

CITY ADMINISTRATOR

Davenport, Iowa

Est. 1836 | Population 103,000+ | August 2001–June 2015

Creative & collaborative CAO for lead city of 375,000 population bi-state metro region. Report to Mayor & 10 member Council serving two-year terms. Responsible for 1,000+/- employees & \$250M+/- budget.

In Brief: Led dynamic, transparent, participative revitalization, growing city over 100,000 population. Built partnerships and focus on openness, innovation and professionalism. Improve finances through efficiency, revenue diversification and economic development. Consistently excellent evaluations.

Created Partnerships

- Hundreds of private / public partnerships
- Regionalized support departments & divisions
- \$1.8 billion state & federal funding (with partners)
- First insurance co-pays & wage freeze with (not *from*) unions

Strengthened Economic Development

- \$2.5+ billion of tax base growth
- Infrastructure investment doubled
- City taxes for new investment cut in half
- With partners, secure / retain 5,000+ jobs
- Design Center created, award-winning plans follow
- Downtown thriving, leading region in new investment

Focused on Performance

- Workforce efficiency improves 62%+
- Set new record for citizen satisfaction
- Technology elevated to departmental status
- Business plans developed for all departments

Built an Inspiring Team

- Personally deliver staff training
- Seven direct reports become local / state CAOs
- Five of eight department heads = internal candidates

Improved Finances

- Fund balance doubled (2008-2014)
- Two year balanced budget processes
- Add \$15+ million new (non-tax) annual revenue
- Net City assets increase \$50+ million in 10 years
- Monthly capital program monitoring with detailed financial reports

Enhanced Quality of Life

- Create universal college attendance programs
- Full ADA access through Project Civic Access
- 50%+ crime reduction, with community policing
- \$100+ million new / renovated cultural attractions
- Riverfront dramatically improved, to national acclaim

Promoted Environmental Stewardship

- Multiple LEED buildings
- Midwest's largest 4 STAR community
- National floodplain management leader
- 500+ acres park / open space added or improved

Led by Example

- Decline pay raises years in a row
- Oversee thirteen floods & work the front lines
- Pay 4X average employee health insurance premiums



SUMMARY

Nationally Recognized

- City Manager, Assist. Manager & County Leader of the Year
- Most Livable, Sustainable, Transparent City

Uniquely Credentialed

- 4th Masters in Progress
- AICP Planner & ICMA-CM Manager
- Harvard Kennedy School Senior Executive

Highly Professional

- Only PD, FD, PW, Parks, Library & EMS Accreditation in U.S.
- Ten Direct Reports Become CAOs

Broadly Experienced

- Four Cities
- Two Counties
- Metro Planning Organization
- Park District
- Model School
- Private Business

\$5 Billion of Community Development Experience

CONTACT

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EXPERIENCE (cont.)

ADMINISTRATIVE COORDINATOR (i.e. County Administrator)

Douglas County, Wisconsin

Est. 1854 | Population 42,000 | June 1999–August 2001

CAO for 1,340 square mile county on the shore of Lake Superior, with 272,000 acre County-owned forest. Report to 30 member Board. Supervise 18 appointed department heads, collaborate with 5 elected department heads and direct labor relations for 350 employees. Responsible for \$52 million budget.

In Brief: Serve as second career professional CAO in County history (the first resigned after 100 days).

Highlights Include: Simultaneously serve as CAO, Personnel Director and Zoning Administrator. Settle all labor contracts without arbitration. Implement first performance evaluation program and reorganize departments to better serve citizens. Oversee largest project in County history (\$43 million) incorporating Superior City Hall into County-built metro government center, reducing combined costs by \$18 million. Two direct reports become County Administrators. Serve as consultant to County following separation.

ASSISTANT MANAGER / ASSISTANT TO THE MANAGER / ADMINISTRATIVE ASSISTANT

Vernon Hills, Illinois

Est. 1958 | Population 20,000 (daytime 60,000+) | September 1988–June 1999

Assistant Manager responsible for community development, human resources, staff supervision, environmental programs, risk management, tech support, public information, facilities, grants and budget coordination.

In Brief: Jack of all trades assistant for inclusive, high service quality suburb, helping position community to feature a AAA bond rating and no municipal property tax. Received Key to City at farewell party.

Highlights Include: Coordinate annexation of thousands of acres and \$2 billion of consistently improving development. Develop fiscal impact model guiding land use and budget decisions. Multimillion grant acquisition and service delivery savings. Integral part of management team which doubled size and population, with a nearly eightfold tax base increase; design / construction of every major municipal facility, and accumulation of fund balance equal to two years operating budget, all while delivering outstanding services without a property tax. Direct reports move on to professional success, including one becoming a City Manager.

FOUNDER / BOARD MEMBER

Prairie Crossing Charter School

1995–1999

Charter author and founding board member of the first parent-created school to open authorized by the Illinois Board of Education. The award-winning public school, open and free to all, features small class sizes, an extended school day and year, empowered (and AFT represented) teachers, welcomed parents and a hands-on environmental science / citizenship curriculum. It is a small and unique neighborhood school, beloved by those who choose to attend. It is not affiliated with any for-profit charter operation.



AWARDS & CERTIFICATIONS

International City Management Association Credentialed Manager
(ICMA-CM)

American Institute of Certified Planners
(AICP)

Outstanding Manager of the Year
ICMA (2004)

County Leader of the Year
American City & County (2001)

Assistant Excellence in Leadership Award
ICMA (1998)

Community Resilience Award
Army Sustainment Command
(2015)

Top 10 Digital Cities
Center for Digital Government
(2013 & 2014)

**Innovations in American Government
“Bright Idea”**
Harvard Kennedy School Ash
Center (2013)

“Sunny” Award
Sunshine Review (2013)

All American City (QC Literacy)
National Civic League (2012)

Siemens Sustainability Award Finalist
U.S. Chamber of Commerce (2010)

**International Community
Sustainability Award**
ICMA (2008)

America’s Most Livable Small City
U.S. Conference of Mayors (2007)

**Daniel Burham Award –
Best Comprehensive Plan**
Iowa APA (2006)

Achievement Award
National Association of Counties
(2001)

Economic Development Award of Merit
American City & County (1996)

EXPERIENCE (cont.)

CONSULTANT / PUBLIC SPEAKER / FREELANCE WRITER

Private Business

Periodically assist local governments / communities with short-term assignments.

PLANNING TECHNICIAN

Libertyville, Illinois

Summer / Fall - 1988

Assisted with site plan review and implemented a computerized land use inventory.

YOUTH CONSERVATION CORPS MANAGER

Lake County Forest Preserve

Summer - 1987

Managed summer program, teaching job skills to teens while constructing capital improvements.

GRAYSLAKE PARK DISTRICT

Various Titles

Summers of 1984-1987

Worked in various capacities including lifeguard, program assistant and operations supervisor.

UNIVERSITY OF ILLINOIS

Teaching Assistant

1986 - 1987

Received tuition waiver and got paid to attend graduate school. Thank you, citizens of Illinois.

NORTHEASTERN ILLINOIS PLANNING COMMISSION

Intern

Summer - 1986

Completed general administrative tasks and office procedures update.

GRAYSLAKE, ILLINOIS

Village Manager's Office Intern

Summer - 1985

Completed general administrative tasks and a local economic development project.

FEDERAL GOVERNMENT EXPERIENCE

1983 - 1988

Interned for two Presidential candidates, two U.S. Senators and two U.S. Representatives.



SOME FIRSTS, SOME NEVERS

- First / only ICMA member recognized as profession's leading practitioner three times
- Never used a sick day in my professional career* †
- No Mayor or County Board Chair I've worked for has lost a re-election bid†
- First public charter school to open authorized by the Illinois State Board of Education
- First large scale traditional neighborhood projects in Quad Cities and Chicago metro regions
- First city in Iowa to open municipal building meeting LEED standards (now, multiple buildings)
- First place in national contest for best minor league ballpark (city owned, renovated on my watch)
- First / only city in America with accredited police, fire, ambulance, public works, parks and library
- First tax rebate program, partnered with school district dual enrollment program, to offer college for all
- First continued games at riverfront ballpark as an island in flooded Mississippi River (since opening in 1931)

* I did take a three day vacation in a hospital, once

† Knock on wood

EDUCATION

HARVARD UNIVERSITY – JOHN F. KENNEDY SCHOOL OF GOVERNMENT

Senior Executive in State & Local Govt. Natl. Preparedness Leadership Initiative
(2001) (2007)

MA – PUBLIC ADMINISTRATION

University of Illinois (Urbana)
(1992)
City Management Thesis

MGS – URBAN PLANNING & POLICY

Roosevelt University (Chicago)
(2001)
Community Sustainability Focus

MA – HUMAN RESOURCES DEVELOPMENT

Webster University (Chicago)
(1991)
Public Sector Concentration

MA – COMMUNICATIONS

Johns Hopkins Univ. (Washington, DC)
Presently enrolled
Online program

BA – POLITICAL SCIENCE

Western Illinois University (Macomb) (1986) Public Admin. Minor / ROTC Basic

ICMA SERVICE

SUSTAINABLE COMMUNITIES COMMITTEE

Founding member

CREDENTIAL ASSESSMENT REVIEW

One of ten who redrafted ICMA-CM credentialing exam questions

E-GOVERNANCE TASK FORCE

Developed best practices for local government E-Governance

STATE & INTERNATIONAL AWARDS COMMITTEES

Review best practices / recommend award recipients

ETHICS TRAINING

Completed training to serve as ICMA Ethics Trainer

DHS / NLC / ICMA EMERGENCY MGMT. COMMITTEE

One of fifteen who guided national training effort

NLC ENERGY, ENVIRONMENT & NATURAL RESOURCES COMMITTEE

ICMA's appointee to NLC's "Green Committee"

GOVERNMENTAL AFFAIRS & POLICY COMMITTEE

Guides ICMA public policy development

PUBLIC MANAGEMENT MAGAZINE

Periodic contributor

MEMBER

ICMA | APA | Medic (regional ambulance) Board | Numerous State & Local Civic Groups | Youth Sports Coach (Little League, Pony League) Scout Volunteer | Big Brothers Mentor



FREQUENT PUBLIC SPEAKER

ICMA Annual Conferences

- "Are You Ready For The Manager's Chair?"
- "Beyond Transparency"
- "Comprehensive Sustainability"
- "Being Bold Without Being Fired"
- "Leading From The Heart"
- "Creating Communities For All Ages"
- "Innovation, Risk & Resiliency"
- "Forging Onward After Failure"

Iowa City Managers Association

- "Managing Under Pressure"
- "Free Beer & Questionable Advice"

APA Annual Conferences

- "Planning Like Marines"
- "Innovative Floodplain Management"

Harvard University Kennedy School

- "Emergency Management: Cities On The Front Lines"

Wisconsin APA / ASLA Annual Conference

- "Remarkable & Resilient Floodplain Management"

ICMA Restoration Conference

- "Disaster Planning, Response & Recovery"

American Planning Association Midwest Conference

- "Traditional Neighborhood Development"

U.S. National Academy of Science

- "Leadership In Community Resilience"

National Community Reinvestment Coalition

- "Community Engagement In Planning"

Mainstreet Annual Meeting

- "Building Sustainable Communities"

Mayor's Institute on City Design

- Brownfields Redevelopment

International Economic Development Council

- "Downtown Revitalization"