

STANDING UP...

TO SOLVE PROBLEMS...

STRIVING. ON BEHALF OF ETHICS...AND TRANSPARENCY.

STEADY. IN PRODUCING RESULTS.....LEADING TURNAROUNDS.

SEEKING... TO MAKE A DIFFERENCE... IN A JOB OF SUBSTANCE!

NOT JUST ONE OF "THE SAME"... NOT ONE IN "THE SAME"...

MICHAEL J. NAGY

PROVEN... Manager. Leader. Facilitator. More.

---Background: city management, public administration. **Usual job title: CITY MANAGER.**

****SKILLS, STRENGTHS** are in managing, stewarding excellence, in/with: HR issues, policies; budgets/finances; operations/systems; properties, assets, departments; missions, programs, projects.

****EXPERTISE, SUCCESSES** also cover(s): leading, exerting leadership; guiding strategic planning, positive organizational change...and meaningful problem solving; promoting communications, championing visions.

---With **ONGOING INTEREST IN PUBLIC ADMINISTRATION.....**search efforts are being aimed largely at city-COUNTY [MANAGEMENT] positions.

Also have interest for.....general operations / [management] opportunities re: GENERAL GOVT.-GOVERNMENTAL AGENCIES; UNIVERSITIES/COLLEGES (*especially admin. jobs, where I can adjunct teach as well...*); UTILITIES; HOSPITAL ADMIN. &/OR FACILITIES MGMT.; [HR] ADMIN, CONSULTING-RECRUITING; TRANSPORTATION; REC./HOSPITALITY; REAL ESTATE/PROPERTY MGMT.; MORE...

---"Geographics" of job search are fairly "open";with a steady interest for (**remaining**) in **central KY.** **However,** **other valid areas, states, regions of interest are:** TN, GA, FLA, SC, NC, VA...& (lower) OH. ---mjn

Michael J. Nagy

*** OBJECTIVE STATEMENT ***

859-519-9802 / 859-987-9915

- SEARCH AIMED AT...V.P., DIRECTOR-LEVEL POSITION(S). Skills, talents...are **proven, demonstrated...in making positive differences**...in systems, departments, underpinnings...and in **facilitating, leading...**

- ❖ --Constructive change, reorganizational efforts, **visions and turnarounds...**

- ❖ --Boosts in staff morale...and upgrades in teamwork, team-building environments...

- ❖ --And an upholding, advancing, of responsiveness and fresh concepts...in budgeting...fiscal policies...and [best] practices and operations...plus **ethics-oriented integrities, accountabilities, issues, quotients.**

- Efforts **also focused** toward opportunities.....where **my attributes...**

(.....either by **CONTINUING IN A CITY-COUNTY ADMINISTRATIVE CAPACITY...OR IN CHANGING** to another public sector aspect; or via transferring...conveying my skills...to the private sector.....);

- --CAN BE...APPLIED...in managing budgets, finances; staffing, H.R. programs / policies; organizational issues...

- --CAN BE...ASSERTED...IN VISIONING (with earnestness and fervor).....and in **energetically navigating, meeting,** pending / future challenges.....and **EMPLOYED** IN INTELLIGENTLY RECOGNIZING AND RESPONDING to trends...

- --AND, ALSO, CAN BE...ENLISTED...IN LEADING DECISIVELY; in terms of **achieving, enacting...efficient and enduring...process, programs, and protocol improvements,** training regiments...and more...

---mjn

www.indeed.com/me/MJNagy78

* CONTRACT; INTERIM; OR FULL TIME WORK

MICHAEL J. NAGY

Principled.

Practiced.

Practical.

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Proven, Positive Change, Turnaround **Agent**. Ethics, Transparency **Advocate**.
Local Government / Public Administration **Professional**. Municipal Utilities - General **Manager**.

Proven Know-How, Management Talents Include... Staffing / HR Admin. Budgets / Audits. Overseeing Systems, Properties, Programs. Planning, Visioning. More.

Summary Statement. Target "Job Search" Message.

Background is in local government management. Skills, talents are asserted, wide-ranging, easily adapted...to other settings; to include: managing staff, finances/budgets; overseeing operations, properties, programs; stewarding, fulfilling...missions and visions. And...advocating on behalf of business ethics, transparency, candor/decorum; and speaking/functioning...and executing sound decision-making...with integrity, and clarity -- in achieving results.

While mainly interested in city-county public administration opportunities...also am looking at sectors where my qualities/competencies can be transferred {i.e., universities/colleges, govt. agencies; utilities, property management, more...}

EDUCATION

MBA Finance / Marketing Cleveland State University Cleveland, OH
---took additional, advanced-level finance courses

B.A. Economics / Political Science Cleveland State University Cleveland, OH
---completed full sequence of calculus classes

University of Michigan Ann Arbor, MI

CAREER BACKGROUND^{^+}

Contract Work, Teaching, Misc.

2011-Present

- Substitute Teacher; central KY area schools. Field Representative (Independent Vendor); CACS, California. Customer Service Member; LSS Inc., Kentucky. Governor's Cup/KAAC; Scholastic Judge {Volunteer}, Kentucky.

City Manager. City of Paris, KY. 2009-2011. Managed water, wastewater, refuse/recycling, electric utilities. And police, fire, EMS-911; plus Main Street and economic development; I.T., recreation, insurance; more.

- Shored-up financial status, affairs. Revised purchasing/fiscal controls, fortified fund balances. Led 140+ staff and \$15M budget. Assumed **effective, unilateral lead**...in plotting/steering Spring '10 budget development sessions, meeting forums.
- Upgraded policies, procedures...cut costs by streamlining departments; assertively, openly approached and introduced new staff training, and departmental cross-training, and launched fresh team-building efforts. Managed contracts; formulated new RFPs / RFQs. Resolved untenable, outstanding grant stipulations; completed in-process CDBG grant project.
- Installed newer, more professionalized, and informative meeting agenda formats. Completely revised, and thoroughly updated budgeting [base-line] methods, and **extensively trained** all staff on spreadsheet use, re same.
- Instituted wider [H.S.A.] Health Savings Account coverages. Worker participation in same increased--aiding in cutting insurance costs. Conducted several, critical mid-management [new] hires, thru 2009-2010. Resolved, rectified, numerous standing liabilities, re intricate personnel, and various workplace, other protocols/issues.

City Administrator / Manager. Fort Morgan, CO. 2007-2008. Directed many functions: water, sewer, gas, refuse, electric utilities; & HR, airport, museum, recreation; golf course, land-use/zoning, water rights, more.

- Introduced new budget processes, reducing expenses by \$4M...while preserving jobs, services, and fund balances.
- Managed media relations; involved board members and citizens...more openly than in times past...in budget reviews. Led 12+ department heads, \$50M budget. Completed four significant mid-management hires, inside 6 months.
- ITEMS: 90 and 180-day job performance reviews scored at "meeting-exceeding" expectations.
- And voters approved "City Manager" charter form of government, Nov. 2007, by 62%.

City Manager. Marine City, MI. 2002-2007. Site of international car ferry crossing with Canada. Negotiated labor contracts. Balanced budgets/maintained stable funds (despite decreasing revenues). Ran public works.

- Completed seawall, bike-path projects, property annexations. Encountered, overcame, rigorous political and safety issues with historic city hall conundrum. Implemented widely successful/new code enforcement, property inspection program.
- Managed/improved tax assessing program (to include spearheading new working partnership with county), & ZBA, Planning Commission updates to Master Plan. Oversaw water/wastewater plant upgrades & revised operations, cut overtime.
- Served on pension/retiree-health board; plus Library and other boards. Yearly job performance reviews consistently earned bonuses...and scored at "meeting" / "exceeding" expectations. Plus...employment contract created was an original concept, meriting attention of MML (Michigan Municipal League), as new conference discussion subject matter.
- Oversaw 55+ staff and \$11M budget; and recreation, intergovernmental relations; elections, TIF districts, more.

Village Administrator. Village of Pioneer, OH. 1996-2002. Upgraded water utility plant, [re]-met EPA requisites. Oversaw 69K transmission line / substation project. Managed cemetery, recreation, community center.

- Led 20 staff, \$3M budget. Authored first HR manual and original job descriptions. Wrote RFPs, various contracts.
- Oversaw & upheld proper sealed bids, associated legal processes. Saw Charter Government vote onto ballot, 1999. Maintained steadiness in/via [my] office, thru tumult of 3 changes each, in Mayor's and Treasurer's occupants, in 1999-2000.
- Expanded cooperation/collaboration with neighboring electric utilities...in terms of systems upkeep, training exercises. Earned consistent good remarks/compensation increases [at staff reviews]...via yearly *Salary Ordinance* updates.
- Lobbied D.C./Columbus, OH, re public power. Served on joint project boards. Dealt with deregulation, kWh tax issues.

Sr. Building Inspector. City of South Euclid, OH 1992-1996. **Devised** rental homes inspection program.

- Carried-out integral role in code enforcement and court proceedings... ...alongside prosecutors, judge, other principals. To ensure code compliances with rental...and other city ordinances. Promoted to newly position of Sr. Building Inspector, in 1994. Served as Assistant Department Head as needed. Introduced new computer and spreadsheet usages/apps.

* * * * *

Recap, Snapshot: Proven, "Can-Do", Talents, Passions, and Skills Extend...

<ul style="list-style-type: none">• <u>From analyzing and solving problems...with thoroughness and certitude.</u>• <u>To creating, upgrading, and administering budgets...with transparency and competence.</u>
<ul style="list-style-type: none">• <u>From managing and inspiring staff...with sincerity and assuredness.</u>• <u>To overseeing & stewarding facilities, costs, contracts, & operations...with sharpness and efficiency.</u>
<ul style="list-style-type: none">• <u>From articulating and instilling missions and visions...with perception and persuasion.</u>• <u>To substantiating facts and research...and leading, communicating...with clarity and confidence.</u>

Skills/Capabilities Also Cover:

H.R. & Risk Management / (Union) Labor Negotiations * OSHA/Regs. Compliances; Engineering / Utilities and Facilities Management
Land-Use/Zoning, [Econ] Development; Master-Comprehensive Plans * Contracts / Policies, Vendor Administration; More...

^+ -- **NOTE:** re "job title" of CITY MANAGER... ...same also should be read to cover "sub-titles" of...

...[Utilities, Ops, Programs/Projects Director] i.e., water, sewer, electric systems; [HR Director] i.e., recruiting, compensation, training, negotiations;
[Safety/Service Director] i.e., police, fire, EMS, streets; [Budget Director] i.e., overseeing purchasing controls, contracts; re guiding budgets, \$11 mil. to \$50 mil.

Other, misc. --also worked in manufacturing; restaurant, beverage; light trucking; landscaping; recreation; housing inspector (1986-1992). **And:** ---returned to MI, Fall '08; resumed city manager job search...accepted CM job in KY, 2009.

Additional: Enjoy golf, jazz, cars, (classic) movies, Steelers!, hiking, conversation/current events, travel, time with family.

Supplement

Skills cover, include:

Steering, Administering Budgets. Monitoring Audits. Installing Fiscal Controls.

Tested in originating, modernizing budgets. *Includes developing fiscal controls, coordinating with auditors, proctoring utility/special, general, capital funds. Dogmatic in seeing to transparency...and in clarifying differences in public vs. private sector finances...and responsible, forthcoming fiscal controls.*

Departmental Restructurings. Streamlining.

Skilled in identifying, bringing-to-bear, fresh economies-of-scale. And discovering, enacting cost-saving synergies... *Includes recasting stale... "always done this way before..." operational modes and paradigms...for the better...*

Visioning. Planning. Protocols. Communications.

Skilled with big-picture issues. *Astute in recognizing trends...and in understanding, discerning...direct & indirect, pros/cons, re same.* Accomplished at solving problems, crafting solutions for long-term; not in favor of "band-aiding" things. And capable in writing press releases, varieties of communications... *Often have newspaper(s) utilizing my memo text, verbatim, in objective articles, informational pieces.* Several years CAO experience, with elected boards. Have focus for forthcoming EXECUTIVE BOARD / CAO-CEO relations.

Human Resources, [Contract] Labor Management. Staffing Supervision, Recruitment, Development.

Experienced in implementing HR policies/manuals, fringe benefits, job descriptions. *Especially successful in recruiting, training, and cultivating, a quality workforce.*

Includes negotiating, interpreting labor contracts; dealing with admin law proceedings, arbitrations, mediations.

Fiscal Integrity, Assuredness.

Proven, committed to clearness and accuracy in tracking and speaking to [public] finances... *Includes displaying fiscal findings/facts with certitude.* Truth. Transparency. Trust.

Facilities, Utilities, Projects / Programs Management.

Experienced with utilities. *Includes rate structures & studies, cost-benefit analysis, wholesale electric power contract issues...large power rates, demand charges, more.*

Accomplished with recreation programs, bldg. inspections/code enforcement. Well versed with legal, engineering, financial, other professional fields - *to include police, fire, & EMS certifications.* Skills also cover contracts/RFPs negotiations, formulation/interpretation; meeting agendas/protocols.

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Proven Positive Change / Turnaround Agent. Ethics, Transparency Advocate.
Local Government, Public Admin Professional. Municipal Utilities and Overall General Manager.

**MANAGERIAL TALENTS COVER: Staffing/HR; Budgets/Audits; Overseeing Programs, Systems, & Assets; Long-Range Planning; More...

PRINCIPLED. PRACTICED. PRACTICAL. Regarding local government operations/administration; joint utilities ventures and collaborations; public policies, procedures; *more.* Expertise also covers *installing/taking lead on:* process, protocols improvements; enhanced transparency approaches; long-term change strategies and well thought-out visions, visioning.

Strengths. Essential Competencies.

- ✓ Directing/Managing, Human Resources --includes writing policies, HR manuals; and hiring, training, re-staffing. Able to relate to/achieve team-building...with persons of all backgrounds. Experienced in labor-management relations/negotiations; and union contracts, grievance investigations, conflicts resolution, arbitrations.
- ✓ Budgets. Finances. Facilities. --covers reformulating, **boosting integrities** in budgeting & purchasing processes; and extracting/correlating data from audits; and planning/corroborating future goals, revenues expenditures. **Proven, pro-active** in maintaining and enhancing fund balances. Extensively experienced with water, sewer, electric, refuse utilities; and public grounds/facilities, physical plant, land-use, and other infrastructure issues.
- ✓ Business Ethics, [Public] Transparency ~^ --consistent advocate for "doing {things} right"...in terms of content/in terms of context, and not settling for what is, "just enough..."; surefire proponent of transparency, and for not hiding public information or facts.
- ✓ Organization/Departmental Streamlining, Optimizing --includes implementing, smart process changes. Decisive in responsibly reorganizing priorities, protocols, resources; and in **empowering staff in improving** operations. Capable in seeing to sound, efficient managing of tasks, missions, etc.; ...**a-la working smarter, not just harder!!**
- ✓ Leadership, Communication --includes speaking to groups, and recognizing, coalescing, connecting with big ideas/**global solutions**. Fervent, forthcoming, approachable -- in relating with staff, {city} officials, media. Able to encourage "buy-in", inspire collective efforts, and take lead *on...and in...* matters of promising change.

EMPLOYMENT INTERESTS: FULL TIME, CONTRACT WORK – city, county, state govt. administration; healthcare; recruiting / HR consulting; facilities, project management; utilities; transportation; colleges/universities; hospitality; real estate/property mgmt.; more...

Education

MBA Finance / Marketing

--took additional, advanced-level finance courses

Cleveland State University Cleveland, OH

B.A. Economics / Political Science

--completed full sequence of calculus classes

Cleveland State University Cleveland, OH

University of Michigan Ann Arbor, MI

Work Experience

Contract Work; Teaching; Misc.

2011-Present

- Substitute Teacher; central KY area schools. Field Representative (Independent Vendor); CACS, California. Customer Service Member; LSS Inc., Kentucky. Governor Cup/KAAC; Scholastic Judge {Volunteer}, Kentucky.

City Manager

CITY OF PARIS Paris, KY {pop. 9,300}

2009 – 2011

County seat, [Bourbon]; Lexington metro area. 140 staff. \$15+ mil. budget. **Responsibilities:** budgeting and audits, water/sewer/electric/refuse systems, police and fire, EMS/E-911, and industrial park. Plus, "Main Street" program, city-county relations, human resources, land-use/zoning-engineering, insurance, recreation, more.

CITY OF PARIS

(continued...)

- Promptly tackled July 1st 2009-10 FY budget. Elevated openness and accurate/accessible record-keeping of city-county joint operations. Reinvigorated, restored, professional communications and quality relationship with auditors.
- Set up long overdue, general/utilities capital budgeting funds. Significantly updated budget protocols, mid-manager training, and installed/refined new steps and procedures {and experienced uplifting, noteworthy "buy-in" here, in educating staff...}; regarding line-items, spreadsheets, revenue forecasting, capital purchasing, more...
- ****NOTE:** relative to recent (fiscal year) FY 2008, low point...city general fund was up 210+% as of FY 2010. ("BENCHMARK" ITEM: GENERAL FUND 2009 - about \$440K... GENERAL FUND 2010 - over \$890K...).
- Established new position of/hired HR/Risk Manager; and wrote job description per & recruited first Finance Director. Also; innovatively re-evaluated role of Engineering Director, & Building Maintenance / I.T. Coordinator. Enhanced, revised HR policies and procedures -- to further professionalize and codify...*a more comprehensive/contemporary set of labor practices/policies...covering:* greater precision in salary schedules, and job classifications and descriptions; standardized job announcements/advertisements; reductions of overhead; more...
- Corrected various, long-term matters of liability (personnel related, etc.), and tackled increases in health insurance costs...via a greater phase-in of HSA plans {rank-file worker participation in same rose to over 50%...after 1 year}. Cleaned up lingering worker comp claims, and reduced pending/new such filings...to near zero in 2010. Also. Rewrote [consulting agency] contract language...for joint city/county joint economic development authority; highlighted and reinforced elements of...more clarity, accountability, integrity, and responsiveness...re same.
- Pursued overtly needed, much newer protocols (bookkeeping/fiscal, etc.) for City-County Industrial Park, EMS, & E-911 Agencies. Management methods, auditing transparencies, budgeting practices were recast & fortified...*basic documentation/monetary controls were very antiquated, lax.* Positive outcome...potentially stern/negative grant repercussions/penalties (via fed/state regulatory oversight) were in turn averted.
- Demystified confusion, angst, over bids...for comprehensive insurance policies. Identified (and educated city officials and staff on) *crucial elements and proper features* of insurance coverage. Advocated for and substantiated prudent and fitting levels and qualities of protection -- and achieved cost savings -- per same.
- Kicked-off capital budgeting projects...*i.e., {Kentucky League of Cities financed}* more forward-thinking, comprehensive, 2010 street resurfacing venture, of \$800K. And drafted/issued, first-ever, competitive, request-for-proposal [RFP], re city/county EMS services; and launched/attempted rigorous rates review of utilities - seeking, achieving, firmer footing...for long-term budgeting, planning tasks...and triggering new framework for cost of service study -- covering complex primary electrical power contract, wholesale water tariffs, and EPA requirements.
- Department harmonies. Via outreach and foresight...I collaborated, sincerely engaged "enfranchising" with fire/police departments...to boost communications and morale, and overcome status of rough internal relations. Unnerving cycle of suspicions, and constant, escalating, public personnel hearings was relaxed, reversed...as result.
- Worked with, provided guidance to, Main Street Program. Exercised tacit supervision and served as voting board member, and 2010 Chairman, re same. Also oversaw downtown Paris beautifications/upgrades in coordination with 2010 World Equestrian Games [Lexington, KY], and other area festivals and activities. Facilitated Maysville Community College branch expansion in downtown Paris (i.e. "Mayor Don Kiser" Extension); succeeded in brokering new classroom space for growing student body in area.
- Grants...

City Administrator / City Manager

CITY OF FORT MORGAN

Fort Morgan, CO {pop. 12,000}

2007 – 2008

County seat [Morgan]; east of Denver, SE of Greeley. 160+ staff. \$50+ mil. budget. **Responsibilities:** budgeting, many utilities, airport, golf course, museum, library, land use/zoning, recreation, HR, & water rights. Concurrent, tangential item: voters passed "City-Manager" charter form of government, Nov. 2007, by over 62%.

- Took steady charge of {in sorely fractured atmosphere} and balanced Jan. 1st, 2008 budget. Invoked new methods and reduced **total outlays** by \$4 mil. - *from \$51M to \$47M.* Preserved jobs, kept fund balances and services steady.
- Revisited audits, past budgets. Worked with auditor, utility advisors - to clarify reserves & revenue forecasting methods...to bring brought about clearer planning/more openness, precision - in envisioning fiscal goals, priorities. *...Also, via in-depth examination of finances,* I verified *fund balances to be much stronger than conventionally assumed...*making for increased abilities, wider, improved options - regarding capital projects, budgeting, planning.
- Approached media, community relations, and transition to new city charter...with **professionalism, uncommon transparency, accessibility, and candor.** Engaged civic/citizen groups as guest speaker, volunteer.

*** CITY OF FORT MORGAN (continued...)

- Fulfilled important recruitments. Hired, promoted, cultivated new talent: HR/Risk Manager, Community Services, and Community Development Directors. Also began a revisiting of all staff training regiments...and a modernizing of cash handling and other related controls...with finance staff and treasurer.
- **Brought fresh outreach** to city board relations. Involved airport/golf board members, and citizenry, with relevant budgets...*raising awareness, and fostering "buy-in"*, regarding fiscal strategies and options. Also took up *prickly, iffy, weighty matter of golf course's gen fund subsidy*, to reclaim accurate budgeting/cost allocations re same.

City Manager

CITY OF MARINE CITY Marine City, MI {pop. 5,000} **2002 – 2007**

Detroit area bedroom community, at *Great Lakes* waterway/border, with Canada. 55+ staff. Budget \$11 mil. **Responsible for, dealt with** budgeting, water/wastewater utilities, international car ferry, recreation, union labor-management issues, police and fire, city clerk & elections, TIFA budgets, parliamentarian/legal procedures, more.

- Reversed poor morale/sour work atmosphere. {3} union contracts settled within first year. Dealt with "ACT 312" *Arbitrations*. And reduced number of labor grievances, stewarded more "in-house" resolutions.
- **Maintained stability in fund balances...through periods of tightening revenues.** Also administered water plant upgrades/new automation project, and capital improvements at wastewater facility. Streamlined routine tasks and staffing quotients. Saved on operational overlaps and cut overtime costs.
- **Served on pension board.** Fixed long outstanding, uneven, labor-management fiscal and jurisdictional issues. Worked with financial advisor and actuarial firms in updating pension contribution rates, forecasts, overall system mission. Also involved with creation of retiree-health module in pension program.
- Responsible for TIF – Tax Incremental Finance Authority – districts; significant cash flows, fund balances at stake. Appropriate, meritorious, and openly approachable/interpretive...policies, guidelines, fiscal controls...were much lacking. Weak budgeting protocols were revised; auditing rules compliances reinforced.
- **Leadership.** Per ongoing union labor talks, 2006/07, I attested to no added compensation. As 2007/2008 budget came under increased pressure, I crafted fair, astute, "win-win" comprehensive solution --- agreeable to both labor and management --- to resolve things and then make headway to a balanced budget.
- **Worked extensively with city attorney, council members, and city boards...on "MEETINGS RULES OF PROCEDURE".** Open relationship with community, and media, was a steady norm during my tenure. **Originated open-session**, transparent prescript, of job performance reviews...re my position as *City Manager*, stressing "Sunshine Laws" & openness in government; *with, broader, more informed public discussions resulting.*
- **Formulated entrepreneurial contracts.** With neighboring townships, for *fire protection from city*. And with county...for *tax assessing services - for city*. Also launched very sensible, **first-ever, property inspection/code-enforcement program** -- *with resulting code correction compliances then standing at 85%, re 1st year of same.*
- Reestablished professionalism in police department. Cut overtime, sick time abuses; hired new chief and fostered improved "labor-management relations". And, through efforts of fully engaged diplomacy and outreach...I formed new atmosphere of trust...substantiating lack of need for, and ultimate repeal of, Citizen Police Review Board.
- **Miscellaneous:** Completely rebuilt, long at-risk, loosely-run, recreation program – new activities, increased accountabilities ensued. Also revamped and updated Plan Commission and *Zoning Board of Appeals* standards and procedures...to include stewarding of Master and Comprehensive Plan hearings.
- Employment contract broke new ground. Featured by MML as novel, new trend....

Village Administrator

VILLAGE OF PIONEER Pioneer, OH {pop. 1,600} **1996 – 2002**

OH, MI, IND, tri-state area. 20+ staff. Budget \$3M. **Responsible for** cemetery, human resources, police, volunteer fire, water/sewer/electric/refuse utilities. And community center, grants, flood plain issues, more.

- Established properly based (profit-loss) trash/refuse fund. Calculated and reassigned *costs of all enterprise funds*, for accurate auditing and budgeting purposes. Got cost-of-service study done, back on track.
- Brought to bear new fiscal oversights, protocols, in purchasing and budgeting. Formulated first-ever finance committee...consisting of elected officials and department heads...to improve communications and enhance understandings and designs regarding budgets, purchases...and future/capital planning issues.

*** VILLAGE OF PIONEER (continued...)

- Upgraded water plant; fixed deficiencies restored EPA compliances. Also completed sewer lagoon project, and oversaw construction of new electric substation and 69K transmission line. *Said improvements brought more reliability, fewer electric outages...in serving stronger loads, and attracting larger businesses.*
- Implemented first personnel manual, salary schedules, hiring procedures, and job descriptions. Saw *Charter Government* vote onto ballot, 1999; wrote press releases, spoke at public meetings. Also maintained steady managerial presence in/via my office, thru tumult of 3 changes in offices of *Mayor & Treasurer*, in 1999/2000.
- **Miscellaneous:** Overturned worrisome, riskily flawed, "day-labor" program -- via regional jail -- by studying cost-benefit-risk factors re, and then disbanding, same; to the benefit of...*and to protect public's psyche, and city's liability.* Also dealt with subdivision, land use, stormwater, flood plain, and retention/detention basin issues. And...instrumental with Sesquicentennial celebration/activities, and reasserting recreation and baseball programs.
- **Lobbied** in Washington, D.C., and Columbus, Ohio...regarding public power. Dealt with de-regulation, Kwh tax ramifications, hydro-dam projects, alternative energies, and power factor and load factor issues. Boosted intergovernmental, neighboring utility alliances...regarding training, mutual aid, economic development, and system repairs and equipment upkeep.

Senior Building Inspector

CITY OF SOUTH EUCLID South Euclid, OH {pop. 24,000} 1992 - 1996

- Introduced computer and spreadsheet uses in tracking/managing inspectional programs and information.
- Administered/originated new [house/aprtmt] rental inspection program. Successes well achieved in calming, stabilizing, potentially negative/adverse effects...of burgeoning number of such (*mainly single-family*) rentals; via *professional outreach, communication* - & sensible, plain, inclusive discussion...in advocating/explaining program to [all] neighbors, *stakeholders*, of a neighborhood. Same framework, basic protocols, in service today.
- Also assumed significant, responsible role in enforcing ordinances and codes.....alongside lawyers, judges, other staff.....in court proceedings, per said enforcement.
- Served as assistant department head as needed. Helped take the lead communicatively, within/with administration and staff, to arbitrate, assist in resolving terse departmental labor issue.

OTHER: Housing Inspector; City of Cleveland Heights, OH 1986 - 1992

ADDITIONAL NOTE: --returned to Michigan, Fall 2008, resumed city manager job search; took CM job in KY, 2009

~^ - i.e., doing what is "legal", is not necessarily the same as doing "right"; as well, choosing an action that is not illegal, does not mean same is not wrong or shady; ways Rightm

RECAP, SNAPSHOT: Proven, "Can-Do", Talents, Skills, & Passions, Run...

<ul style="list-style-type: none"> • From analyzing and solving problems.....with thoroughness & certitude. • To creating, upgrading, and administering budgets.....with transparency & competence.
<ul style="list-style-type: none"> • From managing and inspiring staff.....with sincerity & assuredness. • To overseeing and stewarding facilities, costs, contracts, and operations...with sharpness & efficiency.
<ul style="list-style-type: none"> • From articulating and instilling missions and visions.....with perception & persuasion. • To substantiating facts, research...and leading...communicating.....with clarity and confidence.

Activities / Memberships

- * Member, ICMA [International City/County Management Association]. *20-Years of Service Award, 2006.*
- * Volunteer with *Old Newsboys* Charitable Organization; Marine City, MI.
- * Consistently active in/with Chamber(s) of Commerce, other community organizations/activities.

I enjoy golf, jazz & blues, cars, movies, Steelers!, hiking, BBQ, good conversation, travel, time with family.

Addendum

Skills cover, include:

* Formulating, Steering, Administering Budgets. Monitoring Audits. Installing Fiscal Controls.

Tested in originating and modernizing budgets...*includes developing fiscal controls, coordinating with auditors, proctoring utility/special, general, and capital funds.*

Dogmatic in seeing to transparency...*and in demonstrating, clarifying, differences in public vs. private sector finances, and responsible, forthcoming fiscal controls.*

* Departmental Restructurings. Streamlining.

Skilled in identifying/engendering fresh economies-of-scale, discovering and enacting cost-saving synergies...*includes re-casting stale... "always done this way before..." atrophied, operational modes and paradigms.* Accustomed in replacing same with reinvigorated, leaner setups, increasing collaboration(s) of resources, doing more with less.

* Visioning. Planning. Protocols.

Naturally, fervently skilled, regarding big-picture issues. *Astute at recognizing trends and understanding, discerning, direct and indirect advantages/disadvantages per same.* Accomplished at solving/analyzing problems, crafting systemic solutions for long term, good of an organization...and not "band-aiding" things.

* Public Speaking. Written Communications.

Most capable in writing, delivering press releases, varieties of official communications...*often have newspaper(s) utilizing my memo text, verbatim, in objective articles, informational pieces.*

Talented in openly and understandably conveying complex ideas and concepts to general public. Style is forthright, focused, and fair...in listening to staff, dealing with [customer] issues, etc.

* Computer, Technology Skills.

Experienced with Microsoft Word, Excel, Powerpoint, Outlook, more...*adept with complex spreadsheet applications -- templates, graphs, computations, editing.*

Trained many staff in several presentation/syntax fundamentals...
Gaining increased familiarity with networks, SCADA systems.

* Human Resources, [Contract] Labor Management. Staff Supervision, Recruitment, and Development.

Experienced in updating, implementing personnel policies/manuals, fringe benefits assemblages, job descriptions...*especially successful in recruiting, training, and cultivating, a quality workforce.*

Includes negotiating/interpreting labor contracts; dealing with administrative law proceedings, arbitrations, mediations, conflict resolution(s).

* Fiscal Integrity, Assuredness.

Proven, committed to clearness and accuracy in tracking, speaking to [public] finances...*includes displaying fiscal findings/facts with certitude.* Truth. Transparency. Trust.

And *equitably broadening such understandings...amongst all stakeholders,* establishing [smarter] money management and purchasing procedures, ensuring properness in competitive bids.

* Facilities, Utilities, & Projects/Programs Management.

Experienced in multiple systems of utilities management...*includes rate structures and studies, cost-benefit analysis, wholesale electric power contract issues...large power rates, demand charges, and more.*

Also accomplished per managing recreation programs, land-use regulations, building inspections/code enforcement, & properties.

* Turnaround Competencies. Leadership.

Demonstrated and successful as **positive change agent.** *Includes leading turnarounds, raising efficiencies, boosting operations and accountabilities.in often [long-time] "rudderless" or de-energized staff contingents, organizations, & departments.* Skilled in re-instilling order, lifting morale, and in improving fiscal pictures and qualities in and of service(s) delivery.

* Para-Professional Knowledge, Acumen.

Well versed with legal, engineering, financial, economic development, and other professional disciplines...*includes police, fire, and EMS regulations/certifications, more.*

Skills cover contract(s) negotiation, formulation/interpretation. Meeting agendas and protocols. News media & public relations. Work with consulting engineers and projects financing.

Summary

Several years CAO experience...with elected boards. Have sharp focus for reputable, forthcoming, **EXECUTIVE BOARD/CAO-CEO** relations. To include contractual issues, exchange(s) of ideas, [decision making] protocols, and more. Candid, proven...in analyzing and focusing upon facts/data...and in facilitating, articulating, objective and critical thinking and thought in solving problems, arriving at solutions. Notable, unabashed, transparency...and proper public protocols/parliamentarian advocate.....re local governments.

