

## **Douglas K. Maxeiner**

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### **SUMMARY**

Experienced local government professional with documented success in communities ranging in size from 6,000 to 160,000 and expertise in:

- Financial Operations and Budgeting
- Labor Relations
- Organizational Development
- Strategic Planning
- Downtown Redevelopment
- Human Resources
- Risk Management
- Intergovernmental Relations

### **RELEVANT PROFESSIONAL EXPERIENCE**

#### **East Moline, Illinois – City Administrator**

2019 – Present

Chief Administrative Officer of an historic community of 21,374 (2020 Census) operating under the Mayor-Aldermanic form of government with a total budget of \$46.1 million in FY 2023 and 170 FTEs. The City of East Moline is a full-service city including library, parks and recreation, police, fire, public works, and sanitary, water, and storm water utilities.

Major Accomplishments:

- Implementation of Priority Based Budgeting system (an ICMA Best Practice) to ensure resources are aligned with City Council priorities and assist in bringing fiscal sustainability to the organization.
- Facilitated the redevelopment of the 132-acre former Case-IH plant into a mixed-use development including hotels, restaurants, residential, office, retail and entertainment uses. The redevelopment has resulted in approximately \$53 million in private investment with another \$10 million planned in 2023.
- Through collective bargaining with Police, Fire and AFSCME, eliminated employer paid retiree health insurance for future employees to reduce OPEB (Other Post Employment Benefit) liabilities.
- Led the City Council through a \$41 million Pension Obligation Bond issuance to stabilize pension cost growth for unfunded pension liabilities.
- Initiated and negotiated an agreement for the sale of 200,000 gallons of water per day as the primary source of water for neighboring communities.

#### **Moline, Illinois – City Administrator**

2017 – 2019

Chief Administrative Officer of a community of 43,977 (2010 Census) operating under a hybrid form of government (a mix of Mayor-Aldermanic and Council-Manager forms) with a total budget of \$135 million in FY 2018 and 419 FTEs. Moline is the international headquarters of Deere & Company, the United States headquarters of Kone Corporation, the home of the Quad Cities Campus of Western Illinois University and Black Hawk College. Moline is also the location of the Vibrant Arena at the Mark, a 12,000-seat civic center arena, and the Quad Cities

International Airport. The City of Moline is a full-service city including library, parks and recreation, police, fire, EMS, and sanitary, water, and storm water utilities.

Major Accomplishments:

- Organizational restructuring of Public Safety Departments leading to the appointment of two new Chiefs and a change in recruitment strategies leading to an increase of over 700% in fire candidate testing resulting in the department being fully staffed for the first time in 10 years along with increased diversity.
- In conjunction with Economic Development staff, facilitated \$63 million in private investment in Moline in 2017-18.
- Identified grants and implemented funding strategies for body worn cameras for the Police Department implemented in 2018.
- Chairman of the Board of Directors implementing a consolidation of three public safety answering points (emergency dispatch centers) into the QComm911 Center that began operations in January 2019.
- Changed the personnel policies and procedures for the City's non-contract employees making new hires "At-Will" employees and moving from a flat anniversary increase to a performance-based compensation system.

**Wauconda, Illinois – Village Administrator**

2013-2017

Chief Administrative Officer and Finance Director for Wauconda, IL which serves as a year-round recreation destination in the Chicago metro area. Position is responsible for all administrative aspects of service delivery including financial planning and reporting, human resources, risk management, labor relations, economic development, and media/public relations for a local government with approximately 60 employees and a total budget of \$23.6 million including \$9.3 in the General Fund and \$5.5 million in capital projects (FY 16/17).

Major Accomplishments:

- Successfully led organizational efforts to approve a multi-jurisdiction, \$47 million capital project to bring Lake Michigan water to the community through a cost sharing agreement with neighboring entities.
- Implemented a "Pay-As-You-Go" capital equipment funding plan virtually eliminating debt for equipment/vehicles (\$1.5 million reduction (96%) in three years). Through restructuring and refinancing, reduced long term debt obligations of the Village by nearly 26% (\$6.5 million) in preparation for the Lake Michigan Water capital project.
- Prepared and presented an operational and financial analysis showing savings of approximately \$400,000 annually through consolidated emergency dispatch services with no reduction of services to the community. Spearheaded the public information campaign and led the Village Board through deliberations with consistent, patient leadership resulting in approval and transition to consolidated dispatch in May of 2016. Consolidation saved approximately \$485,000 in FY 2018.
- Facilitated a strategic planning process with numerous stakeholder groups and the Village Board to develop unanimous consensus on strategic goals for the Village.
- Led the Village Board through team building and governance effectiveness sessions to increase trust, overcome differences and establish mutual expectations.

**Hampshire, Illinois - Village Administrator**

2011-2013

Chief Administrative Officer for a small municipal government serving a rapidly growing community in the Chicago metro area. Position was responsible for hands-on service delivery in land planning and zoning, organizational development, financial planning and reporting, human resources, and risk management for a local government with 21 full time employees and a total budget of \$10 million for all funds (FY 13/14).

Major Accomplishment:

- Salvaged two defunct residential developments through negotiated settlements with insurance companies, banks, SSA bondholders, county government, and developers to complete unfinished public improvements, eliminate over two million dollars in delinquent taxes, and facilitate the sale of vacant lots. In 2013, over 70 building permits were issued in these developments resulting in the addition of an estimated \$19 million in construction value.

**City of McHenry, Illinois - City Administrator**

2002–2010

Chief Administrative Officer for a rapidly growing, home rule community of 27,500 which serves as a shopping, employment and recreation destination for the region. Provided leadership and management for a staff of 150+ employees with a budget of \$34.4 million (all funds in 2010) with primary responsibilities in organizational and employee development, risk management, labor relations, economic development, downtown redevelopment, and intergovernmental relations.

Major Accomplishments:

- Developed the strategy and financing plan for the McHenry Riverwalk and oversaw the design and construction of the first phase of the project, a cornerstone of the downtown redevelopment strategy. The Riverwalk and redevelopment plan encouraged over \$24 million in private investment in the downtown area in the first four years following creation of the TIF District.
- Proposed, executed and managed the \$4.5 million purchase and renovation of a 110,000 square foot vacant warehouse for use as a Public Works Garage saving an estimated \$10 to \$13 million compared to new construction.
- Reduced personnel by 21 positions from 2006 to 2010 saving over \$1.5 million in annual payroll at the height of the Great Recession using organizational restructuring, elimination of vacant positions, early retirement incentives, and reductions in force with minimal impact on services to the public.
- Negotiated a 20-year economic incentive agreement with one of the city's largest sales tax producers keeping the auto dealer in McHenry, protecting \$500,000 in annual sales taxes and encouraging the expansion of the dealership creating jobs and additional property tax revenue.

**Assistant City Administrator (McHenry, IL)**

1999–2002

Assistant Chief Administrative Officer with primary responsibility for developing and implementing financial management, human resource, collective bargaining and risk management policies and procedures.

Major Accomplishments:

- Project leader on the successful establishment of City’s first TIF District for downtown redevelopment.
- Designed and implemented a compensation plan that formally created pay grades and classifications for non-contract employees and established parameters for movement within grades.

**City of Rockford, Illinois - Central Services Manager**

1996–1999

Division Manager in Finance Department providing support services in areas of budget development and implementation (\$150 million budget), capital project financing, centralized purchasing, risk management, collective bargaining, and information technology services.

**Sr. Budget/Risk Analyst (City of Rockford)**

1993–1996

**Marzullo Fellow – State of Illinois**

1989–1990

**EDUCATION**

MA - Public Administration  
Northern Illinois University

MA Political Science  
Eastern Illinois University

BA Political Science  
Eastern Illinois University

**PROFESSIONAL AFFILIATIONS**

- International City Management Association (ICMA)
- Illinois City/County Management Association (ILCMA)

**COMMUNITY SERVICE AND ORGANIZATIONS**

- Board of Directors and Executive Board – Q2030
- Board of Directors – Quad Cities Chamber of Commerce
- Multistate P-25 Public Safety Radio Project Steering Committee
- Quad Cities First – Board of Directors/Treasurer 2017-19
- Board of Directors – Quad Cities Civic Center Authority 2017-19
- Board of Directors – Qcomm911 2017-Present (Chair 2017-2019)
- Advisory Board – Two Rivers YMCA
- Representative – Chicago 2016 Olympic Planning Committee - Metropolitan Mayor’s Caucus 2007-09
- Strategic Planning Task Force – Elementary School District #15 2009
- East Moline Rotary 2021-Present