

# WHAT OUR CLIENTS SAY

"Jerry Williams and his team have provided excellent services to the City of Evans in both the areas of recruiting our police chief and in conducting an in-depth study of our police department operations. ... Evans was very pleased with the work performed and will definitely look to this group for future assistance in these critical activities."

- Aden Hogan, Jr., City Manager, Evans, CO

"The City of Wheat Ridge owes a great amount of gratitude to both Dr. Fred Rainguet and Dr. Jerry Williams for their work on an organizational assessment of our Police Department as well as conducting the executive search process for our current Chief of Police. ... The recommended implementation phases of the thorough organizational assessment have allowed the department to elegantly exceed my expectations, increasing their level of professionalism and integrity in a relatively short period of time."

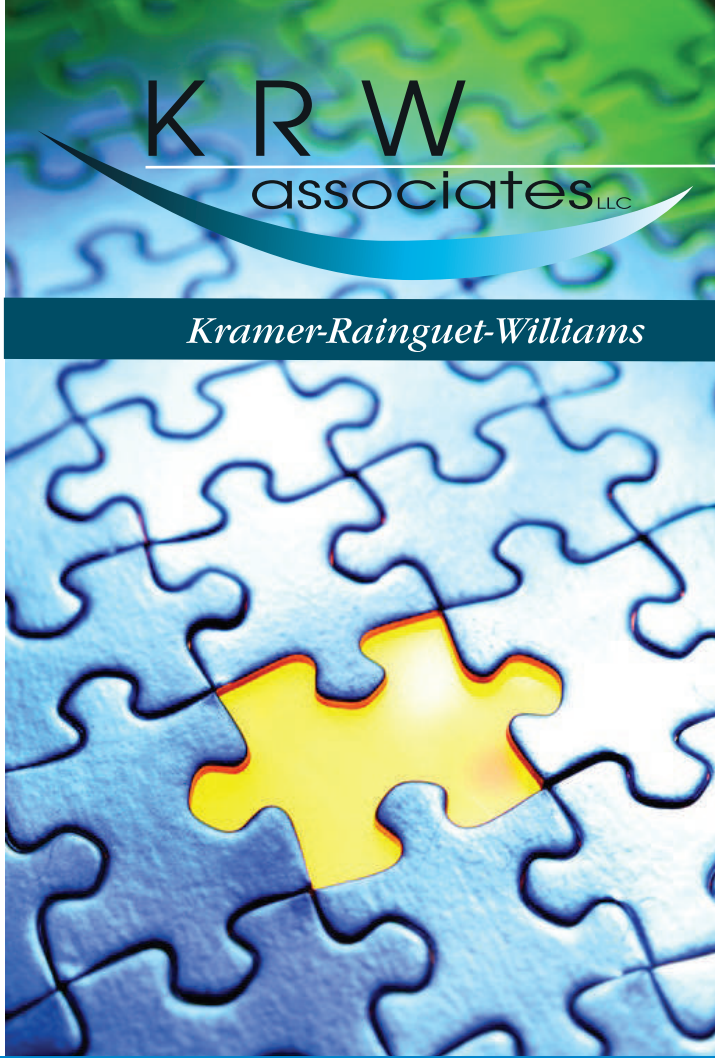
- Randy Young, City Manager, Wheat Ridge, CO

"The Town of Granby, Colorado, has used Dr. Fred Rainguet for hiring a Chief of Police and a Town Manager. I was impressed with the quality of candidates presented for our interviews, but it was the process for determining the key desirable attributes of those candidates and the process for conducting the final interviews that impressed me the most."

- Edward "Ted" Wang, Mayor, Granby, CO

*See our website for more client testimonials.*

**KRW Associates  
PO Box 61150  
Colorado Springs, CO 80960**



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# SOMETHING MISSING?

**Executive Search  
Organizational Assessment**

*Moving Cities Forward*

# Executive Search & Organizational Consulting

We have decades of public sector executive experience as practitioners and a background in successful executive placement. This experience, combined with the highest level of graduate public administration education of any search firm in the country, makes for energetic, enlightened and reliable expertise that extends throughout the United States. We often consult on a flat fee, making our services more reasonable and affordable than any other national firm. As former public sector leaders responsible for municipal budgets, we understand the reality of the need to fund executive searches in cost effective ways. We have created an extensive and proprietary network of qualified candidates. We know who to call and who to recruit for an open position. Once we hear from you, one of our three principals will immediately forward a proposal that includes the scope of work, a timeline and a cost estimate.

## WHY CHOOSE KRW ASSOCIATES?

KRW uses a tiered ranking process to present all candidates to the appointing authority. Unlike many firms, who merely arrive with eight or ten names, we use a proven methodology that simplifies the task for City Councils, Town Boards, County Commissions or City Managers. We understand the job, the public sector, and the needs of the hiring authority and the community. We assist organizations after a career of successful executive management, not in lieu of one. Ninety percent of our placements are still in the job or have a tenure of at least five years.

You will enjoy working with the principals of KRW Associates!



## A SAMPLING OF OUR CLIENTS

Our consultants are proud to have assisted municipal authorities and governmental entities in these cities and towns across Colorado and the country. Please consult our website for a more complete and detailed listing of our associates' clients.

- Alamosa, CO
- Arvada, CO
- Breckenridge, CO
- Colorado Springs, CO
- Dillon, CO
- Estes Park, CO
- Golden, CO
- Gunnison, CO
- Jackson, WY
- Jefferson County, CO
- Lakewood, CO
- Laramie, WY
- Manitou Springs, CO
- Lone Tree, CO
- Grand Junction, CO
- Frisco, CO
- Fruita, CO
- Aspen, CO
- Craig, CO
- Vail, CO
- Delta, CO
- Evans, CO
- Wheat Ridge, CO
- Larimer County, CO
- Littleton, CO
- Englewood, CO
- Mesa County, CO
- San Jacinto, CA
- Summit County, CO
- Altamonte Springs, FL
- Pueblo County, CO
- Springfield, MO
- Boulder, CO
- Trinidad, CO
- Tempe, AZ
- Woodlands Corp., TX
- Washington, D.C.
- Tucson, AZ
- Portland, OR
- Henderson, NV
- Tomball, TX
- Irvine, CA
- Manassas, VA
- Hammond, IN
- Menlo Park, CA
- National Institute of Justice, Montgomery Co., MD
- Colorado State Patrol



(L-R) Lorne Kramer, Fred Rainguet and Jerry Williams

## MEET OUR CONSULTANTS

### Lorne Kramer, MPA

Lorne C. Kramer served as the City Manager, Deputy City Manager and Chief of Police of Colorado Springs. He holds a Masters in Public Administration from the University of Southern California among many other academic and public-sector honors and achievements.

### Fred Rainguet, Ph.D.

Dr. Fred Rainguet has more than 10 years of executive search experience and has helped to place hundreds of public sector executives. He is the retired Chief of Police for the City of Fort Collins and holds a Ph.D. in Public Administration from the University of Colorado at Denver.

### Jerry Williams, DPA

Dr. Jerry Williams has spent more than 20 years as a public-sector executive and program director for graduate leadership programs at the University of Colorado at Denver. He has been active in executive search since 2001 after a distinguished career as police chief of the cities of Arvada and Aurora. He holds a doctorate in Public Administration and a masters in Criminal Justice from the University of Colorado at Denver.

You can learn much more about each of our principals' credentials at our website: [www.krw-associates.com](http://www.krw-associates.com)