

Bolser, Sandra

From: R. H. Rabun [rrabun67@aol.com]
Sent: Friday, August 30, 2013 3:38 PM
To: Bolser, Sandra
Subject: References and Salary; Ron H. Rabun

Dear Ms. Bosler,

This is a follow up to the submittal of my resume for the position of City Manager for Bunnell, Florida.

My salary requirements would be in the range of \$80 - 90,000 annual depending upon other benefits.

My references are shown below:

1. Fred Streetman, former chair, Seminole County Board of County Commissioners, FL; 125 Lake Rena Road, Longwood, FL 32779; E-mail: FStreetman@aol.com; Ph. 407-321-1273 (H).
2. Bill Nunnamaker, former City Council, City of Clearwater, FL; 317 Orangewood Lane, Largo, FL 33730; Ph. 727-741-2820 (cell); 727-518-6551 (H).
3. Jerry Greenfield, former City Council, City of Richland, WA; E-mail: jgreenfield61@charter.net; Ph. 509-628-2068 (H); 509-308-2908 (cell)
4. Walker Cook, former Mayor, City of Griffin, GA; 419 Country Club Drive, Griffin, GA 30223; Ph. 770-228-0001 (H).
5. David P. Stone, banker and former President, Clearwater, FL Chamber of Commerce; E-mail: dstone08@tampabay.rr.com; 2954 Landmark Way, Palm Harbor, FL 34668; Ph. 727-480-4026 (cell); 727-784-3328 (H).
6. Merrett R. Stierheim, former city and county manager in Miami and Dade County; Pinellas County and the City of Clearwater, FL; E-mail: mrstierheim@msn.com; Ph. 305-255-8100 (cell).
7. W.R. "Bill" Hardy (Seminole County, FL resident), Director of Insurance and Risk Management, American Automobile Association, Lake Mary, FL; E-mail: wrhardy@cfl.rr.com; Ph. 407-474-6292 (cell); 407-444-8581 (W).
8. Jeanne Ward, Hospital Administrator, Oconee Medical Center, Seneca, SC; E-mail: jeanne.ward@oconeemed.org; Ph. 864-885-7190 (W).
9. Julia H. Luke, Finance Director, City of Villa Rica, GA and former Finance Director for my when I was city manager in Griffin, GA (2000-2003); 2108 Woods Walk, Villa Rica, GA 30180; E-mail: jhluke@bellsouth.net; Ph. 770-403-6738 (cell).

PLEASE NOTE: Florida has a very broad public records law per Fla. Statute 119. Most written communications to or from the Flagler County Sheriff's Office employees regarding public business are public records available to the public and media upon request. Your e-mail communications may be subject to public disclosure. If you do not want your e-mail address released, do not send electronic mail to this agency. Instead, contact this office by phone or in writing.

RON H. RABUN

511 Forest Trail
Griffin, Georgia 30223

Cell: 770-630-8395
Rrabun67@aol.com

EDUCATION

M.P.A., Public Administration, University of Georgia, Athens, Georgia
B.A., History, University of Georgia, Athens, Georgia
A.A., Young Harris Junior College, Young Harris, Georgia

WORK HISTORY

10/30/2013 – Present

Management Consultant (self employed) to governmental clients in areas of measurement and evaluation, organizational design, productivity and revenue enhancement, utilities, planning and economic development.

12/27/07 – 10/05/2012

International Consultant (RTI) and USAID Foreign Service Officer (limited) Iraq and Afghanistan. Served as a Legal/Governance Advisor in Iraq (RTI) and as a Governance Advisor and certified COTR to USAID in Afghanistan in the areas of local governance, democracy, capacity building, service delivery, management, finance, planning, GIS, infrastructure, utilities, economic development, gender, elections and emergency management.

01/08/07 – 12/26/07

City Manager, Avondale Estates, Georgia (pop.3,000). ICMA recognized. Council-Manager position created by adoption of a model charter. Duties: CEO of a full service city to include 60 employees and a \$3.1 million budget. Major departments/agencies include: Police, Public Works, Storm Water, Planning, Code Enforcement, Finance, I.T., and Recreation. Accomplishments: \$55 million phase I revitalization of historic Tudor style downtown; rewrite of all city zoning and development codes; GFOA budget excellence award.

09/17/04 – 03/05/07

County Administrator and Management Consultant, Oconee County, South Carolina (pop. 70,000). Served as the first appointed County Administrator for a position created by local referendum. Duties: CEO of a full service county to include 450 employees and a \$52 million budget. Major departments/agencies include: Public Works, Environmental Services, Solid Waste, Airport, Rock Quarry, Information Technology, E-911, Finance, Human Resources, Planning & Development, Economic Development, Tourism, Parks & Recreation, Veterans Affairs, Fleet Services, Animal Control, Public Safety, Rural Fire, Emergency Management, Tax Assessor, Soil & Water Conservation, Court Services, and Jail.

Accomplishments: Substantial improvements in intergovernmental relations through the execution of governance and management agreements with Oconee Memorial Hospital to construct a new patient tower; expansion of services to seniors through a corporate merger between Senior Solutions and Lakeview Assisted Living; Duke Power-City of Seneca-Oconee County sewer agreement to construct new sewer facilities in northeastern Oconee to promote economic development; comprehensive sewer and water service and planning agreement

(SWAG) with all local entities to promote economic development; implementation of a new county-wide fuel and energy conservation policy that saved \$430,000 and 13,000 gallons of fuel in 6 months; 12 % reduction in health insurance costs in 2006; substantial reorganization of county services that led to a 15 person reduction in staff without a loss of service; first employee newsletter; assisted in a \$74 million internal economic development expansion and the creation of 100 new jobs in eighteen months; increase in undesignated fund balance of \$2.8 million in 12 months; increase in cash reserves in 18 months of \$5.5 million that allowed the cash funding of several new capital projects in the FY 2006-07 budget.

10/14/03 – 9/16/04

Interim Contract City Manager, Milledgeville, Georgia (pop. 22,000). Served as the first appointed Manager in the City's history to assist Council to successfully organize, educate the public and implement its new Council-Manager form of government created by legislative adoption of a model charter. Duties: CEO of a full service City, to include 211 employees and a \$28.5 million budget. Major departments/agencies include: Water & Sewer, Solid Waste, Public Works, Police, Fire, Finance, Personnel, Cemetery and Parks, Planning & Zoning, Code Enforcement and Tourism/CVB.

12/01/00 – 09/09/03

City Manager, Griffin, Georgia (pop. 25,000). ICMA recognized (1918) Council-Manager position created by adoption of a model charter. Duties: CEO of a full service city to include 500 employees and an \$ 85 million budget. Major departments include: Electric, Water, Sewer, Public Works, Solid Waste, Police, Fire, Airport, Animal Control, Cemetery & Parks, Golf Course, Planning, Zoning and Code Enforcement.

Accomplishments: Permitting and construction of a four-county regional reservoir. Acquisition and conversion of an old school into a modern police headquarters and community center. Creation of \$1.5 million additional revenue by establishing a municipal court; achieved a 6.5% reduction in ad-valorem millage rate for the first time in three years. Successful issuance of \$64 Million in AAA insured bonds for construction of the new regional reservoir. Citywide reorganization of Information Technology, Financial and Administrative Services, Public Works and Public Safety that produced greater effectiveness and improved internal and public services.

09/25/98 – 12/01/00

City Manager, Richland, Washington (pop. 40,000). ICMA recognized (1958) Council-Manager position created by adoption of model charter. Duties: CEO of a full service city to include 470 employees, and a \$125 million budget. Major departments/functions include: Electric, Water, Sewer, Streets, Solid Waste, Public Information, Police, Fire/EMS, regional E-911, Planning, Economic Development, Parks, Recreation, Golf Course, Library, Legislative/Community liaison to Energy Communities Alliance (ECA) a nationwide nuclear communities/consortium.

Accomplishments: Passage of two sales tax referenda to construct a \$5.3 million Community Center and a \$3.4 million Police Station; City-wide reorganization and expansion of Energy Services, Parks and Recreation Programming, Economic Development outreach, Central Permitting, Public information and Cable TV programming; completion of a ten-year Information Systems master plan; installation of a tri-county 800 MHz radio system and a regional E-911 CAD System; 3 mile expansion of leisure trail system; expansion of Columbia Point hotel, golf & marina facilities on city property; adoption of a countywide courts and jails

master plan; successful Federal lobbying effort to secure funds to construct a major glass vitrification plant to reprocess and stabilize nuclear waste to create new jobs and investment.

12/20/96 - 09/18/98

Management Consultant/Contractor to governmental clients in all areas of management, operations, organizational redesign, productivity improvement, strategic planning, service enhancement, public works, utilities services, and economic development. Clients included cities of Lady Lake and Leesburg, FL, Fayetteville, NC (Interim Contract City Manager) and the Florida Innovations Group in Tampa, FL.

03/02/91 - 11/22/96

County Manager, Seminole County, Florida (pop. 325,000) located in the Metro-Orlando area. ICMA recognized (1991) Council-Manager position created by adoption of a model charter. Duties: CEO of a full service urban county of 2,094 employees and a \$443 million budget. Major departments include: Water, Sewer, Solid Waste, Roads, Fire/EMS, E-911, G.I.S., Animal Control, Planning and Development, Central Services, Health and Human Services, Library and Leisure Services, Tourism and Economic Development.

Accomplishments: Overall reduction in property tax rate since 1991; upgraded underlying bond rating to AA; passage of a \$300 million sales tax referendum for roads; reorganization and consolidation of departments from 17 to 9; one-stop permitting; first in-house legislative liaison service; established employee newsletter; recruited U.S. and World Cup soccer training headquarters; developed model ethics policy; co-initiator for construction of joint Seminole, Orange County and University fire station which was the first tri-party regional fire station in the State of Florida; adoption of \$76 million, 20-year facilities plan for space needs; increased housing loan and grant assistance to neighborhoods from \$1.6 million to \$5.8 million over a four-year period; rapid response team for economic development; established CEO Roundtable; authored an economic development incentive program that added 3,400 jobs, 681,000 square feet, and \$112 million in new investment to the tax rolls in its first full year of operation; numerous NACo and ICMA awards; International Trade Missions to Spain and Ireland.

04/04/88 - 03/01/91

City Manager, City of Clearwater, Florida (pop. 100,000), located in the Tampa Bay region, ICMA recognized (1924) Council-Manager position created by adoption of model charter provisions. Duties: CEO of a full service city to include, 1600 employees, and a \$120 million budget. Major departments/functions include: Natural Gas, Solid Waste, Water, Sewer, Airport, Parks and Recreation, Marina, Beaches, Toll Bridge, Central Services, Insurance and Risk Management, Finance, Internal Audit, Data Processing, PIO, Libraries, Planning, Community and Economic Development, downtown redevelopment (CRA), Police, and Fire/Rescue.

Accomplishments: Creation of new programs for Economic Development, Public Information and film development; reorganization and consolidation of major departments; 5% reduction in size of work force while adding new services; significant expansion of volunteer program; new performance appraisal system; established a stormwater utility; significant improvements in emergency management operations; expansion of housing programs; improvements in self-insurance, risk management and safety programs; installation of a new 800 MHz radio system;

GFOA distinguished budget award; planning and design for a new consolidated city hall complex; negotiated additional franchise fee revenue from Florida Power; conducted successful referendum campaign on the dredging of Dunedin Pass; secured \$18.5 million in outside funding to construct the new Clearwater pass bridge; negotiated a 20 year renewal contract with Philadelphia Phillies baseball team; numerous League of Cities awards.

10/21/85 - 01/05/88

County Administrator, Manatee County, Florida (pop. 170,000), located in the Sarasota Metro area. ICMA recognized (1979) Council-Manager position created by local ordinance. Duties: CEO of a full service urban county government to include 11 departments, 1400 employees and a \$136 million budget. Major departments/functions include: Water, Sewer, Landfill, EMS, E-911 PIO, Emergency Management, Water Rescue, Animal Control, Planning and Development, Parks and Recreation, Golf Courses, Beaches, Libraries, Health Services, Probation and Work Release, Transit, Pollution Control, Phosphate Mining Regulation, Data Processing, Telecommunications, Insurance and Risk Management, Community Development and Tourism. Budget oversight of Port Manatee facility.

Accomplishments: Construction of a 150,000 sq. ft. government office complex and parking garage; expansion of historical county courthouse, expansion of Port Manatee facilities, construction of a new jail, work release facility, and completion of a new animal control facility; installation of E-911 system and central dispatch; consolidation and reorganization of all public works and utilities operations which saved \$3.5 million in the first year and reduced the work force; saved \$1.3 million in fleet maintenance costs; improvements in in-house engineering capability; reduced design costs for a new sewer treatment plant by \$2.4 million; established employee newsletter; significant improvements in employee morale leading to labor union decertification; creation of a new energy management program; creation of a new legislative liaison program; expansion of our surplus fund by \$5.3 million in one year; GFOA distinguished budget award; conducted a successful public relations referendum campaign to purchase \$12 million in environmentally endangered land from Beker Phosphate.

6/18/81 - 10/01/85

County Administrator, Henry County, Georgia (pop. 46,000) located in the Metro-Atlanta area. ICMA recognized (1982) General Management position created by the adoption of a model charter. Duties: CAO of a full service urban county government to include direct oversight of 13 county departments, 311 employees and a \$10.2 million budget. Major departments/functions include: Water, Sewer, Planning and Zoning, Building Inspection, Code Enforcement, Animal Control, Fire/EMS, Police, Transportation, Landfill, Parks and Recreation, Health Services, Insurance/Risk Management and Economic Development.

Accomplishments: Creation of the first professional economic development program in county's history; conducted a successful in-house public education campaign to provide voter referendum approved tax abatement incentives to lure economic development; substantial expansion of tax base and employment; elimination of a large accumulated debt; upgraded bond rating; construction of a new water reservoir; expansion of administration complex and renovation of a historical courthouse; construction of animal control complex and new fire station; significant reduction in our ISO fire rating and overall improvements in our EMS system; created self-funded insurance plans for health and workers compensation.

07/01/79 - 06/12/81

City Manager, City of Camilla, Georgia (pop. 5,500). ICMA recognized (1971) Council-Manager position created by the adoption of model charter. Duties: CEO of a full service city with 8 departments, 70 employees and a \$4.1 million budget. Major departments/functions include: Electric, Gas, Water, Sewer, Airport, Police, Fire, Street, Sanitation, Recreation, Personnel, and Finance.

Accomplishments: Significant expansion/modernization of electric and natural gas distribution systems; installation of electric load management system; improvements in financial management and bond rating; installation of in-house computerized financial management and utility billing systems; expansion of city hall and public works complex; major expansion of economic development efforts; created self-funded insurance plans for health and workers compensation.

08/21/78 - 07/01/79

Administrative Assistant to the City Manager, City of Camilla, Georgia. Duties: Supply the City Manager with direct assistance and policy analysis in the day-to-day operation of municipal government to include oversight of selected city departments, budget, finance, personnel and purchasing systems, self-insurance, grantsmanship, and matters of a general administrative nature; substantial involvement in city efforts to attract and expand economic development.

08/77 - 08/78

Graduate Assistant, Institute of Government, University of Georgia.

09/74 - 08/77

Work/Study Student, Defender-Advocate Society and Judicial Programs Office, University of Georgia.

02/68 – 02/72

US Naval Service, USS Samuel Gompers (AD-37)

ORGANIZATIONS/ACTIVITIES

- International City Management Association (ICMA)
- Georgia City-County Management Association (GCCMA)
- South Carolina City-County Management Association (SCCMA)
- FCCMA (Florida) Ethics Committee (1990-91)
- Steering Committee, University of Central Florida's Institute of Government (1991-92)
- Board of Directors and Campaign Chairman, United Way of Seminole County (1994)
- Board of Directors, Clearwater Jazz Holiday Foundation (1990)
- Rotary Club of Griffin, Camilla, Georgia and Richland, Washington
- Kiwanis Club of Henry County, Georgia and Bradenton, Florida
- United Way Board of Directors, Griffin-Spalding County, Georgia (2001 – 2003)
- United Way Board of Directors, Tri-Cities, Washington (1999 – 2000)
- Elected member **US Embassy/KEEA** (Kabul Embassy Employee Association) Board of Directors, Kabul, Afghanistan (2011 to present)

AWARDS/RECOGNITION

- **2000** recipient of First Place Award for Public Information Creativity (Richland, Washington), by the **National Association of Telecommunications Officers and Advisors (NATOA)**
- **2000** ICMA Newsletter “Nuts & Bolts” recognition for Public Information Group Program (Richland, Washington)
- **1993, 1994, 1995 National Association of Counties (NACo)** awards for Employee Recognition Program, Affordable Housing Incentive Plan (1995); Library/Day Care Connection (1994); Cost savings strategies for Health Department (1993).
- **1990** recipient of three **Florida League of Cities Innovation Awards** for Consolidation of Administrative Services, Recycling efforts, and Reorganization of Environmental Management Division.
- **1989** recipient of **five Florida league of Cities Innovation Awards** for planning and building department consolidation, public works consolidation, central permitting, privatization of parks and recreation services, and pre-planning for 1989 legislative program.
- **Outstanding Young Men of America, 1979**
- **Who’s Who in American Junior Colleges, 1974**
- Graduated “**With Distinction**” U.S. Naval Justice School, Newport, R.I., 1970
- Three **Letters of Commendation**, U.S. Navy, 1968-72
- **FFA Public Speaker**, High School
- **2011 USAID Unit Meritorious Service Award, US Embassy, Kabul, Afghanistan**

SIGNIFICANT OUTSIDE EDUCATION AND TRAINING

- Graduate, Harvard’s John F. Kennedy School of Government, Local Government Leaders Public Policy Forum, University of Central Florida, 1990.
- Graduate, Leadership Central Florida, 1996.
- Guest Lecturer, Master’s Candidates School of Public Administration, University of Central Florida, 1992-1993, and Washington State University/Tri-Cities, 1999.
- Guest Speaker, Leadership Classes: Seminole and Manatee Counties, Florida; Tri-Cities, Washington, Griffin, GA, and Oconee County, SC, 2006.
- Guest Lecturer on Ethics for the Florida City/County Management Association (FCCMA) and American Society for Public Administration (ASPA), 1994.
- EOC Decision Making and Leadership, Federal Emergency Management Training Institute, Emmitsburg, MD, 1988.
- State Delegate (Georgia) to ICMA Planning Conference, Kansas City, MO, 1983.
- Graduate **Foreign Service Institute**, Washington, DC, 2011
- Graduate USAID Institute for Certified Contracting Officer’s Technical Representative (**COTR**), Washington, DC, 2011

REFERENCES

Furnished upon request