



VILLAGE ADMINISTRATOR

Poynette, WI. Est. 1892 / Population 2,600 | Sept. 2021 - Present

Highlights Include: Create plan to grow population by 1,000, increase total Village tax base by over \$100M, and direct \$40M of new tax increment to community infrastructure and amenities / Improve services / Create Recreation Director position / Volunteer Firefighter / Excellent evals

CITY MANAGER

Seaside, CA. Est. 1954 / Population 35,000+ | Dec. 2015 - Sept. 2021

Creative & collaborative CAO of exceptionally diverse coastal college community. Report to Mayor & Council. 125+ employees & \$77M budget.

Highlights Include: Fund balance grows \$30+M / Largest street & park investments in City's history / \$1B+ Carbon-negative growth plans, including ped/bike-friendly downtown & 1,485 unit "Campus Town" neighborhood / \$20M+ grants / Reduce crime & use of force by 30%+ / City Hall solar energy & interior restoration / Add social workers to staff so every emergency is not a police emergency by default / \$31M secured to tear down barracks on former Army base & prep land for development / Cut salary in pandemic to fund community food bank / Excellent evals / Received Key to City / Direct report becomes CAO

CITY ADMINISTRATOR

Davenport, IA. Est. 1836 | Population 103,000 | Aug. 2001 - June 2015

Open, agile and purposeful CAO of historic, diverse city. Report to Mayor & 10 member Council. 1,000+/- employees & \$250M+/- budget.

Highlights Include: \$100M+ civic/cultural facilities including new police & fire stations / Turned population decline to growth / Operating efficiency improved 60+% / Crime reduced 50+% / Taxes for new investment cut in half / \$1B+ taxbase growth / \$250M+ grants / Transformed casino barge paying no property tax to paying \$25+ million in annual taxes / 100+ acres of parks added or improved / Partner with school district on early ed, magnet school & college scholarship programs / Stopped City-owned ballpark from flooding, led 13 successful flood fights / Left with downtown leading region in investment / Assembled the most diversely experienced, best-trained dept head team in City's history / 8 Direct reports become CAOs / Excellent evals / Set tenure record / Received Key to City



SUMMARY

Uniquely Qualified

- Three Masters Degrees
- 30+ Years Experience, 20+ as CAO
- Harvard Senior Executive & National Preparedness Leadership Initiative

Nationally Recognized

- City Manager, Assistant Manager & County Leader of the Year
- Most Livable, Sustainable, Transparent City Awards

Highly Professional

- First full PD, FD, PW, Parks, Library & EMS Accreditation in U.S.
- Helped Author ICMA-CM Credentialing Exam
- Twelve Direct Reports Become CAOs

CONTACT

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EXPERIENCE (cont.)

ADMINISTRATIVE COORDINATOR (i.e. County Administrator)

Douglas County, WI.

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 \$52M budget.

In Brief: Serve as first permanent professional CAO in County history

Highlights Include: Simultaneously serve as CAO, Personnel Director and Zoning Administrator. Implement first performance evaluation program and reorganize departments to better serve citizens. Oversee largest project in County history (\$43M) incorporating Superior City Hall into County-built metro government center, reducing combined costs by \$18M. Two direct reports become CAOs.

ASSISTANT MANAGER / ASSIST TO THE MANAGER / ADMINISTRATIVE ASSISTANT

Vernon Hills, IL.

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 fast-growing, high service quality suburb. Position community to feature AAA bond rating, no municipal property tax & an eight-term (still serving) Mayor. Set tenure record. Received Key to City.

Highlights Include: Coordinate annexation of thousands of acres & \$2B of high quality development, including first TND in region. Create fiscal impact model guiding land use / budget decisions. Millions in grants & service delivery savings. Worked to double size & population of Village, with 8X taxbase increase.

CHARTER AUTHOR / FOUNDER / BOARD MEMBER

Prairie Crossing Charter School - 1995–1999

Drafted the charter of the first parent-created school authorized by the Illinois Board of Education. The national award-winning K-8 public school, open & free to all, features small class sizes, empowered (AFT represented) teachers, welcomed parents and a hands-on citizenship / environmental science core curriculum. It is a small and unique neighborhood school, beloved by those who choose to attend, & is not affiliated with any for-profit charter operation. (My daughter went there for Kindergarten, before we moved to Wisconsin.)

COLLEGE JOBS & INTERNSHIPS

Village of Grayslake, Grayslake Park District, Northeastern Illinois Planning Commission, Lake County Forest Preserve, Village of Libertyville, University of Illinois, Two U.S. Senators & Two Presidential Candidates



AWARDS (partial list)

Outstanding Manager of the Year

ICMA

County Leader of the Year

American City & County Magazine

Assist. Excellence in Leadership

ICMA

Best Overall Website, Cities 99,000+

3CMA "Savvy" & "Silver Circle"
davenporttoday.com

Beacon Award - Energy Reduction

Institute for Local Govt.

Best Communication

Monterey County Weekly

Community Resilience Award

Army Sustainment Command

Top 10 Digital Cities

Center for Digital Govt.

Innovations in American Government

Harvard KSG Ash Center

"Sunny" Award

Sunshine Review

All American City

National Civic League

Siemens Sustainability Award Finalist

U.S. Chamber of Commerce

International Sustainability Award

ICMA

America's Most Livable Small City

U.S. Conference of Mayors

Best Comprehensive Plan

Iowa APA

Achievement Award

National Assoc. of Counties

Econ Development Award of Merit

American City & County

EDUCATION

HARVARD UNIVERSITY – JOHN F. KENNEDY SCHOOL OF GOVERNMENT
Senior Executive in State & Local Govt. Natl. Preparedness Leadership Initiative
- Best practices in public leadership - Disaster avoidance and recovery

MA – PUBLIC ADMINISTRATION
University of Illinois
City Manager Selection Process Thesis

MGS – URBAN PLANNING & POLICY
Roosevelt University
Community Development Focus

MA – HUMAN RESOURCES DEVELOPMENT
Webster University
Public Sector Concentration

BA - POLITICAL SCIENCE
Western Illinois University
Public Administration Minor

GRADUATE COURSEWORK - MA SUSTAINABILITY **Harvard University**
Attending hybrid classes (weekend on-campus / online) as schedule permits

ICMA SERVICE (1988 – 2019)

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

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

etc.

No Mayor or County Board Chair I was working for has ever lost an election

Only person to ever be recognized as City Manager, Assistant Manager and County Leader of the Year

Have never called in sick (one, three-day working vacation in a hospital)

Planning nerd, wood-working nerd, post-punk music nerd, baseball lifer, enthusiastic but not exceptionally skilled alpinist, with persistent knot dyslexia

Did time in a wheelchair & orphanage in my youth – decided on public service to repay my karmic debt for the help I received from others



FREQUENT PUBLIC SPEAKER

(partial list)

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

- "Community Resilience"

National Community Reinvestment Coalition

- "Community Engagement"

Mainstreet Annual Meeting

- "Building Sustainable Communities"

Mayor's Institute on City Design

- Brownfields Redevelopment

International Economic Development Council

- "Downtown Revitalization"