

VILLAGE ADMINISTRATOR / ZONING ADMINISTRATOR

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

Create conservation neighborhood plans to protect oak woodlands, grow population by 1,000+, increase tax base by over \$100M, & direct \$40M of new tax increment to infrastructure, amenities & improved services, including 24/7 police coverage and a new Recreation Department.

-- Firefighter / Past President of Poynette Dekorra Fire Department --

CITY MANAGER

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

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

Highlights Include: Fund balance grew \$30+M / Largest street & park investments in City's history / \$1B+ Carbon-negative growth plans, including 1,485 unit "Campus Town" project / \$20M+ grants / Reduced crime & use of force by 30%+ / City Hall solar energy & interior restoration / Added 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 redevelopment / Cut salary in pandemic to fund community food bank / Excellent evals / Three direct reports become CAOs / Received Key to City

-- Returned as Interim City Manager from Aug. 2024 to Feb. 2025 --

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: Ended years of population decline, revitalized downtown & grew the city back over 100,000 / Cut crime in half / Over \$100M in new facilities including an art museum, two branch libraries, police station & fire station / Operating efficiency improved by over 60% / Taxes for new investment cut in half / \$1B+ taxbase growth / \$250M+ grants / Transformed casino which was paying no property taxes into the city's highest commercial tax-paying property, paying \$25M+ annually / Led the nation in transparency, with all my incoming and outgoing emails posting to the City's website / 100+ acres of parks added or improved / Partnered with school district on early education, an arts-focused magnet school & college scholarship programs / Stopped the downtown and City-owned minor league ballpark from flooding (pictured) while leading 13 successful flood fights / Assembled the best-trained department head team in the City's history / 8 direct reports became CAOs / Excellent evals / Set tenure record / Received Key to City



SUMMARY

Uniquely Qualified

- Three Master's Degrees
- 38 Years Experience, 27 as CAO
- Harvard Senior Executive & National Preparedness Leadership Initiative

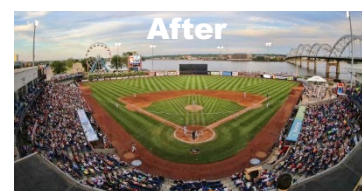
Nationally Awarded

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

Highly Professional

- Helped Author ICMA-CM Exam
- First Full PD, FD, PW, Parks & Library Accreditation in U.S.
- 14 Direct Reports Have Become CAOs

Transformative



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 275,000 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 became 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, building dept. supervision, human resources, 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 is open & free to all, features small class sizes, empowered (AFT represented) teachers, welcomed parents and a hands-on environmental science core 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.

www.prairiecrossingcharterschool.org

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)

City Manager of the Year

Intl. City Manager Assoc.

County Leader of the Year

American City & County Magazine

Assistant Manager of the Year

Intl. City Manager Assoc.

Firefighter of the Year

Responder of the Year

Poynette/Dekorrra Fire Department



Best Overall Website, Cities 99,000+
3CMA (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.

"Sunny" Award
Sunshine Review

All American City
National Civic League

Siemens Sustainability Award Finalist
U.S. Chamber of Commerce

International Sustainability Award
Intl. City Manager Assoc.

America's Most Livable Small City
U.S. Conference of Mayors

EDUCATION

HARVARD UNIVERSITY – JOHN F. KENNEDY SCHOOL OF GOVERNMENT
Senior Executive in State & Local Govt. Natl. Preparedness Leadership Initiative

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

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"

etc.

20+ year ICMA-CM credentialed city manager & AICP credentialed planner

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

Only person to ever win the city management "Triple Crown" ... City Manager, Assistant Manager and County Leader of the Year

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

Simultaneously served as Poynette, WI, Administrator and Seaside, CA, City Manager for 7 months (flying from WI to CA and back each week)

Planning & architecture nerd (designed my house), wood-working nerd (did the interior trim and furniture), post-punk music nerd, baseball lifer, enthusiastic semi-skilled alpinist

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

* knock on wood



PRESENTATIONS

(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"

Mayor's Institute on City Design

- Brownfields Redevelopment

Intl. Econ Development Council

- Downtown Revitalization