

<b>Council Meeting:</b> November 13, 2025	<b>Prepared By:</b> Jay Tobin, City Administrator
<b>Topic:</b> Authorization to Recruit and Hire Finance Director	<b>Action Required:</b> Authorization

**Summary**

Corcoran's City Administrator has had to fill the gap for significant finance operations responsibilities typically in the scope of a Finance Director (aka Finance Manager) since December 2023. Additionally, financial operations have relied on substantial assistance from Abdo to add much needed capacity, skill, and experience through professional services contracts. The past two years, that partnership has successfully resolved systemic problems which required the expert assistance of Abdo's teams amidst the dynamic complexity of financial operations in our growing city. Consequently, the "Finance Manager" job description was updated accordingly to "Finance Director" reflecting the necessity of education, skill, and experience to meet these better understood demands during the recent Compensation and Classification Study. Staff forecasted a transition in the 2026 Budget from reliance on Abdo's professional services contracts to a Finance Director midway through 2026. Concerns about the growing cost of Abdo professional services contracts (escalators in the contract language) in 2026, compounded with the reality of negative transitional impacts as a result of Abdo's recent unexpected personnel changes, staff has come to recognize the strategic value of recruiting and hiring a Finance Director immediately to start in January. A Finance Director onsite rather than changing remote experts secures our city interest in retaining hard won experience and growth for our continued benefit rather than investing that time and energy resolving emerging complex challenges only to lose that expertise and that organizational efficiency whenever contracted personnel change. Furthermore, an onsite Finance Director completely frees the City Administrator capacity from day-to-day financial operational tasks which professional services contractors can not complete (i.e. claims) to be able focus on other more pressing and appropriate responsibilities (i.e. city center facilities design/development, strategic stakeholder engagements, emerging issues as needed).

Staff recommend that Council authorize the recruitment and hiring of a Finance Director to begin no earlier than 1 January 2026.

**Financial/Budget**

The position will be paid for as forecasted in 2026 budget along with the savings from decreased professional services contract needs.

**Recommendation**

Staff recommend that Council authorize the recruitment and hiring of a Finance Director to begin no earlier than 1 January 2026.

**Council Action**

**Attachments**

1. [Admin Department Org Chart.pdf](#)
2. [Finance Director 2025 Job Description.pdf](#)