



## Michelle Fitzer

### *Affiliated Consultant*

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Michelle Fitzer is a dynamic professional with expertise in the fields of Human Resources, Finance and Public Administration. During her 30-year career in the public sector, Michelle has undertaken complex projects ranging from JPA negotiations to comprehensive classification and compensation analysis to leading service department consolidations.

In the Human Resources area, Michelle is experienced in organizational assessments, rule and policy development, and labor negotiations using both positional and interest-based bargaining methods. She is also adept at training and mediation. Michelle is a licensed private investigator (State of California #PI188883 and the State of Washington #22001191) and has conducted several complex and sensitive workplace investigations, both during her full-time career and as a consultant. Investigation matters range from harassment, public finance, retaliation, governance, and various workplace misconduct issues.

#### **Michelle's Areas of Expertise:**

*Investigations*

*Human Resource Services*

*Finance*

Michelle is also highly skilled in Finance, with extensive experience in operational and CIP budget preparation/management, long-range financial planning, and expenditure evaluation and reduction strategies. She is an expert in the financial aspects of organizational planning and compensation.

Michelle's city administration experience includes serving as City Manager, Assistant City Manager, and Administrative Services Director. She has had responsibility and oversight of Economic Development and Redevelopment functions, City Clerk's Office, and Strategic Planning. She negotiated shared service agreements for fire services and police dispatch services and has negotiated the sale of several former RDA properties. She served as the staff liaison for City Council Teambuilding and citywide Strategic Planning processes. She is a skilled facilitator and has led many stakeholder groups to consensus on organizational and operational issues.

Michelle has a bachelor's degree in psychology and a master's degree in business administration with a Human Resources Management emphasis.



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