

# Ward T. Komers

ward@wardkomers.com

---

## SUMMARY

Innovative, transformational leader with more than 25 years of broad-based experience in the public/private sector. Demonstrated success in building and maintaining high-performance teams, managing multi-billion-dollar budgets, creative problem solving, strategic planning, and providing outstanding service to both internal and external customers. Skilled negotiator, able to analyze situations and people to achieve win-win outcomes.

## PROFESSIONAL EXPERIENCE

### Finance Director/City Treasurer (Contract)

*August 2018 – Present*

*City of Adelanto, CA*

Located in the high desert area of southern California, Adelanto is a diverse, small-disadvantaged community with a growing population of 35,000. A contract city with its own water/sewer utility, the organization has a budget of \$60 million and more than 60 full time/contract employees. As a direct report to the City Manager, oversee the Finance, Utility Billing, Human Resources, and Information Technology departments with five direct and seven indirect reports. Prepare and present reports before City Council on organizational priorities, controversial matters, and general topics of interest that are raised by the public and City Councilmembers. Serve as thoughtful, steadfast, and trusted advisor to the City Manager, working closely and collaboratively on a variety of citywide issues and possible solutions.

#### Key Accomplishments:

- Pioneered a first of its kind vacant land tax measure intended to raise \$6.2 million annually for parks and recreation, public safety, and blight reduction programs.
- Designed tax policy to encourage economic development and reduce blight, while providing needed services to the community.
- Eliminated a four-year backlog of outstanding financial audits, bringing clarity to the City's financial position.
- Implemented the cannabis excise tax and tax compliance programs, generating \$3.0 million in annual revenue.
- Overhauled the City's organizational structure, reducing salary and benefit costs by more than 50%, while maintaining service levels.
- Negotiated favorable changes to memorandums of understanding with three bargaining units.
- Initiated a citizen satisfaction survey, revealing community priorities and informing the decision-making process.

### Administrative Services Director/CEO

*December 2012 – August 2018*

*Dx Collective Enterprises, Inc.*

A consulting firm providing professional services in the areas of accounting, finance, human resources, quality control, process improvement, product development, sales/marketing, and business development.

---

**Key Accomplishments:**

- Spearheaded strategic planning process and guided development of organizational mission, vision, and values.
- Headed successful implementation of enterprise accounting software (ERP), resulting in increased operational efficiency.
- Orchestrated organization-wide process improvements, increasing productivity while improving the quality of work product.
- Designed and implemented sales and marketing strategies, leading to doubling revenues.
- Developed branding and public relations strategies to enhance organizational reputation.

**Director of Administrative Services**

*November 2011 – December 2012*

*City of La Puente, CA*

Located in the San Gabriel Valley area of southern California, La Puente is a small, fully developed city with a population of 40,000. The city has a budget of \$21.5 million and more than 40 full time/contract employees. As a direct report to the City Manager, oversaw the Finance, Human Resources, Risk Management, and Information Technology departments with four direct and six indirect reports.

**Key Accomplishments:**

- Developed and implemented strategies to eliminate structural General Fund budget deficit, avoiding municipal bankruptcy and restoring financial stability.
- Negotiated favorable changes to memorandums of understanding with three bargaining units.
- Overhauled information technology infrastructure, improving efficiency and internal customer satisfaction.
- Diagnosed revenue shortfalls and instituted cost allocation strategies, resulting in nearly \$1.0 million General Fund savings.
- Organized process creating and implementing City Council policy and administrative policy manuals to remain in good standing with insurance risk pool.

**Administrative Services Manager II**

*February 2005 – November 2011*

*County of Riverside, CA*

As one of the largest counties in the U.S., Riverside County has more than 20,000 employees. Reporting to the Director of Code Enforcement, oversaw the administrative services division of the Code Enforcement Department. With seven direct and 25 indirect reports, responsible for preparing and monitoring the department's \$30.0 million budget, purchasing/contracts, facilities, records management, administrative policies and procedures, internal controls, and analytical/fiscal operations.

**Key Accomplishments:**

---

- Launched the selection and implementation of a code case management system, reducing processing time by more than 70% and saving over \$1.5 million annually.
- Collaborated with other departments to develop and implement an abandoned & foreclosed property ordinance, reducing blight and maintaining property values.
- Established the department's cost recovery program, generating more than \$3.0 million in revenue annually.
- Administered the countywide Abandoned Vehicle Abatement joint powers authority.

**Chief Executive Officer and Founder**

September 1999 – January 2004

NEOGOV, Inc.

An enterprise software company, NEOGOV, Inc. is the leading public sector human resources software firm in the nation, processing more than 500,000 job applications annually. As Founder and CEO, set and communicated the organization's mission, vision, and values and oversaw all daily operations of the company.

**Key Accomplishments:**

- Conceptualized, developed, and implemented the company's public sector/civil service focused applicant tracking software, quickly gaining customers and becoming dominant in the market.
- Established the company's customer service processes, escalation procedures, and quality of service metrics, ensuring customer satisfaction.
- Spearheaded the development of SalaryStudy.com, which was hailed a "significant advance" in the spring 2002 issue of *Public Personnel Management*.
- Fostered the industry-wide transition of paper-based human resource transactions to electronic processes.

**EDUCATION**

Master of Public Administration (expected September 2021)

Capella University, Minneapolis, MN

Bachelor of Arts, Economics

University of Southern California, Los Angeles, CA

Associate of Sciences, Construction Technology

Ventura College, Ventura, CA

**PROFESSIONAL AFFILIATIONS**

International City/County Management Association – Member

IPMA-HR – Member

Government Finance Officers Association (GFOA) – Member

California Society of Municipal Finance Officers (CSMFO) – Member

---