additional information you may need. We are excited about the potential of working with you as you seek assistance in keeping the City of Charlottesville on track in this era of change.

Thank you for this opportunity to serve.



Robert C. Bobb
President & CEO
The Robert Bobb Group
Phone: (202) 731-0006
Email: bob@robertbobbgroup.com
Website: robertbobbgroup.com

General Team Information & Firm Data

The Robert Bobb Group, LLC (RBG), a global, minority-owned consulting firm, specializes in public and private sector consulting and advisory services. The RBG is committed to providing solutions to government and private sector operations, educational entities, and professional services organizations. Its methodology combines excellence in strategic planning and project execution, while continuously innovating to help clients succeed in the Knowledge Era.

Mr. Robert C. Bobb, President & CEO
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Website: robertbobbgroup.com
Fax: 202-591-3200

- Years in operation: 10 years
- Firm size: 15+ full - and part-time staff
- District of Columbia Business License: LSR76164092024 (date: 9/29/2021 to 9/29/2024)
- FEIN: 45-3322024

CURRENT CERTIFICATIONS:

VIRGINIA

- DBE (Disadvantaged Business Enterprise) – Virginia Department of Small Business and Supplier Diversity (VDSBSD)
- MBD (Minority Business Development) – City of Richmond

DISTRICT OF COLUMBIA (WASHINGTON, D.C.)

- LDBE (Local Disadvantaged Business Enterprise) – Metropolitan Washington Airports Authority (Airports Authority)
- CBE (Certified Business Enterprise) – District of Columbia Department of Small and Local Business Development (DSLBD)
- DBE (Disadvantaged Business Enterprise) – District Department of Transportation

CALIFORNIA

- DBE – California Department of Transportation (Caltrans)

CITY OF NEW ORLEANS

- SLDBE – City of New Orleans, Sewerage & Water Board of New Orleans, Louis Armstrong New Orleans International Airport and Harrah's New Orleans Casino & Hotel

GEORGIA

- COA (Certificate of Authority) – State of Georgia

TEXAS

- DBE (Disadvantaged Business Enterprise) – Texas Department of Transportation

Table of Contents

<u>SECTION I: EXECUTIVE SUMMARY</u>	<u>5</u>
<u>SECTION II: PLAN FOR ENTRY</u>	<u>8</u>
<u>SECTION III. ROBERT BOBB GROUP RESUMES</u>	<u>9</u>
<u>SECTION IV. EXHIBIT A – RESUMES FOR INTERIM CITY MANAGER CANDIDATES</u>	<u>15</u>
<u>SECTION V. REQUIRED ATTACHMENTS</u>	<u>31</u>
<u>SECTION VI: PRICING LETTER</u>	<u>41</u>

Section I: Executive Summary

The Robert Bobb Group (RBG) team understands the City of Charlottesville has unique goals and myriad challenges to navigate to realize its priorities and ultimately achieve its critical mission. These combined challenges all potentially organizational management and operations.

Our goal is to provide cutting-edge, interim support and management for the operations of the City of Charlottesville. The goal will be met by having a highly skilled consultant from RBG to oversee the day-to-day government operations, as the City Council conducts its search for a permanent, full-time City Manager. In addition, the RBG Interim City Manager will provide leadership and support for projects and activities designated by the City Council.

The No. 1 step to improving performance is a complete understanding of operational and organizational practices. RBG’s operational assessment and organizational analysis are two of our most requested services. We achieve a deeper understanding by surveying and assessing key organizational practices. We then use this insight to create detailed plans and implement strategies to optimize outcomes for the City of Charlottesville.

Figure 1 – The Robert Bobb Group Areas of Expertise

AREAS OF EXPERTISE		
TURNAROUND & RESTRUCTURING <ul style="list-style-type: none"> Evaluate & Stabilize Operations Crisis Review and Strategic Planning Cost Savings Analysis Revenue Enhancement Analysis 	FINANCIAL & BUDGETING CONSULTING <ul style="list-style-type: none"> Debt Capital Advisory Cash Management & Budget Creation Audit Transaction Analysis 	REAL ESTATE & ASSET MANAGEMENT ADVISORY <ul style="list-style-type: none"> Portfolio Analysis Disposition & Acquisition Services Highest and Best Use Analysis Asset and Asset Management Analysis
CHANGE MANAGEMENT <ul style="list-style-type: none"> Organizational Alignment Current State Assessment Organizational Readiness Analysis Change Impact Assessments 	FACILITIES & SUPPLY CHAIN MANAGEMENT <ul style="list-style-type: none"> Plan & Implement Supply Chain strategy Operations and Service Team Management Business Processes and KPIs Process Improvement Analysis 	ECONOMIC DEVELOPMENT ADVISORY <ul style="list-style-type: none"> Economic Competitiveness Analysis Community Competitiveness Site/Business Analysis (Retention/Expansion) Project Management
CRISIS & EMERGENCY MANAGEMENT <ul style="list-style-type: none"> Risk & Resiliency Consulting Business Continuity Planning Active Organization Preparedness Business Impact Assessment 	HOMELAND SECURITY <ul style="list-style-type: none"> Municipal Policing and Public Safety Consulting Emergency Communications Analysis Executive Disaster Planning 	CONTRACTS & NEGOTIATIONS ADVISORY <ul style="list-style-type: none"> Government Business Negotiations Municipal Conflict Negotiation and Resolution Business Negotiations
DATA & RECORDS MANAGEMENT <ul style="list-style-type: none"> Information Management Scanning and Digital Transformation Record Processing & Retention Schedules Project Management 	EXPERT WITNESS CONSULTING <ul style="list-style-type: none"> Independent Assessments Evidence Assessments Professional Recommendations Project Management 	TECHNOLOGY MANAGEMENT <ul style="list-style-type: none"> Information Governance Consulting Roadmaps & Forecasting Cyber Security Assessment Technology Resource Management

Why the Robert Bobb Group?

The City of Charlottesville will be well served by choosing an experienced team that has the resources and knowledge of cities and departments experiencing change to help successfully guide this project. We are confident that RBG brings the strongest team, and we will continue to

deliver the high-quality management, administration, and organizational assessment services that you expect and deserve.

The position of City Manager is currently vacant, and it is essential to find a talented and capable team to provide City Manager services. Under extreme stress, the City has had instability in leadership positions that demands competent interim leadership for this six-month assignment. The selected candidate will be required to establish a strategic plan for the government and capital improvement and general fund budgets for Fiscal Year 2023.

RBG brings fact and history to the project to foster respect, understanding, and candor in helping you evolve and improve. Our assessments of challenges are efficient and astute. They are delivered in a manner that can be owned by both management and staff, and they will put the City of Charlottesville in the best position to move into a vital future.

The RBG team has a history of working effectively with government leaders as they contemplate the transformation of systems, policies, and procedures. This expertise is a critical factor in assessing management and organizational practices and recommending management processes. Savvy leadership and a commitment to employing the most effective methods and processes must drive change, and the RBG team is exceptionally skilled at the process of government maintenance and transformation.

RBG's dedicated team of specialists are ready to work with Charlottesville, and ready to participate in real-time discussions regarding our approach. RBG team members have extensive experience in providing the right assessment strategy and tools to meet the needs of government organizations. Your process will be advanced by the RBG team's deep knowledge of the City of Charlottesville. This knowledge can be leveraged to help the City of Charlottesville achieve a smooth and efficient operations, making the government a more responsive, high-performing organization.

A Coordinated Team

The RBG will work with the City Council to provide Interim City Manager services on a provisional basis while the City Council recruits a full-time, permanent City Manager.

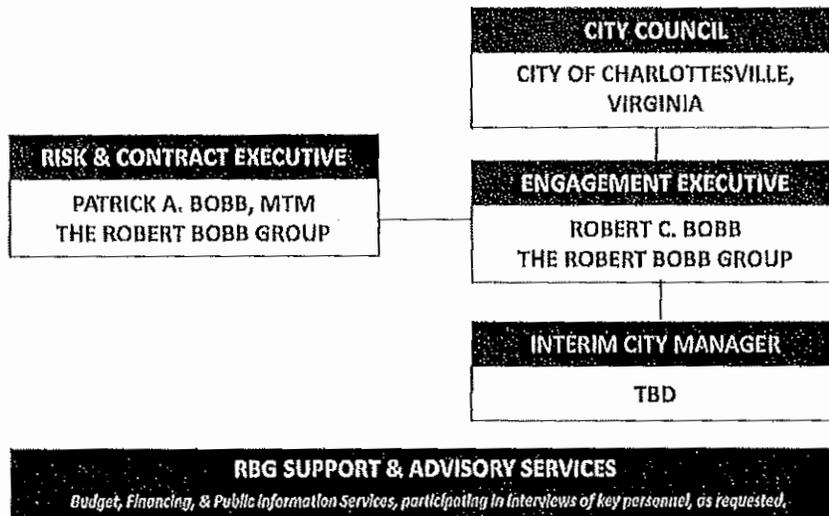
Toward that goal, RBG has developed a small team to support the engagement. We will meet one-on-one with the City Council to clarify its expectations and its goals and priorities for the six-month engagement, and we will meet one-on-one with staff to determine goals and challenges.

As part of any engagement process, RBG has developed a strong bench of experts and industry leaders. Our consultancy brings strong practical knowledge, insights, and expertise is focused on municipal operations. We will support the development of credible programs, initiatives, tactics, and tools to support the City of Charlottesville during this period.

Organizational Chart

The RBG team organizational chart indicates the resources and individuals we will bring to this engagement. RBG commits to providing resumes showing the professional resources we would consider candidates for this period of service.

Figure 2 – Engagement Organizational Chart



Statement of Work

RBG acknowledges the Statement of Work, as outlined in the RFP, and its clearly defined scope for the Interim City Manager position. The engagement would include:

- Execute all ordinances, resolutions, directives and orders of the governing body, and all laws of the Commonwealth required to be enforced through the governing body or officers subject to the control of the governing body;
- Make monthly written reports to the City Council upon the affairs of the locality under the control and supervision of the city manager;
- Receive reports from, and give directions to, all heads of offices, departments and boards of the locality under the control and supervision of the city manager;
- Working in conjunction with the City’s deputy city managers and budget director, prepare and submit to the City Council a proposed annual budget for FY2023 on or before March 15, 2022, with recommendations, in accordance with section 19 of the City Charter and general laws;
- Execute the FY 22 budget as finally adopted by the governing body, through June 30, 2022;
- Keep the City Council fully advised on the locality's financial condition and its future financial needs;

- Appoint all officers and employees of the locality in accordance with the City Charter and City Code, except as the city manager may authorize a deputy city manager or a department director responsible to him to appoint subordinates in such office, department and board;
- Assist the City Council with development of an updated job description for a city manager, along with a prioritized work plan for a permanent city manager, tied to a written plan of goals and priorities approved by City Council for calendar years 2022 and 2023; and
- Perform such other duties as may be prescribed by the City Council.

Section II: Plan for Entry

The RBG team has vast experience in overseeing interim municipal government management and operations engagements. We have the programmatic knowledge, experienced people, and the right approach needed to successfully and efficiently run a project like this one.

Our established commitment to our clients provides the comfort and security that our team will be readily available to assist Charlottesville throughout the delivery of services and that we can meet your needs. We are confident that our qualifications and experience substantially exhibit our ability to provide professional services required under the Statement of Work.

RBG will perform the following services in its support of the Interim City Manager:

- Conduct one-on-one meetings with the Members of the City Council to get an assessment of their individual priorities for the City and their view of the immediate challenges the City faces.
- Join the Interim City Manager in conducting one-on-one meetings with the Executive Leadership Team.
- Attend the pre-City Council agenda meeting with the Interim City Manager and attend, when authorized, executive sessions and meetings of the City Council.
- Help coordinate, upon approval of the City Council, a workshop on Council-Manager relations. (These services are generally provided either through International City/County Management Association (ICMA), the State Municipal League or by independent consultants.)
- Assist in the interview process for executive-level personnel.
- Provide advice and process recommendation for hiring the New Police Chief and assist in vetting and interviewing an Executive Search Firm to conduct the recruitment process.
- Provide expert advice to the Interim City Manager and City Executive Team, as may be required with respect to Executive coaching.

- Meet with City Council members individually and monthly on the status of the Interim City Manager performance pursuant to the contract.
- Assist the City Council in vetting an Executive Recruitment Firm in the City Manager Search Process.
- Be available to individual members of the City Council, as they may require.
- Provide expert staff support as may be required from other members of RBG

Section III. Robert Bobb Group Resumes

ENGAGEMENT EXECUTIVE



ROBERT C. BOBB
President & CEO

The Robert Bobb Group,
LLC
1666 K Street, NW
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Washington, DC 20006
www.robertbobgroup.com

Education, Licenses & Certifications

Background

Robert C. Bobb leverages more than 40 years of executive management experience in both the private and public sectors. He is the owner, President and CEO of The Robert Bobb Group, LLC (RBG), a multi-faceted private/public sector consulting firm specializing in: Government Transition Advisory Services; Public and Private Sector Turnaround Consulting; Financial and Organizational Restructuring; Expert Witness Services; Budget Management Services; Labor Relations; Economic Development Advisory Services; Emergency Planning, Public Safety and Policing, Real Estate and Asset Management Services, Education, Local/State/Federal Government turnaround and contract negotiations. The RBG primary objective is to help governments, schools and businesses find financial and operational solutions, greater efficiency and long-term viability.

Mr. Bobb is the former City Administrator and Deputy Mayor for Washington, D.C., as well as City Manager of Charlottesville, Virginia; City Manager of Oakland California and Executive Director of the Oakland Redevelopment Agency; City Manager of Santa Ana, California; and City Manager of Kalamazoo, Michigan. Mr. Bobb holds the distinction of having served on a continuous basis as the longest tenured African-American City Manager/City Administrator in the Nation. He is an expert on issues facing urban government in the realms of education, economic development, community and neighborhood development, municipal budgeting and finances, contract

- MS, Business, Western Michigan University, Kalamazoo, MI;
- BA, Political Science, Grambling State University, Grambling, LA;
 - Inductee, Grambling State Hall of Fame (2009)
- Honorary Doctor of Laws Degree, Walsh College
- Certified Emergency Manager, State of Michigan
- Fellow, Broad Foundation Urban Schools Superintendents Academy
- Certificate Program for Senior Executives in State and Local Governments, Harvard University's John F. Kennedy School of Government;
- Edward A. Wayne Medal in Public Service in Urban Management and Urban Programs for Others to Follow, Virginia Commonwealth University, 1998

Professional Affiliations

negotiations, public/private economic development opportunities, libraries and recreation facilities, and public safety.

Mr. Bobb also served as the Emergency Financial Manager for the 87,000-student Detroit Public Schools (DPS) from March 2009 through May 2011. Mr. Bobb served as the District of Columbia's Homeland Security Advisor. He managed a workforce of approximately 20,000 employees and an annual budget of \$8 billion. In November 2006, he was elected citywide as the President of the Washington, D.C. Board of Education and served on the Washington, DC State Board of Education. Mr. Bobb also serves as a member of the Board of the DC Appleseed Center for Law & Justice.

His career of such wide-ranging achievement earned him the prestigious International City/County Management Association's ICMA L.P. Cookingham Award for Career Development and was awarded four ICMA Innovation Awards. He also earned the National Forum for Black Public Administrators (NFBPA) Marks of Excellence Award and is a former President of the NFBPA. By proclamation, former California Governor Gray Davis declared April 11, 2001, "Robert C. Bobb Day" in that state. In September 1993, *City & State Magazine* (now *Governing Magazine*), a periodical for city and state government officials, named Robert Bobb as the "Most Valuable Public Official" among professional managers of the countries local governments. In addition, Mr. Bobb was one of the Grio.com's 100 most influential people in the year 2011 for his work in as the Emergency Financial Manager of the Detroit Public Schools.

Professional and Industry Experience

CEO, The Robert Bobb Group, LLC, 2011 – Present

After a long career of public service, Robert founded the Robert Bobb Group, LLC to provide advisory services to governments and other public-sector entities. Among his most recent engagements:

Compliance Audit, Office of Tax and Revenue, Washington, DC. Lead Engagement Executive. July 2017 – Present: At the direction of the DC Chief Financial Officer, the RBG worked as the prime contractor (KPMG, subcontractor) was tasked with auditing the Compliance division within Office of Tax and Revenue. In addition to performing the audit, RBG was tasked with determining how the new Modernized Integrated Tax System is functionally utilized throughout the department with the intent on determining business and technology risk factors, integration management, KPIs and SOP alignment, and research and benchmarking against cities of similar financial strength.

City of Petersburg, VA Emergency Management, Petersburg, VA. Lead Engagement Executive. October 2016 – Present: On October 10, 2016 RBG entered into a contract with the Mayor, City Council and Acting City Manager of the City of Petersburg to provide emergency services. As part of the Emergency Manager services, RBG provided consultants for the positions of: Engagement Executive, Interim City Manager, Budget and Finance Director, and Accounting Personnel. RBG's key duties were to assume all City operations including Policing and Legal operations, provide turnaround and restructuring services to the City Operations, and

- DC Appleseed Center for Law & Justice, *Board Member*
- Washington, DC Chamber of Commerce, *Board Member*
- Leadership Greater Washington, *Member, Class of 2005*
- Leadership Metro Charlottesville, *Class of 1994*
- Oakland African American Chamber of Commerce, *Founding President, Oakland, California*
- National Forum for Black Public Administrators, *National President (2001-2003), Member Washington, DC Chapter*
- National Academy of Public Administration, *Elected Fellow (1995), Washington, DC*
- Thomas Jefferson Program in Public Policy, *Former Member, Williamsburg, Virginia*
- Turn Around Management Association, *Member*
- International City/County Management Association, *Member*

bring the City into fiscal stability. Additionally, RBG was tasked with budget management services and bringing the City away from a possible State Takeover.

Organizational Change Management, Office of the Chief Financial Officer / Office of Tax and Revenue. Washington, D.C. Lead Engagement Executive. July 2016 – Present: The Organizational Change Management (OCM) Team, led by prime contractor the RBG, (KPMG, subcontractor), was engaged to create a comprehensive strategy that captures all interdependencies and intersections within OTR in order to mitigate risks and realize benefits of the newly developed comprehensive tax software system.

Interim Management Services, City of East Point, GA. East Point, GA. Lead Engagement Executive. The RBG was engaged by the City of East Point, GA, to provide direction and interim management within the following respective disciplines and positions: Interim City Manager, Interim Finance Director; and, Interim Human Resources Director.

Relevant Experience

- McGuire Woods-Davenport & Company Expert Witness – As part of a team with McGuire Woods, LLP, RBG provided expert testimony and analytics as part of the deposition and trial of the Davenport & Company, LLC v. Frederick W. Payne, Esq. litigation.
- Washington, DC Department of Health Care Finance, Consultant – Provide Records Management and Information Security to over 40,000 records. Create the official agency record retention schedule and recover assets valuable to both DHCF and the DC/Federal Archives.
- Gary, Indiana Housing Authority, Consultant – Teamed with Beonometrica, Inc. to provide asset management and organizational management and restructuring services to the Housing Authority.
- State of Louisiana, Consultant – Teamed with Alvarez & Marsal to conduct comprehensive analysis of State of Louisiana Department of Economic Development
- Chicago Public Schools, Consultant – Asset management analysis for the use and/or sale of Chicago Public Schools corporate headquarters. Performed processing of active student financial and business records.
- State of California Fiscal Crisis & Management Assistance Team (FCMAT), Consultant – Consulting services for the Inglewood Unified School District including a comprehensive academic and governance reviews.
- Mammoth Lakes, California, Consultant – Teamed with Alvarez & Marsal to provide advisory services for the city's Chapter 9 bankruptcy filing.
- Municipal Bankruptcy Financial Restructuring Financial Advisor, Expert Witness – Teamed with Alvarez & Marsal Public Sector Services on behalf of Assured Guarantee Municipal Corporation in the development of financial solvency and operation models, cost cutting recommendations and organizational improvements related to the City of Stockton, CA. Participated in due diligence financial review sessions and developed long term financial plans and models.
- Expert Advisor to Legal Counsel in Detroit Chapter 9 Bankruptcy Proceeding – RBG was retained by Ballard Spahr, LLP to assist in its lawsuit against the City of Detroit on behalf of municipal bondholders. Specifically, RBG was asked to provide expert information, prepare studies/reports, and review materials related to the case.
- City of Harrisburg, Pennsylvania, Consultant – Engaged by Assured Guarantee Municipal Corporation to provide consulting services and advice to the company's Chief Surveillance Officer and Deputy General Counsel in connection with their efforts in seeking to evaluate the current financial state of the City of Harrisburg, Penn.
- City of Charlottesville Public Schools/Mayor's School Accountability and Efficiency Task Force, Consultant – Provided consulting services to recommend alternative strategies to reduce the Charlottesville Public School's fiscal year 2012-2013 proposed budget gap of \$23 million.
- Commonwealth of Puerto Rico, Consultant – Teamed with Alvarez & Marsal to provide advisory services on police/corrections and educational programs.

- Phi Beta Sigma Fraternity, *Member*, Sigma Man of the Year (2009), 100 Most Influential Men in Sigma 1914 - 2014
- The Harvard Club of Washington, DC, *Member*
- DC Children and Youth Investment Trust Corporation, *former Chairman of the Board*

Media and Speeches

- *Time* magazine, *The Wall Street Journal*, *The Washington Post*, *Bloomberg BusinessWeek*, *The Bond Buyer*, the Associated Press, and *Education Week*. He has appeared on CNN, National Public Radio, and Meet the Press.
- *Governing Magazine* Texas Leadership Summit, Panellist, November 7, 2013
- *Governing Magazine* Summit on the Cost of Governing, Panellist, September 18, 2012
- "Corrupt Educators are Threatening School Reform." *The Washington Post*, April 25, 2013
- *Governing Magazine* Leadership Forum.

- Pittsburgh Public Schools, Consultant – Teamed with Alvarez & Marsal Public Sector Services to provide budget restructuring initiative and budget and revenue expenditure projection analysis.
- Government of South Carolina, Consultant - Teamed with Alvarez & Marsal Public Sector Services to provide budget development for improving financial and operational processes relative to budget, forecasting, and reporting to the State Department of Health and Human Services.
- City of Jacksonville, FL, Consultant – Co-partnered with Alvarez and Marsal Public Sector Services to review budget operations and organizational design for the new incoming Mayor.
- Detroit Public Schools, Emergency Financial Manager, 2009 – 2011 – Appointed by the Governor of Michigan to serve as the Emergency Financial Manager for Detroit Public Schools, with more than 85,000 students in 172 schools, Robert Bobb implemented a restructuring of the DPS's operations to eliminate a \$305 million legacy deficit and ongoing structural operating deficit, by cutting non-critical spending and creating a more agile system of schools with increased flexibility, creditability and accountability.
- Public Financial Management, Director, Strategic Consulting Group, January 2008 – February 2009.
- Washington, D.C. Board of Education, President, 2007 – 2009 - Elected citywide as the President of the Washington, DC Board of Education in November 2006 and served as the President of the Washington, D.C. Board of Education and the Washington, D.C. State Board of Education.

Other Professional Experience

- Washington, D.C., State Board of Education, President, 2007 – 2009
- McFarlane Partners, Consultant, October 2006 – May 2007.
- Government of the District of Columbia, Deputy Mayor, City Administrator, and District Homeland Security Advisor, Washington, D.C., 2003 – 2006.
- City of Oakland, *City Manager and Executive Director*, Oakland Redevelopment Agency, Oakland, California 1997 – 2003.
- City of Charlottesville, Virginia, *City Manager*, July 1986 – November 1997
- City of Santa Ana, California, *City Manager*, November 1984 – July 1986
- City of Kalamazoo, Michigan
 - *City Manager*, April 1976 – November 1984
 - *Acting City Manager*, 1976
 - *Assistant City Manager*, October 1974 – April 1976
 - *Assistant Director of Public Utilities*, 1972 - 1974
- Aetna Insurance Company, *Administrative Manager*, 1970-1972
- Aetna Insurance Company, *Professional Administrative Management Program*, 1968 – 1970
- Salvation Army North End Corps, *Director, Educational Research Center*, 1968 – 1969

Mayoral/Gubernatorial Appointments

- The Detroit Public School System, *Appointed by the Honorable Jennifer Granholm of Michigan (2009 – 2011)*
 - *Reappointed by the Honorable Rick Snyder of Michigan (March 2011 – May 2011)*
- Board of Visitors, Virginia Military Institute, *Appointed by the Honorable L. Douglas Wilder, Governor of Virginia (1990 – 1994)*

Panelist, September 6, 2012.

- University of Detroit, Mercy. School of Dentistry Commencement. Keynote Speaker, May 16, 2012.

- Reappointed by the Honorable George F. Allen, Governor of Virginia (1994 – 1997)
- The Virginia State Crime County, Appointed by the Honorable Gerald L. Baliles, Governor of Virginia (1987 – 1990)
 - Reappointed by the Honorable L. Douglas Wilder, Governor of Virginia (1990 – 1994)
 - Reappointed by the Honorable George F. Allen, Governor of Virginia (1994 – 1997)
- The County on Parole Abolition and Sentencing Reform, Appointed by George F. Allen, Governor of Virginia (1994 – 1997)
- The Virginia Criminal Sentencing County, Appointed by the Honorable George F. Allen, Governor of Virginia (1994 – 1997)



PATRICK BOBB
 Chief Operating Officer

The Robert Bobb Group, LLC
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 Suite: 440
 Washington, DC 20006
www.robertbobbgroup.com

Education, Licenses & Certifications

- University District of Columbia, Bachelor of Arts in English, Cum Laude
- Georgetown University, Masters of Information Security and Intelligence
- Massachusetts Institute of Technology Sloan School of Management - Artificial Intelligence Implications for Business Strategy Certification

RISK & CONTRACT EXECUTIVE

Background

Patrick Bobb is the Chief Operating Officer of RBG's Public Sector practice with twelve (12) years of experience in Project Management, Operations and Security management, Technology Management, and Business experience. Furthermore, Patrick has worked on a variety of projects for local, state and federal governments. In addition to Patrick's client responsibilities, Patrick manages all business intelligence, technology, and operational systems for RBG.

Relevant Experience

- The Robert Bobb Group, LLC (January 2012 – Present), Washington, DC. Chief Operating Officer.
 - Department of General Services - Organizational Assessment, Washington, DC. Risk Control Manager. September 2018 – Present: The Department of General Services ("DGS") in coordination with the Office of the City Administrator, approached RBG to conduct an Organizational Assessment of DGS and make recommendations to drive the necessary Business Process and budgetary changes. Furthermore, the Business Process Re-Engineering Teams ("BPR") are tasked with creating strategies that captures all interdependencies and intersections within the key department of DGS in order to re-scale the agency from the top down and prepare the agency for complete Change Management activities.
 - Compliance Audit, Office of Tax and Revenue, Washington, DC. Project Manager. July 2017 – December 2018: At the direction of the DC Chief Financial Officer, RBG was tasked with auditing the Compliance division within Office of Tax and Revenue. Additionally, RBG was tasked with determining how the new MIT System is functionally utilized throughout the department with the intent on determining business and technology risk factors, integration management, KPIs and SOP alignment, and research and benchmarking against similar municipalities.
 - City of Petersburg, VA Emergency Management, Petersburg, VA. Quality Control Manager. October 10, 2016 – April 17, 2017: RBG entered into a contract with the City of Petersburg to provide emergency management services. As part of the Emergency Management services, RBG provided consultants to fill positions of: Interim City Manager, Budget and Finance Director, and Accounting

- International Association of Directors of Law Enforcement Standards (IADLEST) Certified Digital Protection Specialist
- TEEEX Civilian Certified Active Shooter Events Instructor
- BLS/First Aid/CPR Certification, American Red Cross

Professional Affiliations

- Georgetown Club of Metropolitan DC
- Georgetown Alumni Club
- NABS Scuba Diving Club

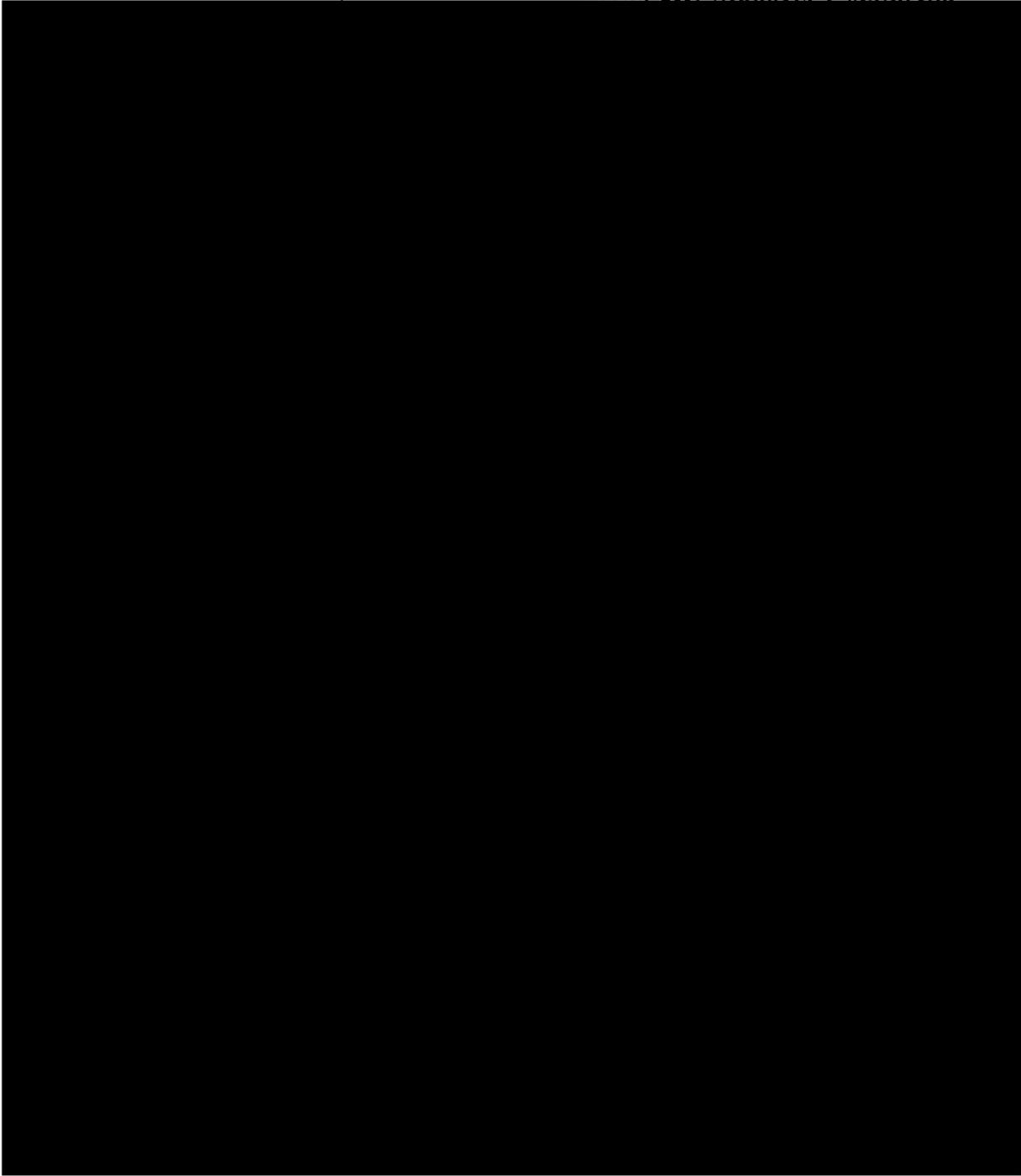
Personnel. RBG's key duties were to assume all City operations including Policing and Legal operations, provide turnaround and restructuring services to the City Operations, and bring the City into fiscal stability.

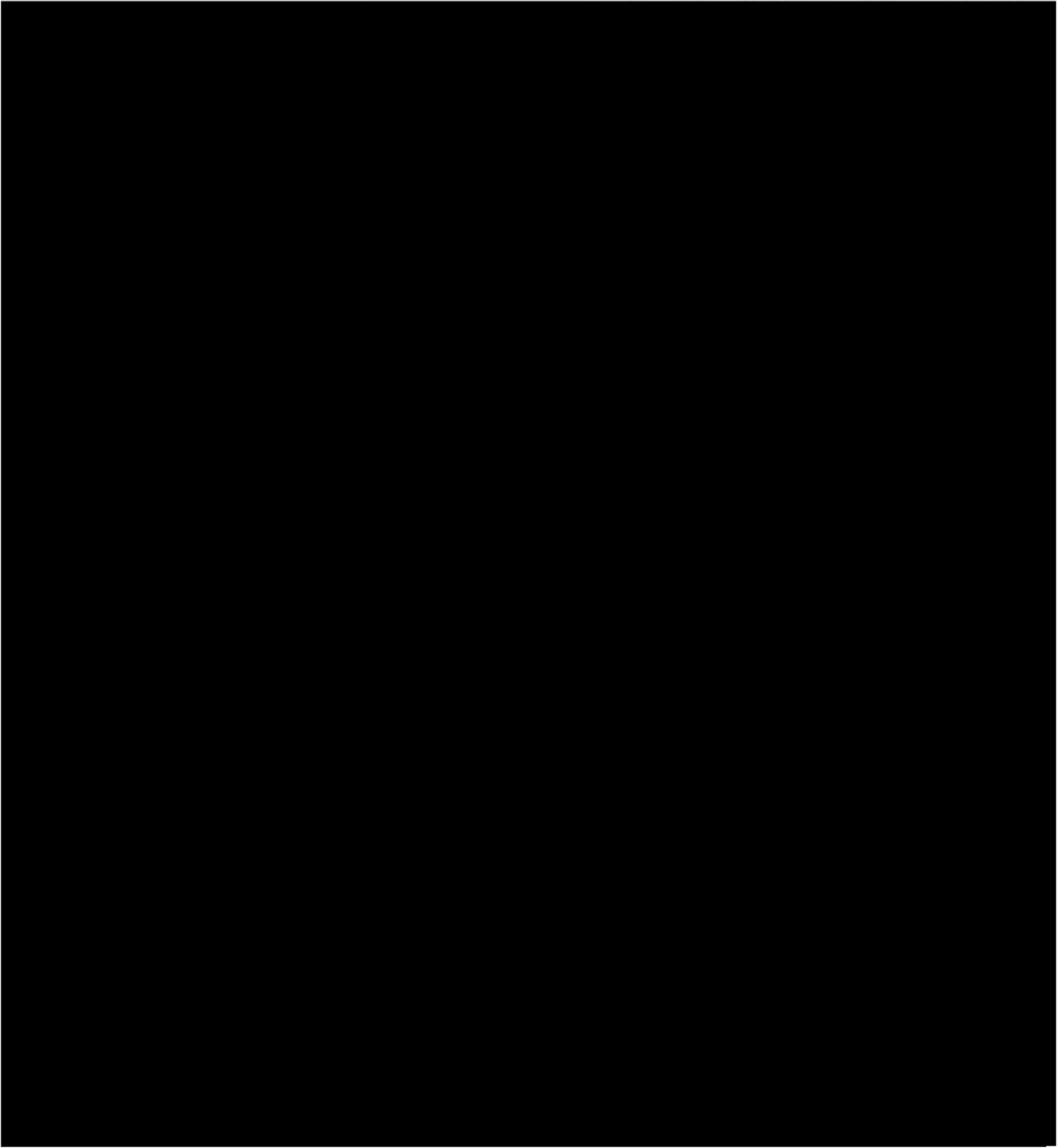
- Organizational Change Management, Office of the Chief Financial Officer/Office of Tax and Revenue, Washington, DC. Project Manager. July 2016 – December 2018: The Organizational Change Management (OCM) Team, led by RBG, was engaged to create a comprehensive strategy that captures all interdependencies and intersections within OTR in order to mitigate risks and realize benefits of the newly developed comprehensive tax software system (Modernized Integrated Tax Systems ("MITS")).
- Records Management Services, Department of Healthcare Finance, Washington, DC. Sr. Lead Project Executive. August 2016 – Present: RBG was tasked by DHCF to conduct Records Management activities and ship 60,000+ sq. ft. of sensitive records to the Federal Record Centre. Additionally, RBG was tasked with providing information security services to these records and create an agency wide record retention schedule for all DHCF records. Lastly, RBG was tasked with finding all records needed for litigation and secured shipping of physical historical records to the Federal Archives and/or the District Archives.
- Interim Management Services, City of East Point, GA. East Point, GA. Quality Control Manager – RBG was engaged by the City of East Point, GA, to provide direction and interim management within the following respective disciplines and positions; Interim City Manager, Interim Finance Director; and, Interim Human Resources Director.
- Advisory and Management Services, Chicago Public Schools. Chicago, IL. Quality Control Manager/Sr. Project Analyst – RBG was tasked with three major assignments: 1. Serve as Special Advisor to the Deputy Superintendent for Administration on the proposed sale of the 450,000-sq. ft. Chicago Public Schools Corporate Headquarters; 2. Be a part of the Logistics Team on a major project to advise CPS on the school closure project involving more than 66 Schools; and 3. Conduct records management and information security audits of all inactive records for CPS. Patrick managed a small team of consultants conducting an analysis of the inventory for each classroom; the inventory movement patterns; errors caused by movers/inventory controllers/and principals; and finally, operational errors and damages.
- Municipal Bankruptcy Financial Restructuring Financial Advisory Team, Assured Guarantee Municipal Corporation, Stockton, CA. Analyst – Working with Alvarez & Marsal Public Sector Services on behalf of Assured Guarantee Municipal Corporation in the development of financial solvency and operation models, cost cutting recommendations and organizational improvements related to the City of Stockton, CA. Participated in due diligence financial review sessions and developed long term financial plans and models. Assisted in statistical data research, benchmarking, technical writing, and filing for the reporting to the Executive Management for The Robert Bobb Group, LLC and Alvarez and Marsal. Worked on Technical Writing, research and benchmarking of statistical data used in deposition and legal recommendations to Legal Team/City.
- Commonwealth of Puerto Rico, Puerto Rico. Data Analyst/Intelligence Analyst – RBG provided advisory services on police/corrections and educational programs. Assisted in researching, benchmarking and analysing data on Prison operations, statistical numbers vs. consistency in security and prisoner safety. Conducted initial benchmarking analysis based on initial intelligence of prisons in Puerto Rico vs. similar minimum to maximum security prisons in the United States for Men, Women and Juveniles.

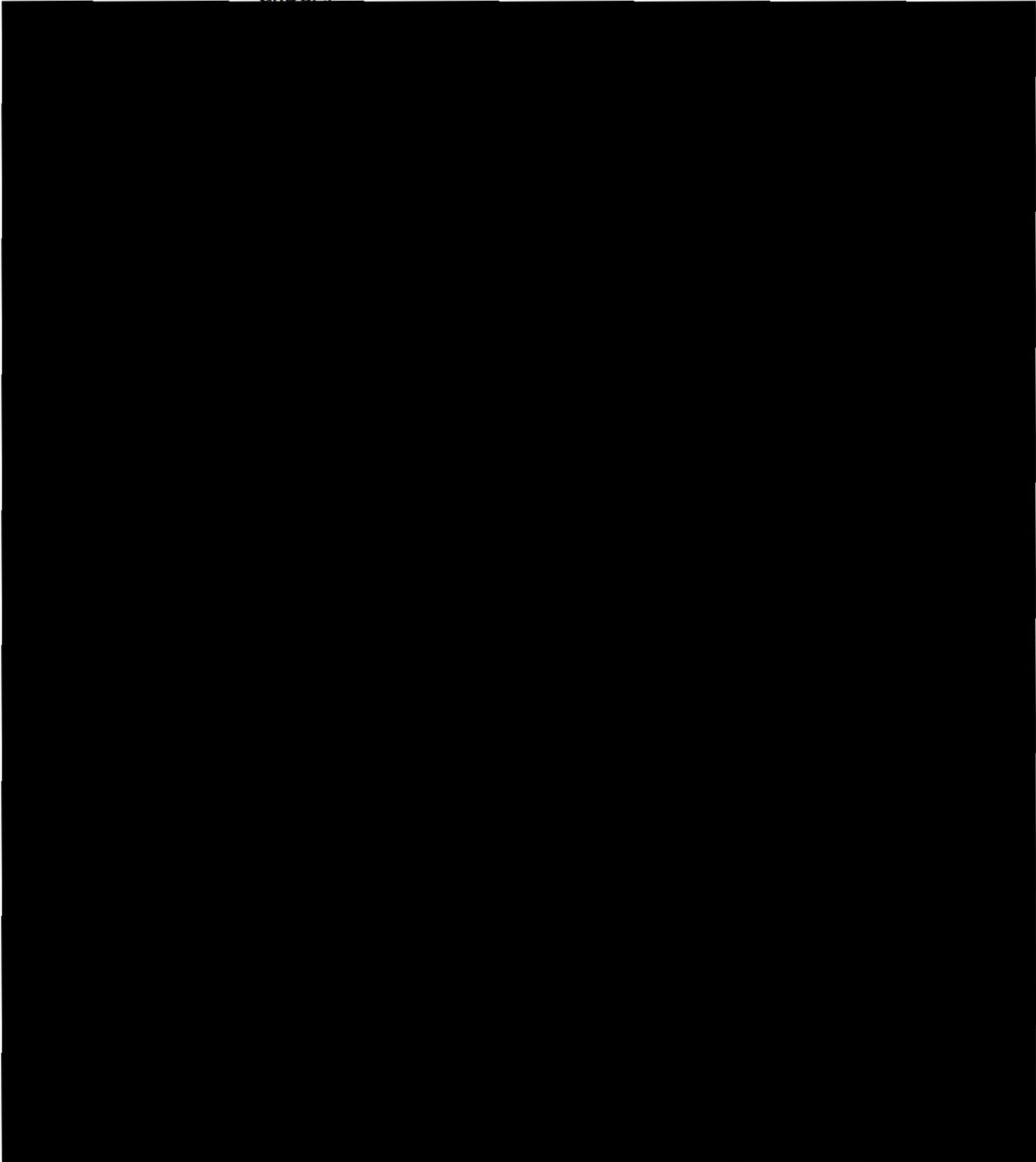


Charlottesville Contract for City Manager Services, RFP 22-81

Section IV. Exhibit A – Resumes for Interim City Manager Candidates

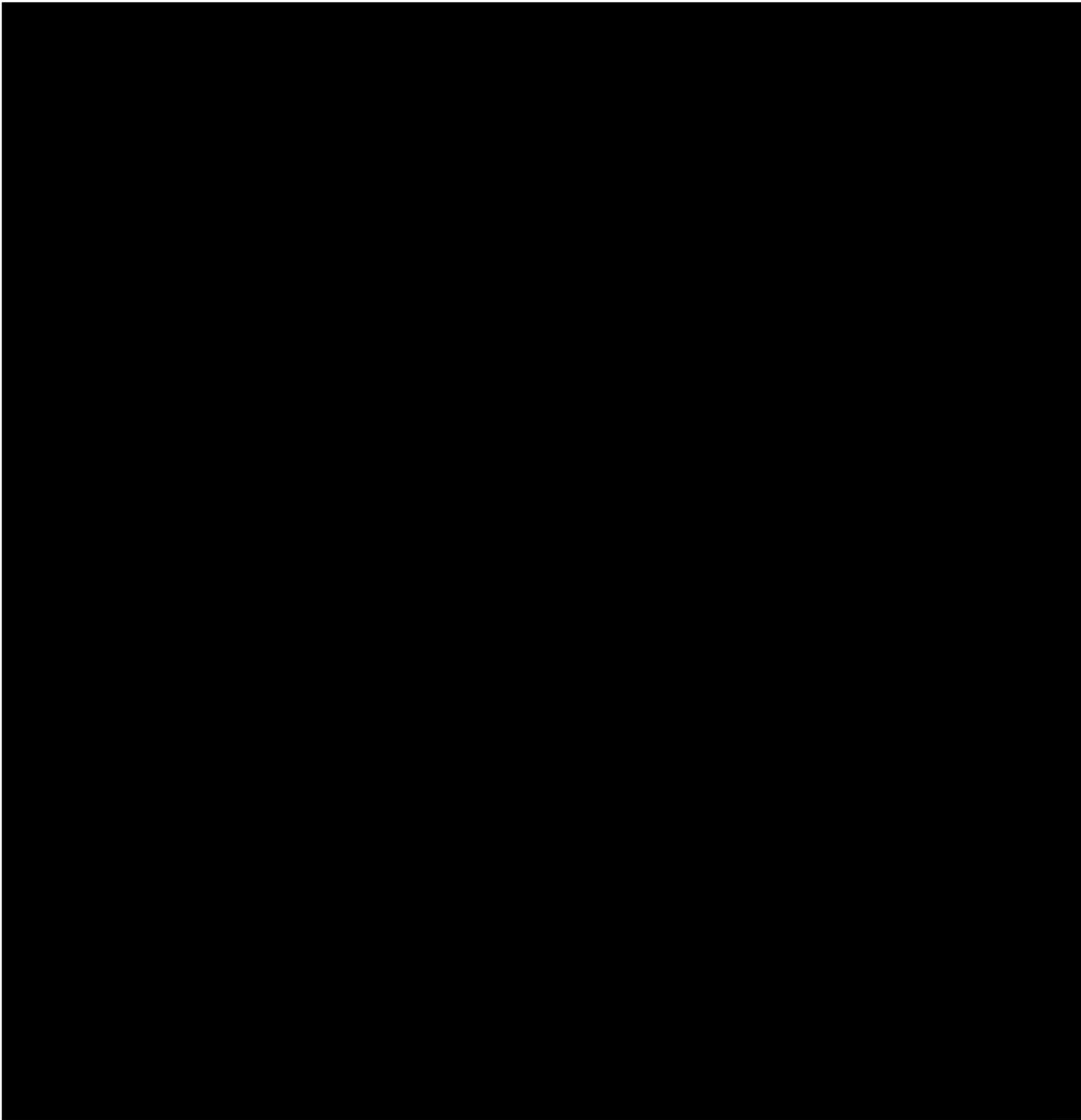






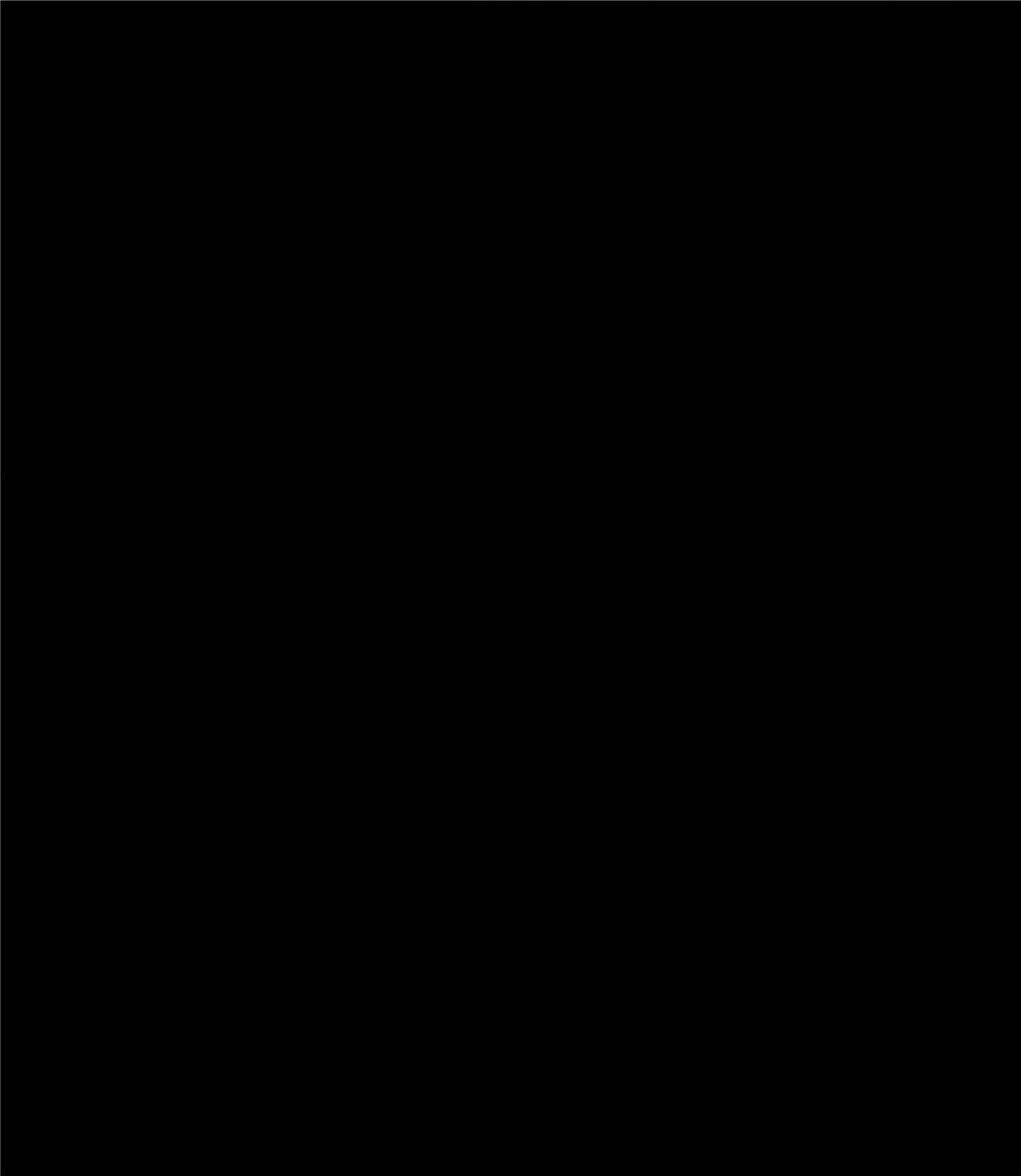


Charlottesville Contract for City Manager Services, RFP 22-01



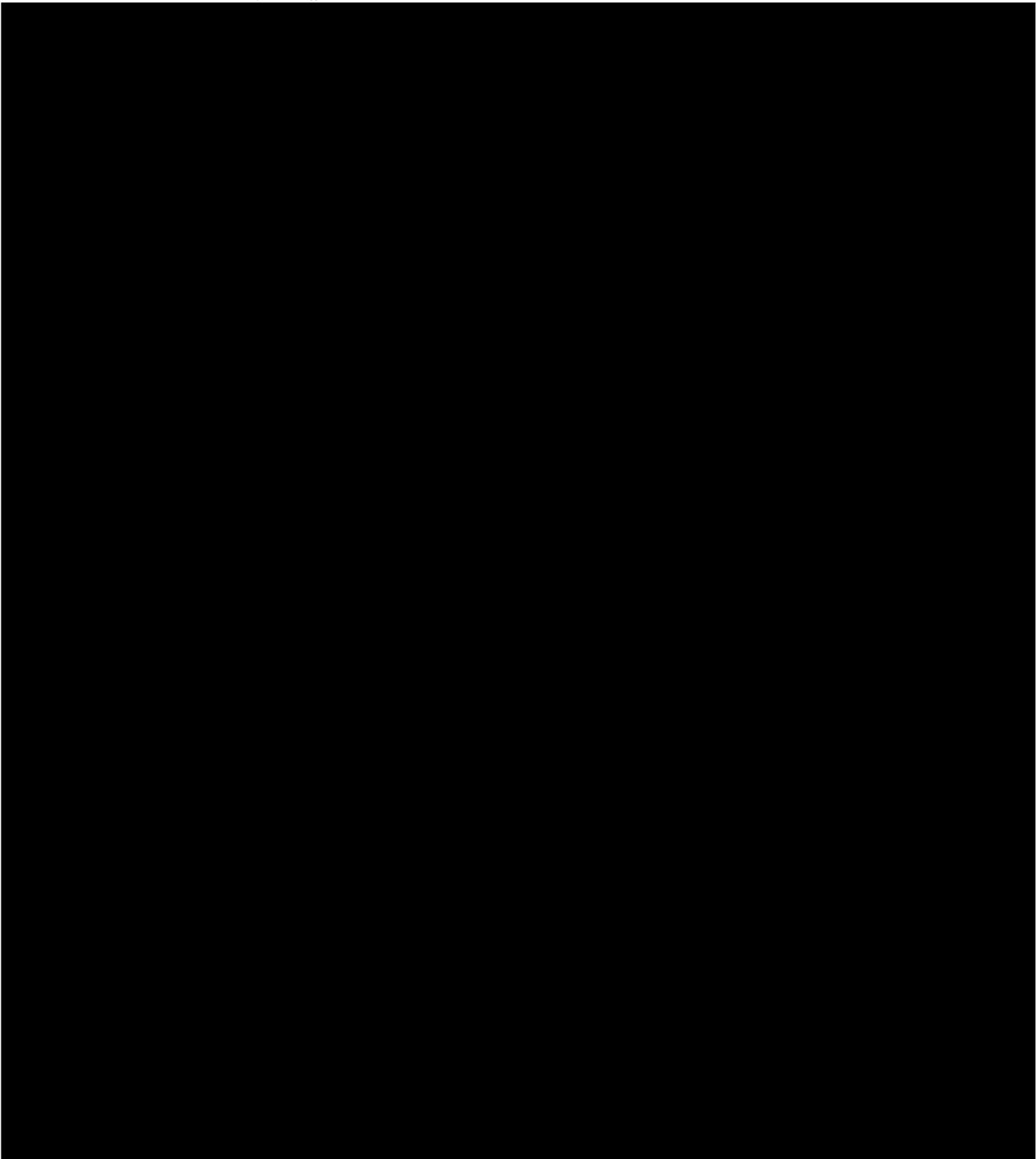


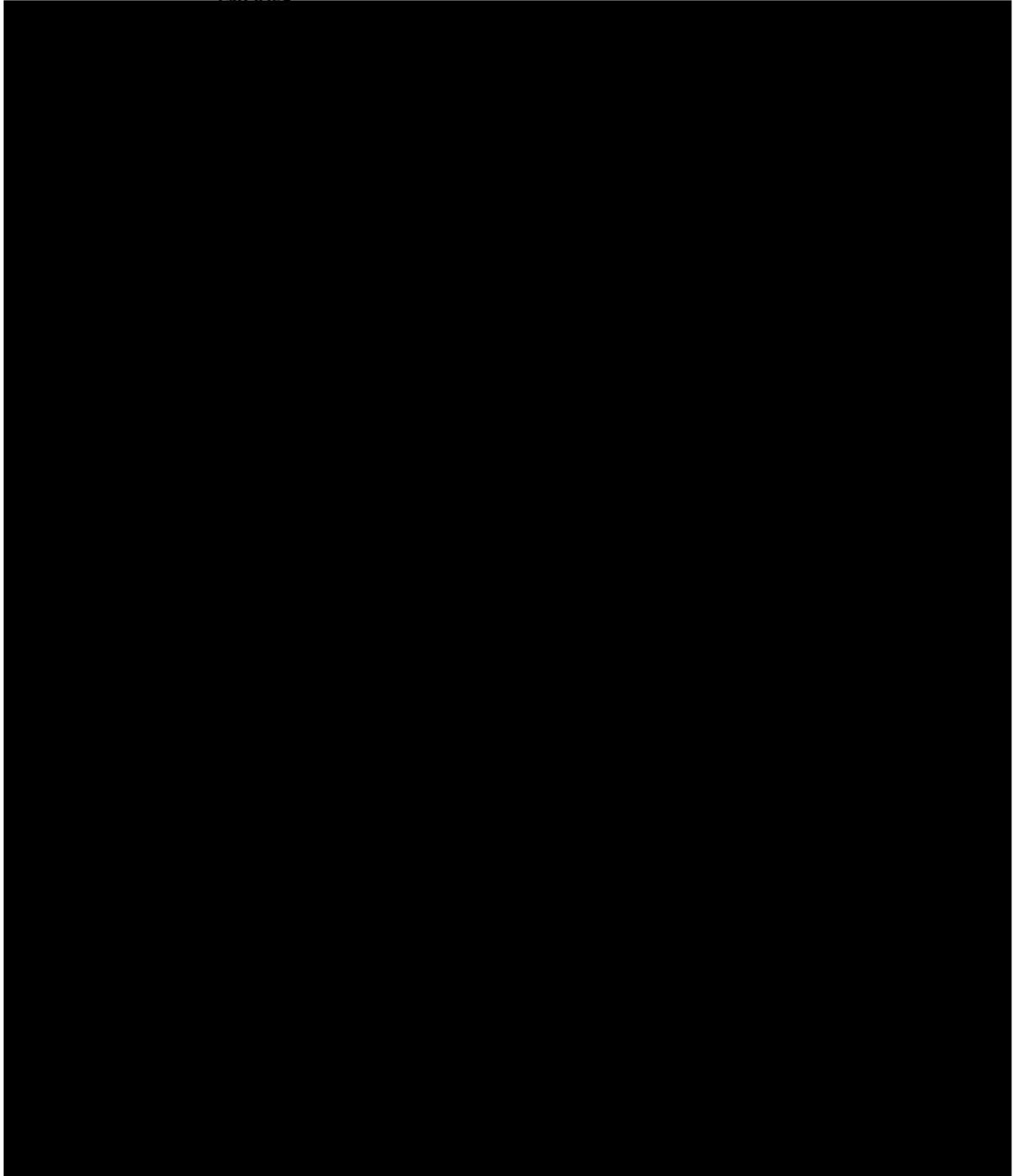
Charlottesville Contract for City Manager Services: RFP 22-81





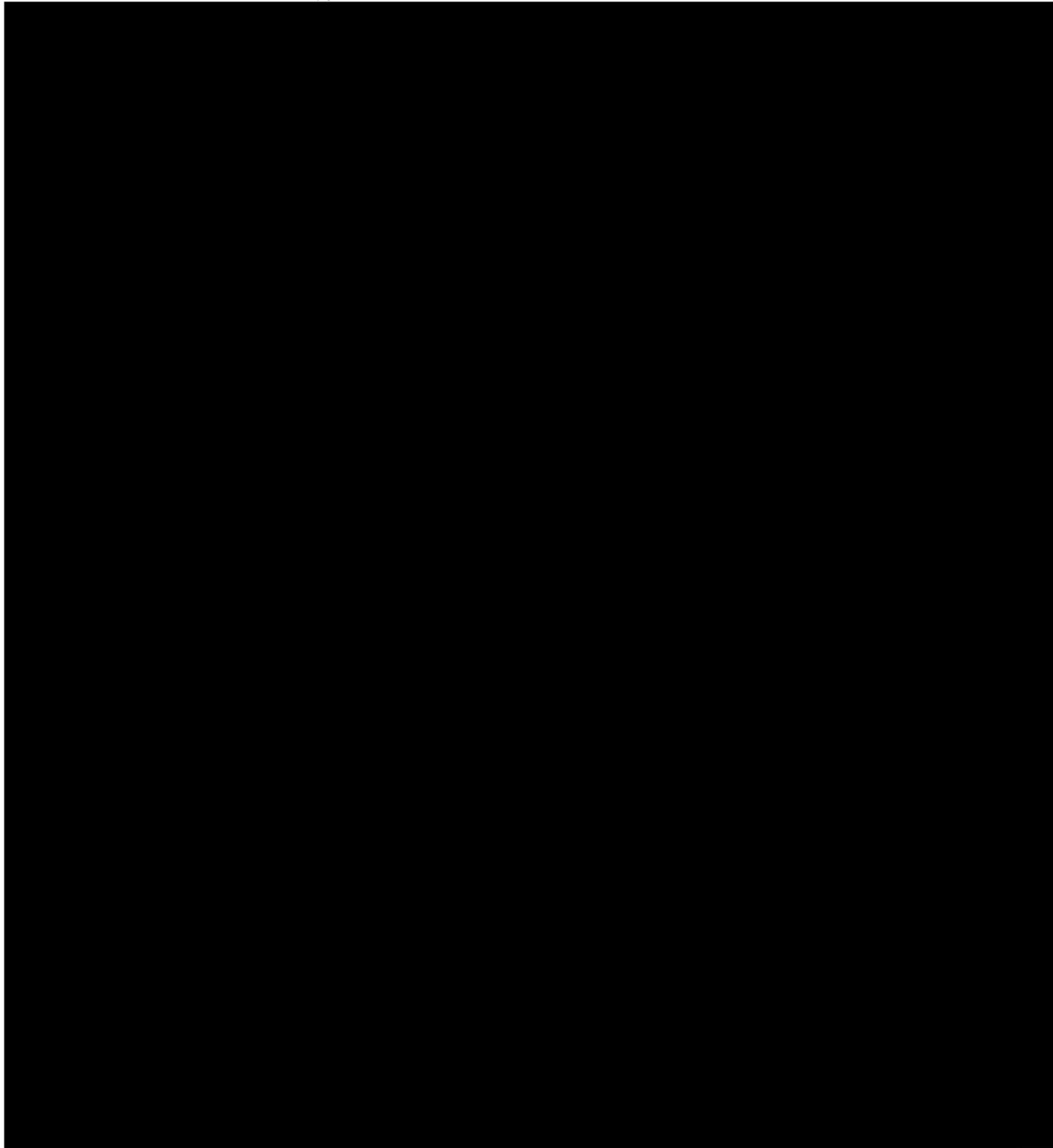
Charlottesville Contract for City Manager Services, RFP 22-01





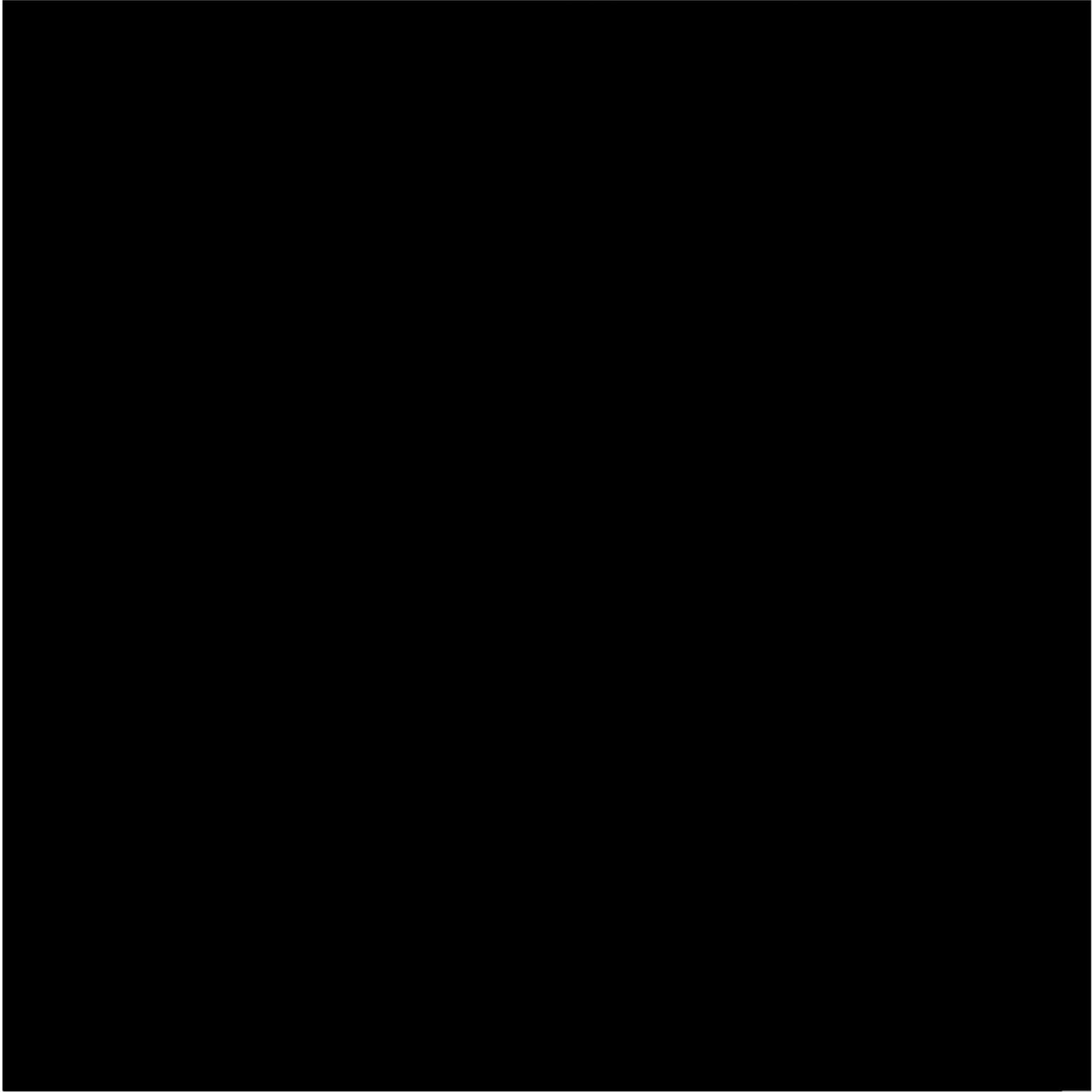


Charlottesville Contract for City Manager Services, RFP 22-01



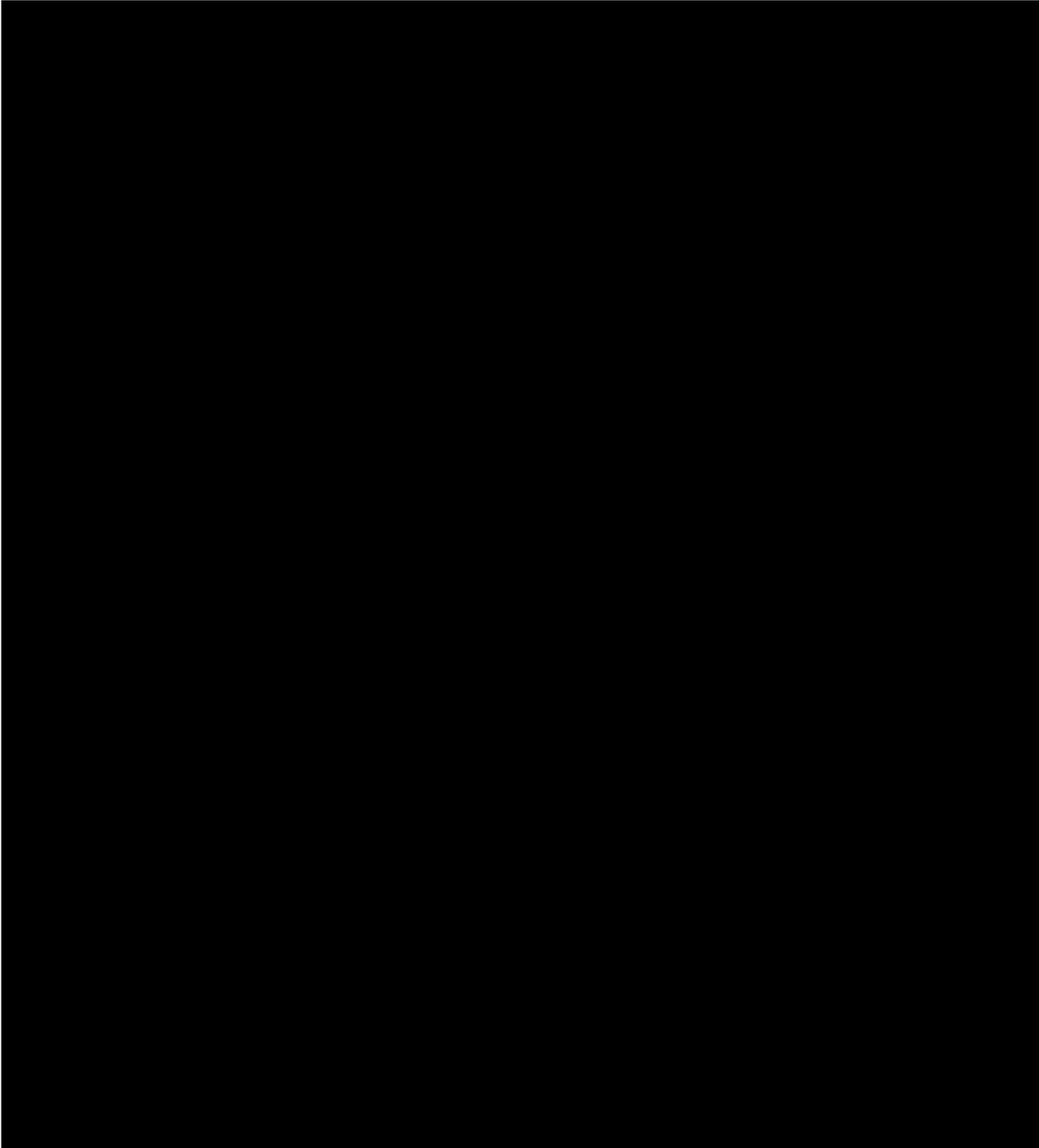


Charlottesville Contract for City Manager Services, RFP 22-81



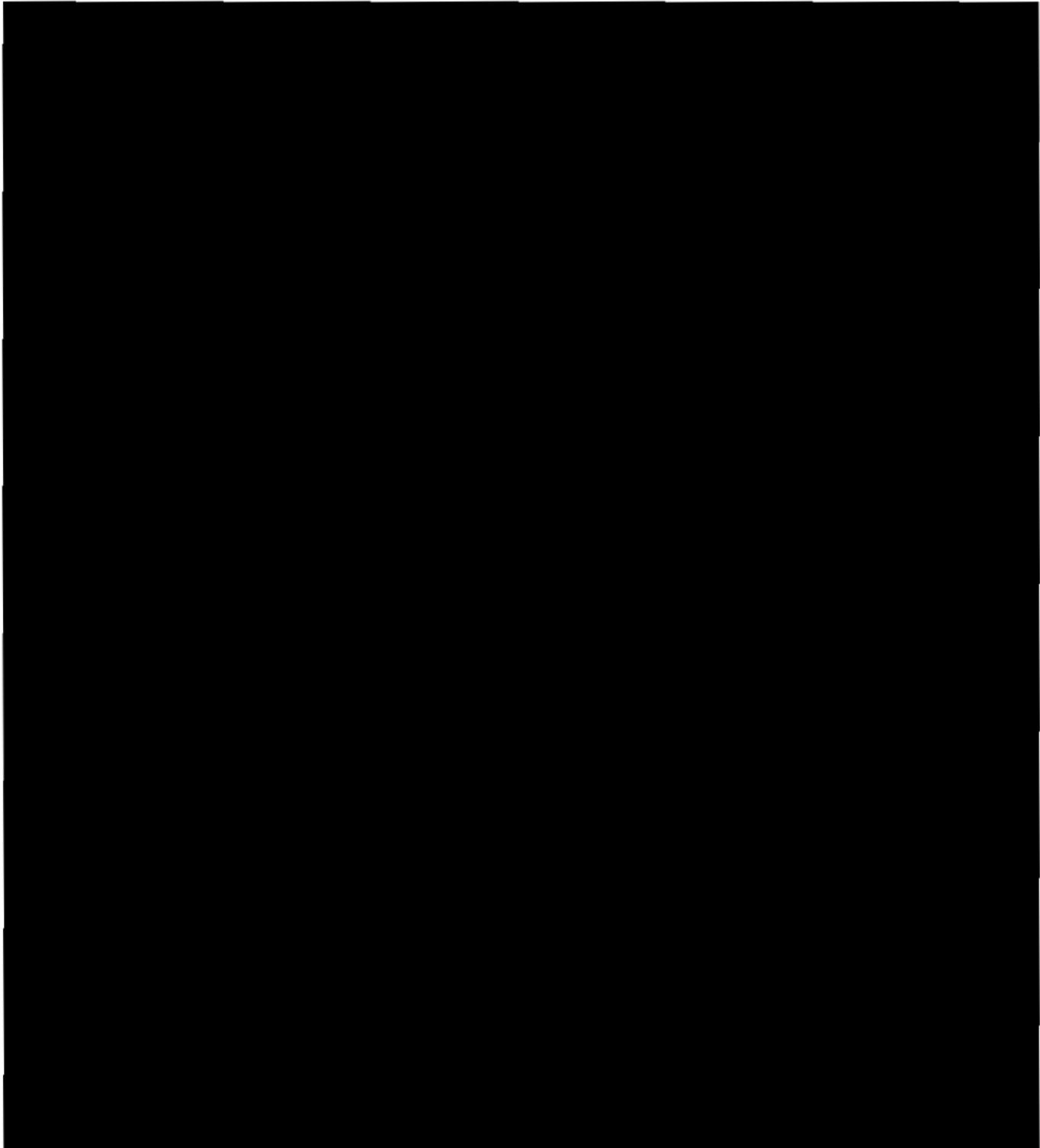


Charlottesville Contract for City Manager Services, RFP 22-81



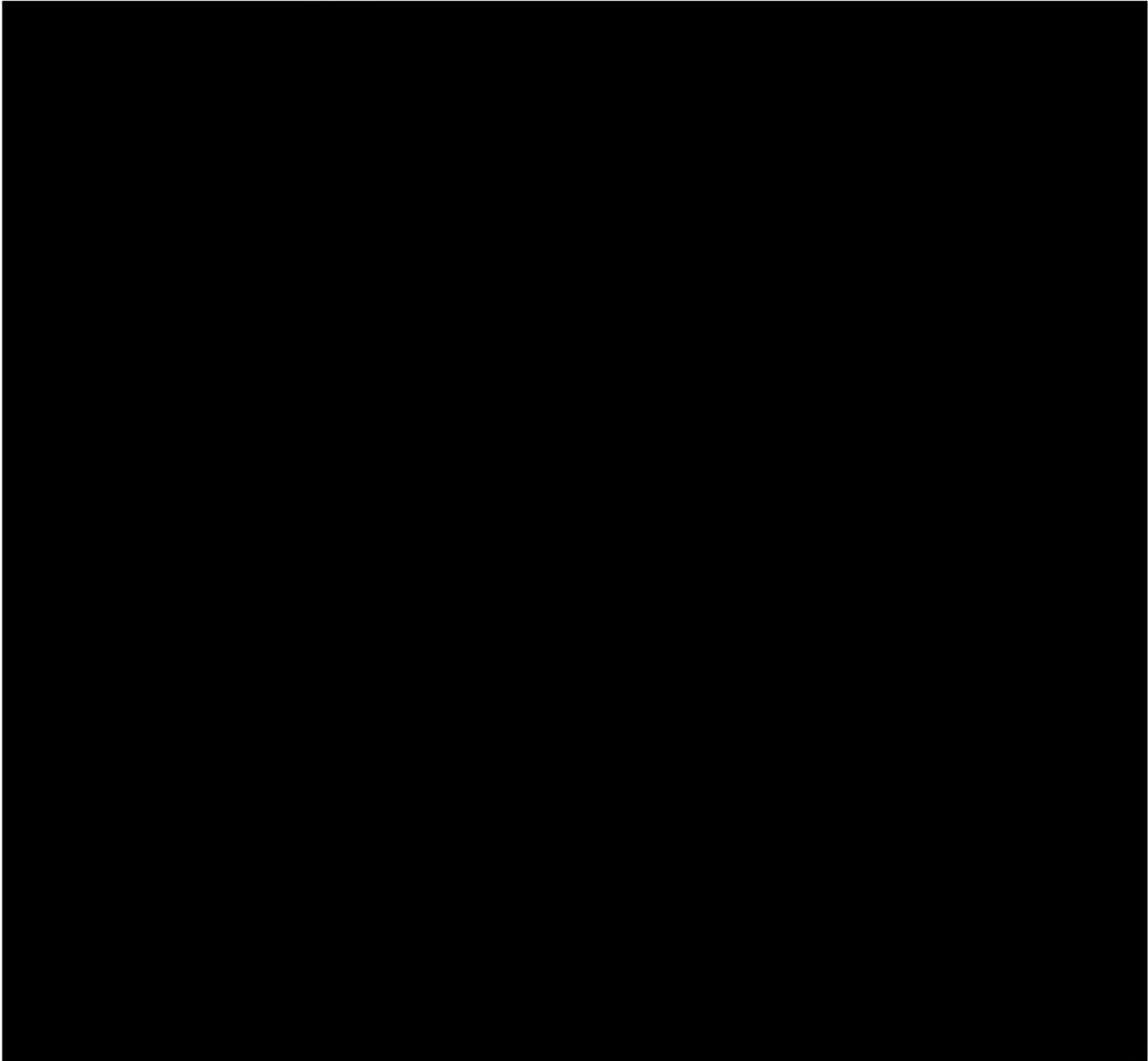


Charlottesville Contract for City Manager Services, RFP 22-01



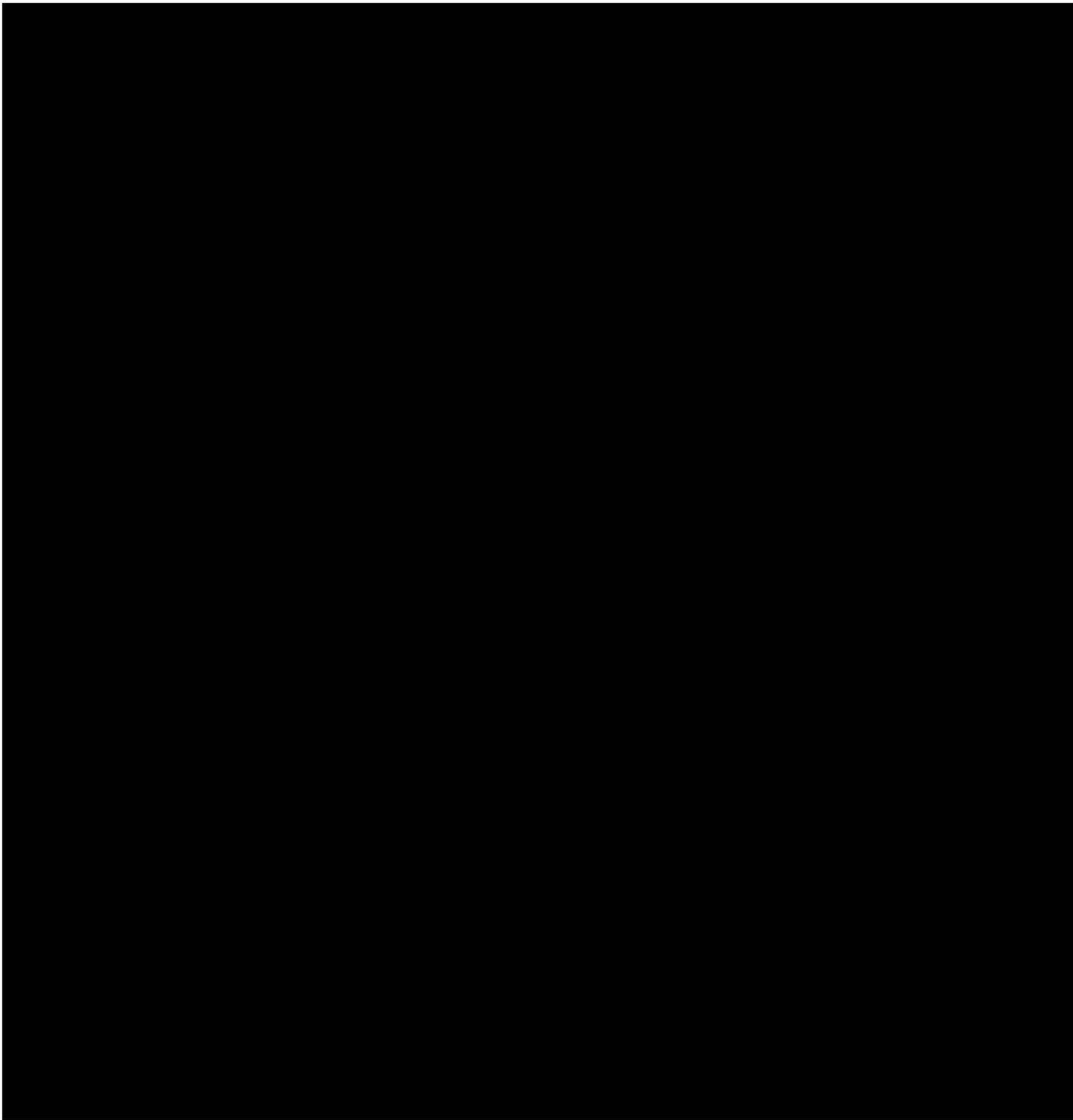


Charlottesville Contract for City Manager Services, RFP 22-81



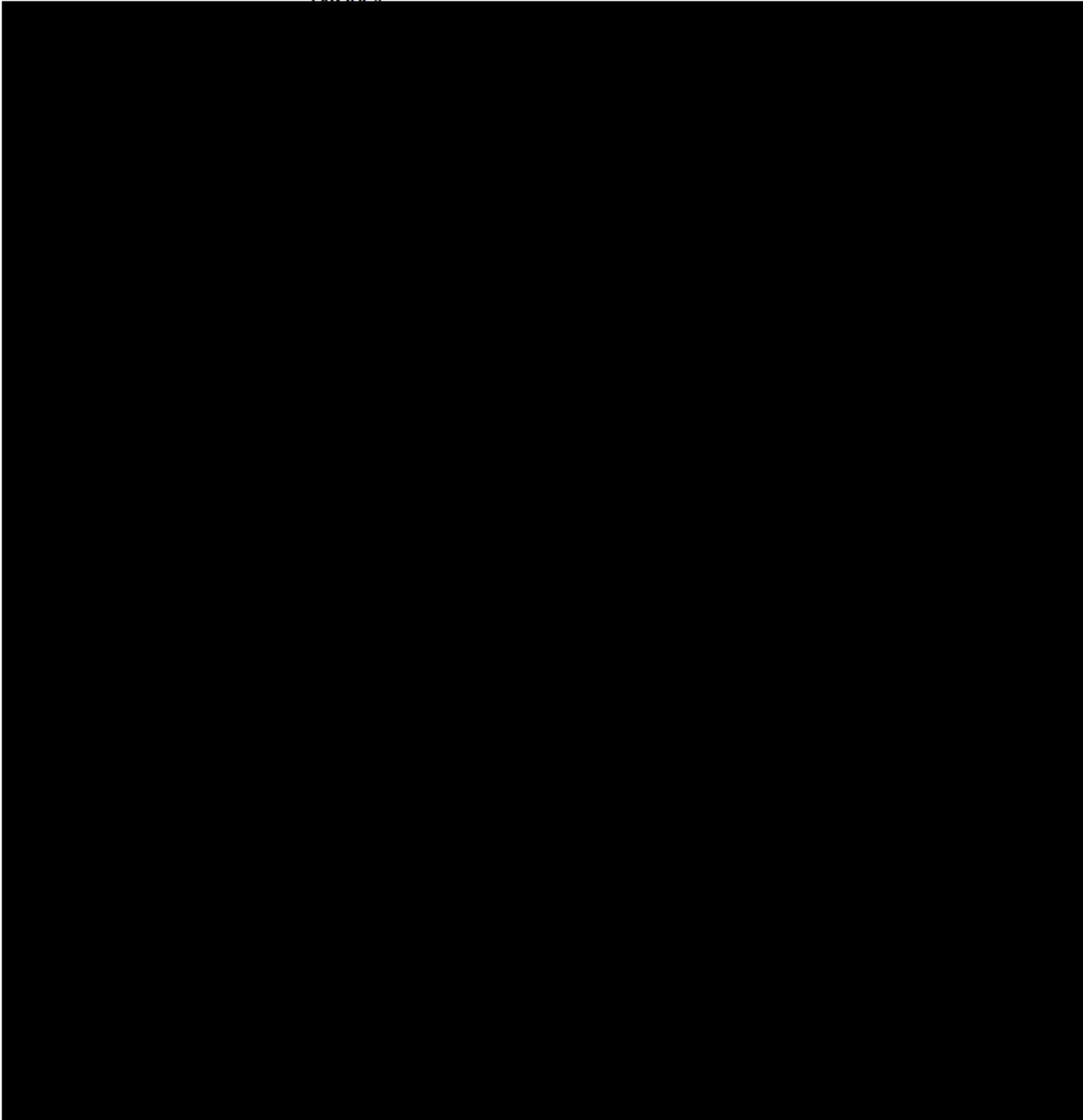


Charlottesville Contract for City Manager Services RFP 22-81



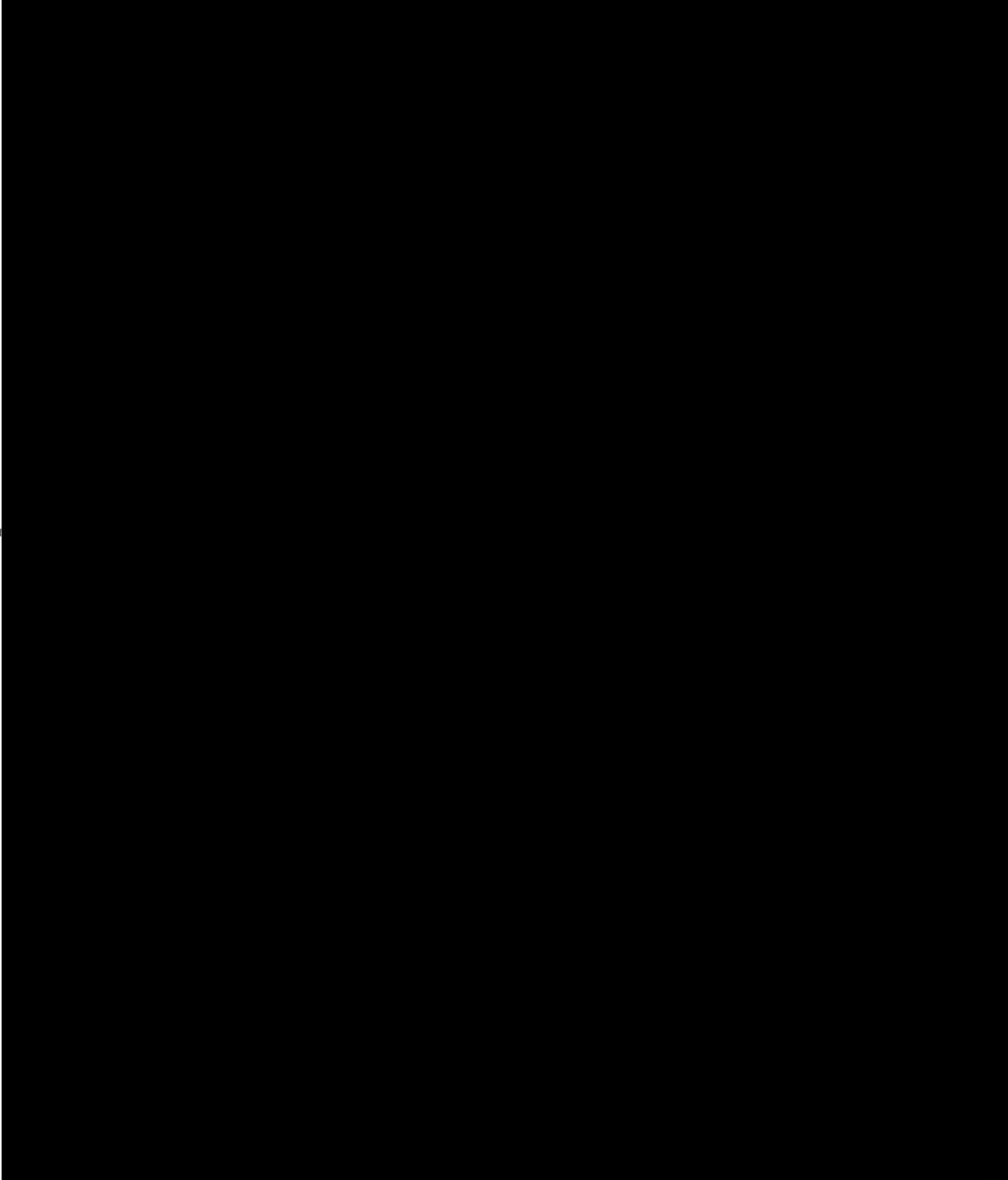


Charlottesville Contract for City Manager Services, BFP 22-01



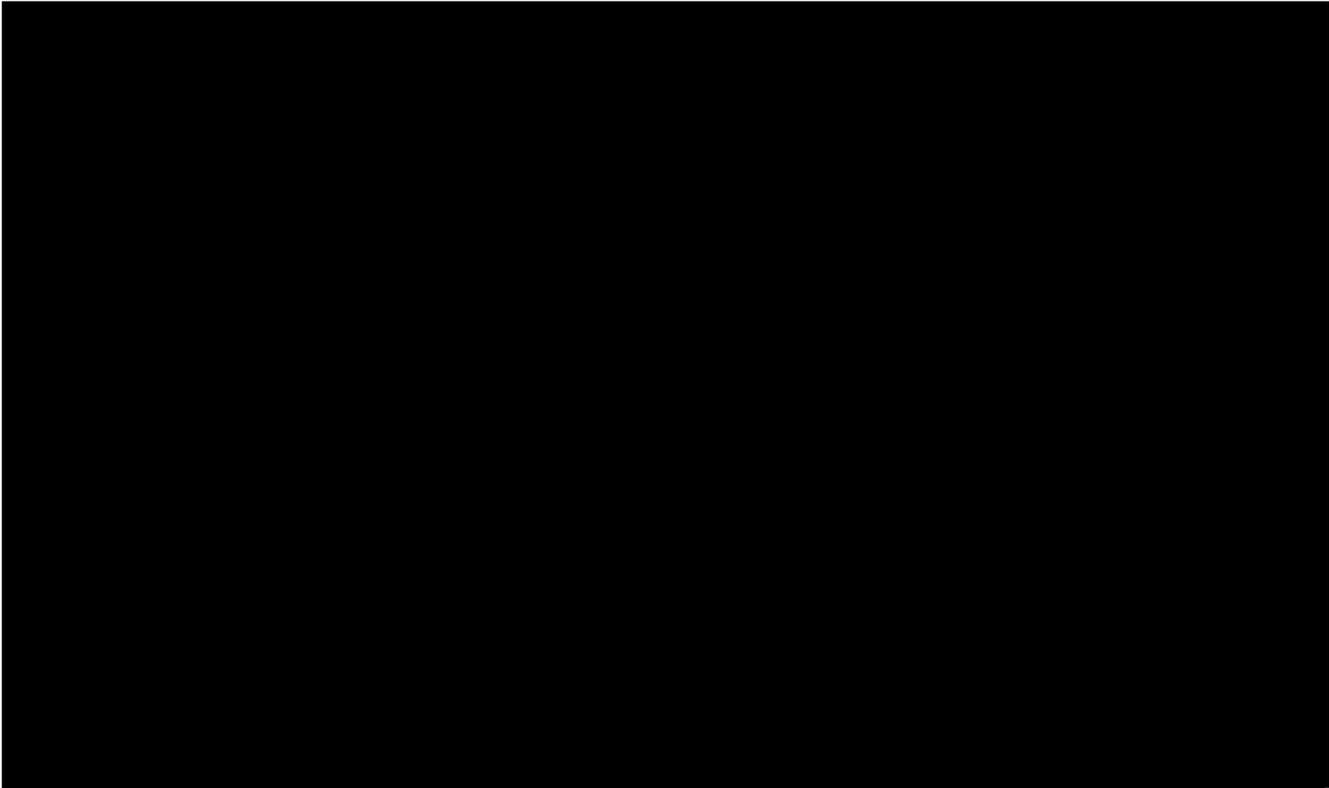


Charlottesville Contract for City/Manager Services, RFP 22-01





Charlottesville Contract for City Manager Services, RFP 22-81



Attachment B – Addendum No. 2

CITY OF CHARLOTTESVILLE
OFFICE OF CITY COUNCIL



DATE: December 10, 2021
ADDENDUM NO. 2 (1 page, total)
ISSUED BY: Kyna Thomas, Clerk/ Chief of Staff for City Council
SOLICITATION REFERENCE: RFP #22-81
RFP TITLE: CONTRACT FOR CITY MANAGER SERVICES
DEADLINE FOR RECEIPT OF PROPOSALS: 12/14/2021, 4:00 P.M.

This Addendum #2 has been issued to address the following questions received from a potential offeror:

Question: If encrypted/ password protected, is the password/key, as well as the delivery method (i.e., a secured link to the document for download with a password/key?), at the submitter's discretion or will you dictate delivery method and protection credentials?

City response: The password/key as well as the delivery method is at the offeror's discretion.

Question: What communication method would you prefer for receiving and confirming the encryption credentials per the requirement?

City response: The preferred method for receiving and confirming the encryption credentials is electronic mail, sent separately from the electronic transmittal of the proposal. The credentials should be sent by electronic mail to the City's representative for this RFP (Kyna Thomas, Clerk/Chief of Staff for City Council).

---END OF ADDENDUM #2---

Note: A signed acknowledgment of this addendum must be received at the location indicated on the solicitation either prior to the solicitation due date and hour or attached to your bid/proposal. Signature on this addendum does not substitute for your signature on the original bid/proposal document. The original bid/proposal document must also be signed.

.....
ACKNOWLEDGEMENT BY OFFEROR:

Print Name: *Robert C. Bobb*
Title: *President & CEO*
Date: *10 Dec 2021*

Signature: *Robert C. Bobb*

Attachment D

ATTACHMENT D

SIGNATURE SHEET

RFP# 22-81

Title: Contract for City Manager Services

In Compliance With This Request For Proposal And To All The Conditions Imposed Therein And Hereby Incorporated By Reference, The Undersigned Offers And Agrees To Furnish The Goods/Services In Accordance With The Attached Signed Proposal Or As Mutually Agreed Upon By Subsequent Negotiation.

Name And Address Of Firm:

The Robert Bobb Group, LLC
DBA _____

Zip Code: 20006
Telephone Number: 902.781.0006

Fax Number: _____
E-mail Address: bob@robertbobbgroup.com

Date: 12/13/2021
By: Robert C. Bobb
(Signature In Ink)
Name: Robert C. Bobb
(Please Print)
Title: PRESIDENT & CEO
I have the authority to bind the corporation.

Attachment E

ATTACHMENT E

STATE CORPORATION COMMISSION FORM

Virginia State Corporation Commission (SCC) registration information.

Name of Offeror: The Robert Bobb Group, LLC

- has been issued a registration number by the Virginia SCC, and the number is: TO384687-OR.
- Is not a corporation, limited liability company, limited partnership, registered limited liability partnership, or business trust -OR-
- Is an out-of-state business entity that does not regularly and continuously maintain as part of its ordinary and customary business any employees, agents, offices, facilities, or inventories in Virginia (not counting any employees or agents in Virginia who merely solicit orders that require acceptance outside Virginia before they become contracts, and not counting any incidental presence of the bidder/offeror in Virginia that is needed in order to assemble, maintain, and repair goods in accordance with the contracts by which such goods were sold and shipped into Virginia from bidder/offeror's out-of-state location) -OR-
- Is an out-of-state business entity that is including with this proposal an opinion of legal counsel which accurately and completely discloses the basis for determining that registration with the SCC is not required pursuant to the provisions of Titles 13.1 or 50 of the Code of Virginia.
- Check the following box if you have not completed any of the foregoing options but currently have pending before the Virginia SCC an application for authority to transact business in the Commonwealth of Virginia and wish to be considered for a waiver to allow you to submit the SCC identification number after the due date for bids/proposals (the City reserves the right to determine in its sole discretion whether to allow such waiver).

Registered Agent Information

Please specify the Registered Agent who will accept services of process on your behalf.

Agent Name: George Martin; McGuirewoods LLP

Physical Address (no Post Office Boxes): 800 E. Canal Street, Gateway Plaza
Richmond, Virginia 23219-0000

I certify the accuracy of this information.

Signed: Robert C. Bobb Title: President S.C.E.C. Date: 12/19/2021

Attachment F

ATTACHMENT F

OFFEROR DATA SHEET

Note: The following information is required as part of your response to this solicitation.

1. **Qualification:** The vendor must have the capability and capacity in all respects to satisfy fully all of the contractual requirements.
2. **Vendor's Primary Contact:**
 Name: The Robert Bobb Group, LLC Phone: (202) 731-0006
3. **Years in Business:** Indicate the length of time you have been in business providing this type of good or service:
 Years 10 Months 3
4. Indicate below a listing of at least four (4) current or recent accounts, either commercial or governmental, that your company is servicing, has serviced, or has provided similar goods. Include the length of service and the name, address, and telephone number of the point of contact.

- A. Company: City of Rocky Mount, NC
 Contact Name: Kena Coffield Jones
 Phone: (252) 972-1186 Email: Kena.Coffield-Jones@rockymountnc.gov
 Dates of Service: June 2021 - Present \$ Value: \$80,000.00
- B. Company: City of Petersburg, Virginia
 Contact Name: Sam Parham, Mayor
 Phone: (804) 586-5528 Email: samparham10@gmail.com
 Dates of Service: October 2016 - April 2018 \$ Value: \$800,000.00(+)
- C. Company: City of East Point, Georgia
 Contact Name: Deana Holiday Ingraham, Mayor
 Phone: (404) 370-7091 Email: _____
 Dates of Service: September 2019 - January 2014 \$ Value: \$645,000.00
- D. Company: _____
 Contact Name: _____
 Phone: _____ Email: _____
 Dates of Service: _____ \$ Value: _____

I certify the accuracy of this information.

Signed: Robert C. Bobb Title: President & CEO Date: 12/14/2021

Attachment G

ATTACHMENT G

CERTIFICATION OF NO COLLUSION

The undersigned, acting on behalf of THE ROBERTBOBB GROUP, LLC hereby certify in connection with the procurement and proposal to which this Certification of No Collusion is attached that:

This proposal is not the result of, or affected by, any act of collusion with another person engaged in the same line of business or commerce; nor is this proposal the result of, or affected by, any act of fraud punishable under Article 1.1 of Chapter 12 of Title 18.2 Code of Virginia, 1950 as amended (§18.2-498.1 et seq.)

Robert C. Bobb
Signature of Company Representative

THE ROBERTBOBB GROUP, LLC
Name of Company

10 Dec 2021
Date

ACKNOWLEDGEMENT

STATE OF DC

CITY/COUNTY OF Washington, to wit:

The foregoing Certification of No Collusion bearing the signature of Robert Bobb and

dated 12/10/21 was subscribed and sworn to before the undersigned notary public

by Jamie Robinson on 12/16/21

[Signature]
Notary Public



My commission expires: 06/30/26

CODE OF VIRGINIA

§ 18.2-498.4. Duty to provide certified statement. A. The Commonwealth, or any department or agency thereof, and any local government or any department or agency thereof, may require that any person seeking, offering or agreeing to transact business or commerce with it, or seeking, offering or agreeing to receive any portion of the public funds or moneys, submit a certification that the offer or agreement or any claim resulting thereon is not the result of, or affected by, any act of collusion with another person engaged in the same line of business or commerce, or any act of fraud punishable under this article.

B. Any person required to submit a certified statement as provided in paragraph A above who knowingly makes a false statement shall be guilty of a Class 6 felony. (1980, c.472)

Attachment I

ATTACHMENT I

SMALL-, WOMEN-, MINORITY-, MICRO, EMPLOYMENT SERVICES ORGANIZATIONS, AND VETERAN-OWNED BUSINESS OBJECTIVES

It is an important business objective of the City of Charlottesville to promote the economic enhancement of small businesses (SBB) and micro businesses (O), women-owned businesses (WBE), minority-owned businesses (MBB), employment services organization (ESO) and veteran-owned businesses (VBB). The success of the City to track the amount of business received by SBE, WBE, MBE and VBE businesses, whether as a prime contractor or a subcontractor, is dependent upon the business community partnering with us in this important endeavor.

If you anticipate sub-contracting to any of these businesses in the performance of this contract, you are requested to individually report the total dollars for each business classification. Failure to report the dollars in the categories below may result in the application of stronger requirements being placed on offerors to assure that SBE, WBE, MBE and VBE businesses receive benefits from City contracts.

Complete the following information and return this form with your proposal.

1. If you are a SBE, O, WBE, MBE, ESO or VBE, please check one or more of the following boxes:

SBE O WBE MBE ESO VBE

Certification #: _____ Expiration Date: _____

If certified by other than the Virginia Department of Small Business and Supplier Diversity provide the name and contact information, including phone number and website of certifying agency:

City of Richmond, MBD Registration - Expiration 1/6/2025
City of Richmond, Office of Minority Business Development

2. In the spaces below, report the anticipated dollars that you intend to subcontract to each business type if a contract is awarded to your company. If you do not intend to sub-contract any work to others, even if you are a SBE, O, WBE, MBE, ESO or VBE, put zeros in the spaces below.

Total SBE Dollars to be Sub-contracted \$ N/A

Total O Dollars to be Sub-contracted \$ N/A

Total WBE Dollars to be Sub-contracted \$ N/A

Total MBE Dollars to be Sub-contracted \$ N/A

Total ESO Dollars to be Sub-contracted \$ N/A

Total VBE Dollars to be Sub-contracted \$ N/A

3. If you are not a SBE, O, WBE, MBE, ESO or VBE, and you do not plan to utilize such firms in this contract, please state your reasons:

I certify the accuracy of this information.

Signed: Robert C. Ball Title: President & CEO Date: Dec. 14/2021

Certificate of Insurance

ACORD		CERTIFICATE OF LIABILITY INSURANCE		DATE (MM/DD/YYYY)	
<p>THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE INSURED INSURE(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.</p> <p>IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).</p>					
PRODUCER Capital Insurance Partners 5028 Wisconsin Ave NW 103 Washington DC 20016		AGENT Shepherd Frank Phone No. Ext: 202-362-4500 Email: ccf@capitalinspartners.com License No. 202-486-1973		DATE: 11/17/2021	
INSURED The Robert Bobb Group LLC 1666 K St NW Ste 410 Washington DC 20006		INSURANCE 1 SENTINEL INS CO LTD INSURANCE 2 York City Fire Insurance Company INSURANCE 3 Westchester Surplus Lines		POLICY NO.: 425BAR0221 POLICY NO.: 425BAR0221 POLICY NO.: 425BAR0221	
<p>COVERAGE CERTIFICATE NUMBER: REVISION NUMBER:</p> <p>THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.</p>					
TYPE	DESCRIPTION	POLICY NUMBER	START DATE	END DATE	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> GEN'L AGGREGATE LIMIT APPLIES PER POLICY <input type="checkbox"/> PER <input type="checkbox"/> AGG <input type="checkbox"/> LOC <input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OTHER AUTOS <input checked="" type="checkbox"/> HIREN/AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> OTHER OWNED AUTOS	425BAR0221	11/14/2021	11/14/2022	CAP/OP/ACCIDENT \$ 1000000 PRODUCTS/COMPLETED OPERATIONS (EA occurrence) \$ 1000000 MED EXP (Any one person) \$ 10000 PERSONAL & ADVERTISING \$ 1000000 GENERAL AGGREGATE \$ 2000000 PRODUCTS - COMP/OP AGG \$ 2000000 Business Personal Property (per occurrence) \$ 7160 PROPERTY DAMAGE (per occurrence) \$ 1000000 BODILY INJURY (per person) \$ BODILY INJURY (per accident) \$ PROPERTY DAMAGE (per person) \$ PROPERTY DAMAGE (per occurrence) \$
A	<input checked="" type="checkbox"/> UMBRELLA/LIAR EXCESS OVER <input type="checkbox"/> OCCUR <input checked="" type="checkbox"/> CLAMS/AGG LTD <input type="checkbox"/> RETENTION	425BAR0221	11/14/2021	11/14/2022	EACH OCCURRENCE \$ 5000000 AGGREGATE \$ 5000000 \$ \$
A	WORKERS COMPENSATION AND EMPLOYERS LIABILITY ANY DISCRIMINATION/DEFENSE COSTS (EXCLUDED) (HANDS ON ONLY) (DESCRIBE SCOPE OF OPERATIONS below)	425VECL0165B	07/20/2021	07/20/2022	<input checked="" type="checkbox"/> INJURY <input type="checkbox"/> PER EL EACH ACCIDENT \$ 500000 EL DISEASE - EA EMPLOYEE \$ 500000 EL DISEASE - POLICY LIMIT \$ 500000
D	Cyber Liability	425160397092-19	01/19/2020	01/19/2023	20000000/2000000
C	Environmental Liability	071749787 001	10/09/2021	10/09/2022	1000000/1000000
DESCRIPTION OF OPERATIONS/LOCATIONS/VEHICLES (ACORD 101, Additional Business Information, may be attached if more space is required) Professional Liability Policy 0255-1061 - Term 08/01/2021 - 08/01/2022 - Professional Liability Coverage - \$2,000,000 per occurrence, Employment Practices Liability Coverage - \$500,000 per occurrence.					
CERTIFICATE HOLDER			CANCELLATION		
[Signature Line]			SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. ADVISED REPRESENTATIVE [Signature]		
ACORD 28 (2014/01)			The ACORD name and logo are registered marks of ACORD. © 1969-2014 ACORD CORPORATION. All rights reserved.		

Section VI: Pricing Letter

December 14, 2021

Ms. Kyna Thomas
Chief of Staff / Clerk of Council
City Council
City of Charlottesville
PO Box 911
Charlottesville, VA 22902

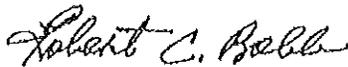
Re: Charlottesville Contract for City Manager Services – Pricing Proposal

Dear Ms. Thomas:

We have reviewed the City of Charlottesville's budget and calculated the approximate burn rate for the required Interim City Management position. Our pricing estimate reflects the following engagement activities: providing a full-time interim City Manager for six (6) months, as well as a reference pool of Subject Matter Experts (SMEs) and executive oversight resources and products on an as-needed basis. We have taken an effective cost savings but real approach to the City's needs. Our team has thus projected an overall total budget for services for a six (6) month engagement to be \$155,000.00. All ancillary costs are factored into this total.

Should it be determined by the City that there is a requirement for additional services or the filling of additional interim management positions, our team will discuss all associated costs with the City and deliver a fair and cost-effective price.

Thank you for this opportunity to serve.



Robert C. Bobb
President & CEO
The Robert Bobb Group
Phone: (202) 731-0006
Email: bob@robertbobbgroup.com
Website: robertbobbgroup.com