

# VINCE AKHIMIE, CPM, P.E.

1212 Candlewood Drive, Lakeland, FL 33813

Phone: (863) 409-5754

[vinceakhimie@gmail.com](mailto:vinceakhimie@gmail.com)

## SUMMARY

Over twenty-five years of progressively responsible executive management experience in all aspects of local government administration, working with boards, elected officials, staff, citizens, business and community leaders, and other agencies, with expertise in Urban and Regional Planning, Utilities, Development, Transportation, Transit, Public Works, Land Use Management, and skills in:

- |                       |                                   |                      |
|-----------------------|-----------------------------------|----------------------|
| ▪ Community relations | ▪ Capital projects implementation | ▪ Strategic planning |
| ▪ Customer service    | ▪ Intergovernmental relations     | ▪ Policy analysis    |
| ▪ Staff development   | ▪ Contract negotiations           | ▪ Finance & budget   |
| ▪ Media relations     | ▪ Utilities management            | ▪ Team building      |

## EDUCATION

### Florida State University, Center for Public Management

Tallahassee, Florida

Completed Certified Public Manager Program and earned CPM professional designation.

### University of Michigan

Ann Arbor, Michigan

Completed 50 semester hours beyond the Master's degree with coursework in Public Administration, Planning, and Engineering. Applicant for the PhD, having completed all degree requirements but the dissertation (PhD ABD).

### University of Washington

Seattle, Washington

Master of Science and Bachelor of Science degrees in Engineering.

## DETAILS OF PROFESSIONAL EXPERIENCE

**Vince Akhimie, CPM, P.E.**, offering contractual management services, for example, from March to November 2013, for the **City of Avon Park, FL**, where I assisted the City Manager while serving as the Director of the Department of Public Works which included Utilities (Water, Wastewater, and Reclaimed Water, and Storm Water), Streets and Street Lighting, Engineering, Solid Waste, Transportation, Parks, grant writing, budget preparation and management, capital improvement projects management and representing the City on intergovernmental matters as assigned. (2011 – Present)

### Achievements:

- Managed completion of \$2,000,000 Water Utility Pipeline Extension around Lake Denton and Lake Lotela.
- Managed completion of \$1,000,000 in SWFWMD grant-funded projects for the City's Wastewater Reuse Master Plan and the Lake Verona Drainage Plan to protect the lake's water quality.
- Represented the City on the six-county (Highlands, Hardee, Hendry, Okeechobee, Desoto, and Glades and their major cities) work group to gain the Governor's approval and designation of a Regional Transportation Organization / MPO to enable the area to qualify for more federal funding for transportation and have a greater voice in transportation projects.
- Represented the City on the Avon Park Air Force Range Joint Land Use Study (JLUS) including Polk, Highlands, Osceola, Hardee, and DeSoto Counties, and the cities of Avon Park, Sebring, and Frostproof to ensure compatible land use development and protect public safety.
- Successfully obtained a 100% (no local matching funds required) \$100,000 grant from the Florida Department of Transportation and the Florida Highway Beautification Council to beautify US 27 within the City from N. Lake Damon Road to Robinette Road.

PROFESSIONAL EXPERIENCE (continued)

- Completed two additional pavilions for \$16,000 at Tulane Park, bringing the total to four pavilions for the benefit of residents and visitors to enjoy the lake and grounds.
- Procured much-needed new \$240,000 front-end loader solid waste collection truck to improve the City's aging rolling stock.
- Represented the City of Avon Park on the Lake Okeechobee Basin Stakeholders' Basin Management Action Plan to mitigate flooding and phosphorous levels in the lakes throughout the region.
- Coordinated with Duke Energy to relocate electrical service and transmission lines to render better customer service in Avon Park, and worked with AMEC Environment & Infrastructure, Inc., contractors for the Florida Department of Transportation, to complete street lighting improvements on US 27 from Lake Isis Street to Stryker Road.
- Completed design and installation of decorative lighting to complement new sidewalk at Lake Verona, and the remodeling of the historic Avon Park Railroad Museum, attractions in downtown Avon Park.
- Wrote and implemented standard operating procedures (SOP's) and policies to improve solid waste services within the City.

**City of Daytona Beach, FL    Director of Utilities**

Daytona Beach is a coastal community in Central Florida with population of 62,316 and land area of 64 square miles, a commission-manager City, principal city in the urbanized area of Volusia County with a total population of 500,800. The City has three bargaining units, and 800 FTEs. The local economy benefits from extensive medical facilities, higher education including three universities, tourism including beach attractions, many hotels and convention center, the Daytona International Speedway, NASCAR and LPGA headquarters and major sports events such as the Daytona 500, baseball, golf and tennis tournaments. The tax base is about \$5.2 billion. (2015 – 2017)

**Duties and Responsibilities:**

Reporting to the City Manager, responsibilities include coordinating project plans and construction activities with State, County, federal and City departments and consulting engineers, planning, managing, and directing day to day operations and services of the City's public works facilities, staying current with issues related to water resources, water rights, wastewater treatment, water treatment, stormwater management and other matters related to the department's service delivery. Responsible for compliance with regulatory requirements for water and wastewater permits including the City's water use permit, responding to and resolving complex, sensitive community and organization issues and complaints, and leading the Utilities Department's response to emergencies and natural disasters.

**Achievements:**

- Dealt successfully with the nearly simultaneous retirement of six key supervisory / manager level staff members, recruiting and hiring qualified successors with no interruption of service to Utility customers
- Developed in house capability for running computer models required for development project reviews
- Pursuing \$28 million in grant funding from the Army Corps of Engineers (ACOE) for a new start feasibility study under the 2014 Water Resources Reform and Development Act (WRRDA), the key program authorizing civil works missions, including navigation, flood risk management and environmental restoration for the ACOE, to be targeted to the Midtown area of the City
- Prepared, presented and gained adoption in April 2016 of the City's State Revolving Loan Fund \$50 million Capital Improvements Plan to enable the City to complete seven critically needed projects to ensure the continued integrity and reliability of the City's Utilities systems
- Completed the \$5 million Halifax River Force Main Crossing Project 100% Design and Bid Plans, Engineers' Opinion of Probable Cost Estimate, and Project Manual on time and within budget, to

PROFESSIONAL EXPERIENCE (continued)

- replace aging infrastructure and expand wastewater collection and treatment for Daytona Beach's beachside area and Daytona Beach Shores
- Working with Daytona Marina and Boat Works to dredge the waterway leading to their facility and allow passage of larger boats

**City of Bremerton, WA**

Bremerton is a strong Mayor-City Council municipality on the western edge of the Seattle-Tacoma 3.3 M population metropolitan area whose utility service area includes the Puget Sound Naval Shipyard, Navy Yard City, Jackson Park, and Tracyton with a combined population of 60,000. The City's annual operating budget for 2010-11 was \$126 million, with 332 FTE's. The City is unionized, with an area of 32 square miles, including 13 square miles of forest owned by the City's utilities. (2010–11)

**Duties and Responsibilities:**

Functioning in a capacity equivalent to an Assistant City Manager, with responsible charge for 35% of the City's total 332 FTE's, managed 120 employees in eight divisions and all operations of the City's largest and most comprehensive departments, reporting directly to the City's chief elected official. Managed and prepared \$63 million operating and capital budget - 50% of the City's \$126 million total budget - as well as a \$107 million multi-year C.I.P. (90% of the City's multi-year C.I.P.). Served as a voting member on the Board of Directors of City-owned Gold Mountain Golf Association, site of the annual U.S. Junior Amateur Championship. Represented the City on the Puget Sound Regional Council (PSRC) and the Kitsap County Regional Coordinating Council (KRCC).

**Achievements:**

- Fostered community outreach such as a special event marking completion of City's \$50 million Combined Sewer Overflow Reduction project, at which the Governor and the State's Director of Ecology presented letters commending Bremerton as "a leader and role model" in water quality in the State
- Managed the City's solid waste services and coordinated with Kitsap County's Solid Waste Division for City Council adoption of the County's comprehensive solid waste master plan to work seamlessly together for the benefit of both City and County residents.
- Reprioritized the Capital Improvements Program and moved forward on the City's \$2.5 million CrossTown pipeline project to avoid emergencies due to recurring breaks in this major sewer line.
- Brought together a multi-disciplinary and multi-jurisdictional (local, state and federal) effort to develop a comprehensive clean-up Master Plan for the adjoining Gorst Watershed to benefit the City's Urban Growth Area (UGA) estimated at \$20 million, potentially eligible for state and federal grant funding
- Facilitated starting \$1.4 million Anderson Cove grant-funded redevelopment project with the City's Parks and Public Works and Utilities Department, including undergrounding stormwater improvements and an above ground public park to simultaneously provide public waterfront access and alleviate chronic neighborhood flooding
- Facilitated \$1.4 million grant-funded Lower Wheaton Way arterial road improvements, including sustainable Low Impact Development (LID) to enhance environmental and economic viability of this area of the City
- Directed completion of \$3 million grant-funded improvements on Pacific Ave. from 6<sup>th</sup> to 11<sup>th</sup> St. including landscaping, beautification and undergrounding of utilities to complement downtown revitalization
- Directed completion of City's \$6 million state of the art Ultraviolet Water Treatment Plant funded with federal stimulus dollars to provide secondary treatment to protect against chlorine-resistant pathogens such as cryptosporidium as required by EPA

PROFESSIONAL EXPERIENCE (continued)

- Managed design of \$1.3 million grant-funded 11<sup>th</sup> Street and Warren Avenue (WA 303) street intersection improvements to improve safety and relieve congestion at this major intersection connecting downtown and East Bremerton adjacent to Olympic State College
- Coordinated \$50 million replacement of the City's iconic 80 year old Manette Bridge with the Washington State Department of Transportation (WSDOT)
- Resolved the 15-year old Harrison Medical Center reconstruction issue, allowing a major employer in the region to move forward to expand their kitchen and surface parking facilities in East Bremerton.
- Reduced the Department's cost of operations by approximately \$750,000 while increasing service levels in the Department
- Negotiated significant progress in resolving several major Port of Bremerton financial issues with the City of Bremerton pertaining to stormwater and water utilities resulting from annexation of the Port's development projects into the City
- Worked successfully with the State Department of Ecology as part of the Governor's pollution cleanup program for the Salish Sea / Puget Sound, of which Bremerton's Dyes and Sinclair Inlets are major component bodies of water, with environmental, economic and tourism significance to the community
- Initiated program to eliminate eyesores and enhance City revenues through sale of City-owned derelict properties city-wide
- Enhanced 2010 City revenues and clean-up through clearing, salvaging and selling fallen timber from 2010-11 rainstorms, preserving the pristine quality of City's 13 square mile forest owned by City's utility

**City of Riviera Beach, FL**

Riviera Beach is a very diverse coastal community with 37,000 population and a land area of eight square miles, a council-manager City, located within the urbanized area of Palm Beach County with a total population of 1.26 million. The City has 526 FTEs. (2006–10)

**Duties and Responsibilities:**

Reporting directly to the City Manager, responsible for managing 54 Public Works Department employees and all operations, and prepared and managed implementation of Annual Budget and Work Program for the Department, and assisted one of the City's two Assistant City Managers in managing the 70 FTEs and operations of the City's Utilities District.

**Achievements:**

- Served as a member of the City's union negotiation team
- Initiated and managed the City's first comprehensive Stormwater Master Plan
- Spearheaded the City Manager's Infrastructure Task Force for the City
- Chaired the City Manager's Landscaping Standards and Implementation Committee for the City
- Chaired the City Manager's Energy Efficiency Committee for City Facilities
- Completed a comprehensive Master Maintenance Schedule for the Department of Public Works, encompassing Streets, Stormwater, Facilities, and Vehicle Maintenance
- Completed the City's first five year Vehicle Replacement Plan
- Served as member of the steering committees for the City's annual nationally recognized Jazz Festival and BET (Black Entertainment Television) Spring Bling televised music festival
- Managed the City's solid waste services and developed bid proposal for the City's new five-year contract for solid waste services with optional five-year renewal which was approved by City Council
- Served on Palm Beach County \$800M Waste to Energy Plant Design and Operations Committee

PROFESSIONAL EXPERIENCE (continued)

### **City of Oviedo, Florida**

Oviedo is a diverse council-manager community on the east side of the Orlando metropolitan area of over 1.1 million. The City had a total work force of 350 FTE's and an annual budget of \$353 million. The City's land area is 15 square miles, and the population is 33,000. (2004–06)

#### **Duties and Responsibilities:**

Reporting directly to the City Manager, managed the 76 FTEs and all operations of Public Works (including Utilities), the City's second largest department. Prepared and managed implementation of the Annual Budget, Work Program and \$50 million five-year Capital Improvements Program. Appointed by the City Manager and City Council to represent the City on the Joint Committee of Cities and Seminole County to develop the Region's Water Supply Plan for the Year 2025, the joint cities and county Solid Waste Committee and the joint cities and county Storm Water Management Committee.

Chaired the City's Staff Strategic Planning Group on Infrastructure working on one of the three strategic goals adopted by the City Council in 2005 to ensure that the City's infrastructure kept pace with anticipated growth in the community, which led to the preparation and adoption of the City of Oviedo's first ever 5-Year Capital Improvements Program and Budget for new infrastructure projects, including:

- Expansion of the City's utilities to include wastewater treatment
- Completion and adoption of the City's Stormwater Master Plan in FY 2005 including a rate increase in stormwater utility fees to fund projects included in the Master Plan
- Police, Fire and other City facilities through the year 2025
- New \$4.1 million 5,200 square foot Public Works complex designed to be certified as a Gold LEED "green building," and a new City Fuel Depot to provide fuel for City vehicles, particularly emergency vehicles, around the clock, both of which were to have been completed in early 2006.

#### **Achievements:**

- Worked with the City Manager to transfer management of Solid Waste Services then provided by Republic Inc. from City Manager's Office to the Public Works Department
- Managed development of Water, Waste Water, and Reclaimed Water Master Plans for 2025
- Reorganized City's Public Works Department into three major divisions, Engineering Services, Operations, and Utilities, to facilitate open communication and handle expected increased demand for City services to accommodate growth and development projected in the City.
- Attracted and hired competent, qualified staff to fill key positions, including those newly created.
- Took over management of projects lagging in implementation that have now been completed, such as Shane Kelly Park, Round Lake Park, the Rock Climbing Wall, Franklin/Division Street and the Division Street Extension, Downtown Parallel Pairs, urban forestation for Mitchell Hammock, and State of Florida grant-funded beautification for SR 434 within the City.

Milestones of progress while leading the Public Works Department include

- Completion of the City's \$13 million 10 million gallon per day state of the art water treatment plant and water storage tank in 2005
- Initiation of City of Oviedo gateway route monuments, beautification and landscape improvements within the SR 434 median, which later evolved into the development, adoption, and implementation of the City's Beautification Master Plan and Study
- Created and staffed new Fleet Management Division to enhance efficiency and reduce life cycle costs for approximately 200 City-owned pieces of equipment and vehicles.

PROFESSIONAL EXPERIENCE (continued)

**Board of County Commissioners, DeSoto County, FL**

DeSoto County, FL is a diverse semi-urban county with a land area of 637 square miles with a population of 32,000. It has an Administrator-Commission form of government, with a total budget of \$60 million, and a work force of 158 employees. It is non-union. (2003–04)

Hired by the County Administrator to implement a new water and wastewater utility for DeSoto County, to promote area growth and new career and education opportunities for County residents by providing water and wastewater service to new development, including a new Wal-Mart Distribution Center, Wal-Mart Super Center and South Florida Community College.

- Implemented \$30 million first phase of a three-phase \$70 million capital improvements program with a first year budget of \$21 million, for a new comprehensive county-wide water, wastewater and reclaimed water system.
- Managed construction of 20 miles of water transmission mains with fire hydrants located every 1,000 feet to provide fire protection and safe drinking water, two reverse osmosis water treatment facilities, storage tank and booster pumping facility, and 31 miles of wastewater transmission mains, six wastewater lift stations, built in less than twelve months.
- Participated in negotiating purchase of several private utility systems by the County to augment the new construction.
- Worked with the Heartland Water Alliance (HWA) comprised of Highlands, Hardee, Polk and DeSoto Counties and the Peace River Manasota Water Supply Authority alliance of the Counties of Charlotte, DeSoto, Manatee and Sarasota and the Cities of Northport, Long Boat Key, Punta Gorda, Arcadia and Bradenton, to produce the 2020 Area Water Supply Plan for the region.
- Worked with staff of the Peace River Manasota Water Supply Authority to implement regional capital improvement programs, and represented DeSoto County at Authority Board meetings.
- Served on the Public Water Supply Advisory Committee of the Southwest Florida Water Management District (SWFWMD).
- Presented regular progress reports and updates to Board of County Commissioners.

**Board of County Commissioners, Polk County, FL**

Polk County is a charter county serving a population of 600,000 with a land area of approximately 2,000 square miles in Central Florida. Polk County government had 1,950 employees, an annual operating budget of \$860 million, and a five-year capital improvement program of \$400 million. (1997-2003)

**Duties and Responsibilities:**

- Managed County's Utilities Division for five years, then the second largest of County government, with 236 FTEs, \$182 million 5-year capital improvement program and annual budget of \$126 million.
- Participated extensively in union negotiations with three separate bargaining units.
- Served briefly as the County's Traffic Engineer to fill a long vacant position at the request of the County Manager for four months (late 2002-early 2003)
- Oversight responsibility for contract administration, planning, design, compliance, customer service, billing, operations, maintenance, and capital programs to ensure safe, reliable, timely and cost-effective delivery of water and wastewater services.
- Represented the agency at County Commission meetings and in dealing with other public agencies at the national, state and local levels, business and community groups, professional associations, and media appearances.

**Achievements:**

PROFESSIONAL EXPERIENCE (continued)

- Improved internal and external coordination and communications, particularly in the area of development review and approval.
- Improved customer service by implementing automatic bank drafting, Internet and phone pay for utilities billing, and upgrading phone handling system thereby reducing customer complaints while increasing customer satisfaction and improving employee morale.
- Managed the agency's five-year capital improvements program averaging \$15 million per year in new construction, peaking at \$25 million in one year.
- Managed implementation of \$40 million Utility System Revenue and Refinancing Bonds issued in 1997, and issuance of \$62 million utilities bonds in 2003.
- Supervised the operation and maintenance of 46 water plants, 23 wastewater plants, 180 wastewater lift stations, water pumping stations, and water storage facilities, 450 miles of water transmission and distribution lines, and 165 miles of wastewater collection and transmission lines in the County.
- Participated in the acquisition of 36 private utility systems bringing in revenues averaging over \$7 million in connection fees annually.

**City of Miami Beach, Florida**

Miami Beach is an international resort community of 90,000 in summer months, 140,000 winter months, the central attraction for an urbanized area with 2.9 million population plus 3 million visitors annually, with a commission-manager city government. The City has 1,900 employees, annual operating budget of \$290 million, and \$1 billion five-year capital improvements program. The City is unionized. (1994-97)

**Duties and Responsibilities:**

- Reporting to the Assistant City Manager, directed the Department of Public Works, managing 150 full time employees plus approximately 100 contractual employees in eight divisions.
- Served as principal staff coordinator for the City Commission's Capital and Finance Committee that oversees the City's \$290 million annual operating budget as well as its \$1 billion capital improvements program and bond financing.
- Prepared and managed an annual operating budget of \$45 million and a multi-year \$400 million Capital Improvements Program.
- Represented the agency before televised City Commission meetings and other public agencies at the national, state and local levels, business and community groups, and televised public education programs.

**Achievements:**

- Streamlined the organization to facilitate the implementation of the City's extensive Capital Improvements Program by creating a Construction Management Division, redeploying and retraining existing staff.
- Reduced General Fund expenditures in the Department of Public Works by 9% for Fiscal Year 1995-96 without affecting service delivery.
- Directed a successful public information effort to garner support for a comprehensive water and sewer main replacement program financed with a \$59 million bond issue repaid with increased water and wastewater rates.
- Initiated a Citywide bridge replacement and maintenance program starting with replacement of three critical bridges in FY1996-97.
- Managed measures to bring the City into compliance with the Federal Storm Water Management Act by controlling and eliminating pollutant runoff into the City's storm water system, including initiating a \$36 million bond issue to finance capital improvements.

PROFESSIONAL EXPERIENCE (continued)

- Coordinated programs under consent decree agreement with the Environmental Protection Agency (EPA) to correct deficiencies in the City's collection and transmission systems and pumping stations, and eliminate illegal storm water sewer connections and low point flooding.
- Team managed Boardwalk Beautification Project to upgrade and enhance 24 blocks of the City's central beach area.
- Managed \$18 M North Shore and \$20 M Venetian Island community enhancement projects, including undergrounding utilities, curb and gutter, lighting, landscaping and street resurfacing.
- Worked with development districts such as Lincoln Road Partnership, Mid Beach and North Beach Development Corporations, and Washington Avenue Merchants Association to facilitate redevelopment including capital improvements to beautify and upgrade their areas.
- Obtained \$500,000 EPA grant for a pilot ASR (Aquifer Storage Recovery) innovative program for reclamation and reuse of storm water.

**Village of Oak Park, Illinois (Chicago Area)**

Oak Park is a diverse board of trustees-manager community on the western edge of Chicago with a land area of 4.7 square miles and a population of 53,000, a total annual budget of \$105 M and 500 employees. (1992 – 95)

**Duties and Responsibilities:**

Reporting directly to the Village Manager, directed 135 full time employees in eleven divisions of the Department of Public Works, including Utilities (Water and Wastewater), Engineering, Streets, Solid Waste working with BFI, Waste Reduction, Traffic Engineering, Street Lighting, Signs and Signals, Fleet Maintenance and Central Garage, and Forestry.

- Managed an annual operating budget of \$10 million and an annual capital budget of \$5 to \$7 million. Reduced expenditures by 5% department-wide without reducing services.
- Participated in annual bargaining sessions with three unions in my department.
- Represented the municipality with state, federal, and other local officials, boards, and commissions, including the regional Mayor's Council.

**Achievements:**

- Assisted in preparing Request for Proposals for implementation of privatization of solid waste collection, disposal and recycling services.
- Initiated programs necessary to bring water supply system into compliance with USEPA and IEPA Safe Water Drinking Act standards. Supervised development of design and project planning for \$4.5 million relief sewer project.
- Managed water supply system with three pumping stations and a maximum capacity of 35 million gallons per day serving a population of 53,000.
- Directed development and implementation of variable rates for City's solid waste management aimed at providing economic incentives for recycling, thereby reducing the solid waste stream.
- Reorganized Department to streamline operations, improve workflow, and capitalize on strengths.
- Participated in Cost Center Study to identify true costs of providing public services including depreciation of capital assets, office space, lighting, and overhead.
- Supervised preparation of \$1.2 million grant application and design for state route arterial enhancement project working with neighboring jurisdictions.
- Realized economies of service through use of a slurry seal/micropaver approach to street maintenance, thereby stretching the budget to resurface as many streets as possible.
- Negotiated a new 58-year franchise agreement for power supply for the community with Commonwealth Edison, including acquisition of alley lighting to save costs.



## PROFESSIONAL EXPERIENCE (continued)

- Managed development of a geo-based information system for inventory and evaluation of the urban forest maintained by department's Forestry Division and valued at \$34 million.
- Managed commercial district redevelopment project by the State of Illinois in tandem with state-funded 2-mile \$3 million resurfacing project through commercial zone. Managed another \$3.1 million state route reconstruction project in residential zone.

### **City of Stamford, Connecticut**

The City of Stamford, Connecticut within the New York City Greater Metropolitan Area has a diverse population of 112,000 plus up to 100,000 daily inbound commuters, with a land area of 37 square miles. Stamford is the regional or national headquarters of dozens of Fortune 500 companies. The City has 1,200 employees, an annual operating budget of \$325 million, and a \$168 million 5-Year Capital Improvements Program. The City of Stamford is unionized with a total of six bargaining units, four of which I dealt with in carrying out my responsibilities. (1986 – 92)

#### **Duties and Responsibilities:**

- Reporting directly to the Mayor, served in an equivalent capacity to an Assistant City Manager.
- Served as Secretary of the City's Traffic Commission.
- Managed the Department of Parking and Traffic, one of the major departments of city government with 90 to 100 permanent and contractual employees, an annual operating budget of \$3.5 million and a multi-year \$19 million Capital Improvements Program.
- Simultaneously served as Executive Director of the Greater Stamford Transit District, per the City's Charter, reporting to a Board of Directors. Participated in implementing a Downtown Shuttle Bus Program. Expanded Dial-a-Ride services for elderly and handicapped citizens.
- Served as Co-Chair of the Mayor's Transportation Management Committee, a joint public/private partnership of major employers seeking alternatives to reduce traffic congestion with the assistance of a \$269,000 UMT grant.
- Dealt with union representatives of MAA, AFSCME, Teamsters, and IBEW in disciplinary and other matters regarding union employees in my department.
- Represented the Department and the City in public presentations to the Board of Representatives, Board of Finance, business and civic groups, various public agencies, public hearings, and on radio and television talk shows.
- Managed maintenance, operation and revenue collection for parking structures, off-street lots, and on-street meters.
- Managed the installation and maintenance of all traffic control devices, street signs and markings, street lighting, and 180 signalized intersections throughout the city.

#### **Achievements:**

- Significantly increased rate of collection of delinquent parking ticket fines.
- Managed implementation of a computerized signal optimization project.
- Participated in managing the reconstruction and opening of the multimodal Stamford Transportation Center (garage, rail station, and intermodal transfer area) at a total cost of \$64 million. Managed the operation of the Transportation Center parking garage.

## **PROFESSIONAL AFFILIATIONS**

**Florida City and County Managers Association (FCCMA)**, Affiliate Member (2003 to Present)

**ICMA Alliance for Innovation**, Active Alumni, (2005 to 2006)

**American Public Works Association (APWA)**, Member (1988 to Present)

**American Water Works Association (AWWA)**, Member (1993 to Present)

Vince Akhimie, CPM, P.E.

PROFESSIONAL EXPERIENCE (continued)

**Institute of Transportation Engineers (ITE)**, Fellow (1991-99), Member (1969-91)

**CIVIC ACTIVITIES**

League Organizer and Participant, Tennis League, City of Lakeland, FL (1997–2010)

Mentor, **Big Brothers and Big Sisters**, Lakeland, Florida (2001 to 2005)

Member and Speaker Chairman, **Miami Beach Rotary Club**, Miami Beach, FL (1995-97)

President, **Lions Club International**, Stamford, Connecticut (1989-92)

Board of Directors, Stamford **YMCA**, Stamford, Connecticut (1989-92)

Charter Member, **Louisville Economic Development Corporation (LEDCO)**, Louisville, KY (1980-82)

Board Member, **Downtown Neighborhood Association**, Louisville, KY (1981-82)

**PERSONAL**

Married, one daughter, one son. Enjoy playing tennis and golf, and civic activities.

**REFERENCE LETTER,  
AWARDS, & CREDENTIALS**

**Vince Akhimie, P.E., CPM**

# CITY OF AVON PARK

*Highlands County, Florida*



October 1st, 2014

RE: Vincent Akhimie Reference Letter

Dear Human Resources Officer,

I recommend Vince Akhimie for an executive level management position with your organization. I have known Mr. Akhimie professionally since 2007. In the recent past, the City of Avon Park was awarded a \$2.2 Million FDEP SRF grant, and a SWFWMD BMP/Drainage improvement project for \$500K. After these grant awards came through on the same year, being a small City, I did not have anyone on staff who could perform the complex functions of project/contract manager. However, these grants were a "one time" operational need to the City, and not a "long term" funded position. Mr. Akhimie was hired to help me over-see and coordinate with contractors, engineers, and City staff. Mr. Akhimie assisted me during this high volume work period with supervision of the Department, with special assignments, evaluations, and Grant projects. He went beyond the scope of his work by preparing the application and securing a Highway Beautification Grant from FDOT for the City. This \$100,000 grant was a great thing awarded earlier this fiscal year.

Prior to his employment contract with the City, we had discussions as to whether the City had sufficient work to keep someone of his background and knowledge. Knowing the nature of the temporary work, he still agreed to help me manage these high level activities from beginning mostly through the end. We also had a mutual understanding that he would continue to pursue his professional objective of a municipal CEO.

When these "one time" grant projects came to an end, his separation from the City was completely consistent with the terms of his employment contract, and with our prior discussions. To this day, I have not replaced the position, but would consider Mr. Akhimie for re-employment for either the project management of a large scale municipal project or as an executive level position such as the CEO of a municipality. If I can be of further assistance, please do not hesitate to contact me at (863) 452-4403.

Sincerely,

Julian DeLeon, City Manager



# The City of Miami Beach Certificate of Appreciation

*This certificate is bestowed upon*

Vincent Akhimie

*Pavarotti on Miami Beach - Superbowl Media Party*

*For most valuable and distinguished service in behalf  
of the City of Miami Beach.*

*Your efforts have contributed significantly to the  
betterment of this city and its people and have served as an  
exemplar of dedication and devotion to the common good.*

*This certificate proclaims the recognition of this  
achievement by a grateful community.*

Date February 2, 1993

Mayor Leyman Selles  
CITY OF MIAMI BEACH



**JIM W. KEENE**  
County Manager


**JIM RODEN, JR.**  
Deputy County Manager



Board of County Commissioners

330 West Church Street  
Post Office Box 9005  
Drawer CA01  
Bartow, Florida 33831  
PHONE (941) 534-6444  
FAX (941) 534-7069

## MEMORANDUM

**TO:** Vince Akhimie, Utilities Director  
**FROM:**  Jim W. Keene, County Manager  
**DATE:** December 17, 1998  
**SUBJECT:** WAVERLY PUBLIC WATER SYSTEM

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I wanted to express my appreciation to you and staff for the manner in which the recent problem of Giardiasis being found in the Waverly Water System was handled. I commend you for the quick deliberate response to issue the precautionary warning, setting up the 24-hour response line and making available the bottled water for those needing it. It certainly demonstrated the care, concern and our willingness to assist in this unfortunate situation.

The few calls received by my office and the commissioners regarding the notice and our response validated the excellent manner in which this situation was handled by the staff. Thank you and staff for a job well done. This is an excellent example of what good customer service efforts can achieve.

JWK/dp

xc: Board of County Commissioners  
Jim Roden, Jr., Deputy County Manager  
Darrell Gunn, Environmental Services Director



# The University of Washington



To all to whom these Letters shall come, Greeting:  
The Regents of the University on recommendation of the University Faculty  
and by virtue of the Authority vested in Them by Law have this day admitted

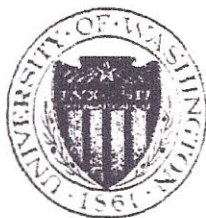
Vincent Okasodo Akhinnie

to the degree of

Master of Science in Civil Engineering

and have granted all the Rights, Privileges and Honors thereto pertaining

Given at Seattle, in the State of Washington the eighth Day of  
June, in the Year of our Lord One Thousand Nine Hundred and  
Sixty-eight, and of the University the One Hundred and eighth.



Charles E. Shepard  
President of the University

Robert J. Willis  
President of the Board of Regents

Joseph L. McCarthy  
Dean

AKHIMIE VINCENT OKO

FALL 1974  
JAN 8, 1975

# THE UNIVERSITY OF MICHIGAN

OFFICE OF THE REGISTRAR

1513 L. S. & A. BUILDING

ANN ARBOR, MICHIGAN 48104

COURSE DESCRIPTION	MICH. SEM. HOURS	GRADE	MICHIGAN HONOR POINTS
CIVIL ENG 990 DISS-PRE-CAND	2	S	

RACKHAM SCHL GRAD STUDIES  
CIVIL ENGINEERING

PRE-CAND

TOTALS	MICH. SEM. HOURS	CREDIT TOWARD PROGRAM	MICHIGAN HONOR POINTS	GRADE POINT AVERAGE
PREVIOUS CUMULATIVE	37	47	272	7.351
CURRENT TERM		2		
NEW CUMULATIVE	37	49	272	7.351

AKHIMIE VINCENT OKO

BAITS-STANLEY

ANN ARBOR

ROOM 4204

MI 48105



# The University of Washington



To all to whom these Letters shall come. Greeting:  
The Regents of the University on recommendation of the University Faculty  
and by virtue of the Authority vested in Them by Law have this day admitted

Vincent Okosodo Akhimie

to the degree of

Bachelor of Science in Civil Engineering

and have granted all the Rights, Privileges and Honors thereto pertaining

Given at Seattle, in the State of Washington, this fifteenth Day  
of December, in the Year of our Lord One Thousand Nine Hundred  
and Sixty-six, and of the University the One Hundred and sixth.



*Charles E. Shepard*  
President of the University

*John L. King*  
President of the Board of Regents

*Arthur H. Harris*  
Dean

UNIVERSITY OF CAMBRIDGE

LOCAL EXAMINATIONS SYNDICATE



# HIGHER SCHOOL CERTIFICATE

This is to certify that the candidate named below passed the Higher School Certificate Examination in 1961 having satisfied the general requirements of the examination

VINCENT O AKHIMIE

OF GOVERNMENT COLLEGE UGHELLI

The candidate passed at the level shown, Principal or Subsidiary (*see overleaf*), in the following subjects:

GENERAL PAPER  
PURE MATHEMATICS  
APPLIED MATHEMATICS  
PHYSICS

SUBSID  
PRINC  
PRINC  
PRINC

8343 501      NUMBER OF SUBJECTS PASSED      4

A handwritten signature in dark ink, appearing to read 'W. M. Jennings', written in a cursive style.

Vice-Chancellor

# The State of Florida

AND

THE FLORIDA CENTER FOR PUBLIC MANAGEMENT  
AT THE FLORIDA STATE UNIVERSITY

HEREBY CONFER UPON

Vincent O. Akhimie

THE DESIGNATION OF

## Certified Public Manager

WITH ALL THE RIGHTS, PRIVILEGES, AND HONORS THEREUNTO APPERTAINING IN TESTIMONY

WHEREOF WE SUBSCRIBE OUR NAMES AND AFFIX THE SEALS OF THE STATE OF FLORIDA AND

THE FLORIDA STATE UNIVERSITY

June 2002



*John Bush*  
GOVERNOR

*John M. ...*  
DIRECTOR

*John D. Alenbaste*  
PRESIDENT

*Raymond B. Jr.*  
VICE PRESIDENT







State of Florida  
Board of Professional Engineers  
2639 North Monroe Street, Suite B-112  
Tallahassee, FL 32303-5268

Vincent O. Akhimie  
1212 CANDLEWOOD DRIVE  
LAKELAND, FL 33813

# State of Florida

## Board of Professional Engineers

Attests that

Vincent O. Akhimie, P.E.

Is licensed as a Professional Engineer under Chapter 471, Florida Statutes  
Expiration: 2/28/2019  
Audit No: 228201902550



## NOTICE

FBPE no longer requires that continuing education be reported by the provider. Instead licensees will be subject to a random audit no more than every four (4) years. If you are selected for the random audit, you must provide verification of one (1) hour of Florida laws and rules, one (1) hour of professional ethics, four (4) hours of area of practice and twelve (12) hours in any topic pertaining to the practice of engineering, all taken prior to February 28, 2017. (See s. 471.017, Fl. Stat.) Any CE hours taken after February 28, 2017 will result in a \$100 delinquent fee and your license being placed in a delinquent status until the additional fee is paid.

# State of Florida

## Board of Professional Engineers

Attests that

Vincent O. Akhimie, P.E.

Is licensed as a Professional Engineer under Chapter 471, Florida Statutes

Expiration: 2/28/2019

Audit No: 228201902550 R



P.E. Lic. No:

49550



# Management and Strategy Institute

*The Board of Trustees of the Management and Strategy Institute has conferred upon*

Vince Akhimie

*The certification of*

Lean Six Sigma White Belt Certified

*With all of the rights and privileges thereunto appertaining to this internationally recognized professional development certification. We present this certificate with the affixed seal of the Institute.*

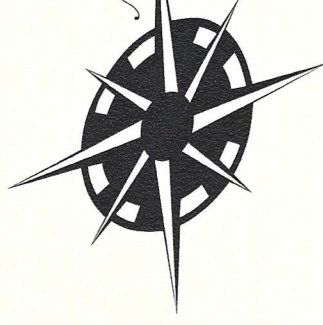
*Officially Certified On:  
March 6, 2018*



MSIcertified.org/accreditation  
Management and Strategy Institute

A handwritten signature in black ink, appearing to read "Ak E. L.", written over a horizontal line.

Management and Strategy Institute  
Board of Trustees



# Emergency Management Institute



## FEMA

This Certificate of Achievement is to acknowledge that

**VINCENT O AKHIMIE**


has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00200.HC**

**Applying ICS to Healthcare Organizations  
I-200 for Health Care/Hospitals**

*Issued this 4th Day of December, 2007*

0.3 CEU

  
Cortez Lawrence, PhD  
Superintendent  
Emergency Management Institute





U A S I  
M I A M I

*Protecting the Homeland*



*Be It Known That*

**Vincent Akhimie**

*Has Successfully Completed*

**A 24-HOUR ICS 300 LEVEL INCIDENT COMMAND SYSTEMS COURSE  
(INTERMEDIATE ICS FOR EXPANDING INCIDENTS)**

*In Accordance with The National Incident Management System (NIMS) And  
Federal Emergency Management Agency (FEMA) Standards*

*Sponsored By*

**Palm Beach County Sheriff's Office**

*Presented By*

**All Hands Consulting**

*Held In Palm Beach County, Florida*

*August 20, 21 & 22, 2007*

*Richard Smith, Instructor*





*Be It Known That*

# **Vincent Akhimie**

*Has Successfully Completed*

**A 16-HOUR ICS 400 LEVEL INCIDENT COMMAND SYSTEMS COURSE  
(ADVANCED ICS)**

*In Accordance with The National Incident Management System (NIMS) And  
Federal Emergency Management Agency (FEMA) Standards*


*Sponsored By*

**Palm Beach County Sheriff's Office**

*Presented By*

**All Hands Consulting**

*Held In Palm Beach County, Florida  
On August 23 & 24, 2007*

  
Richard Smith, Instructor



# Emergency Management Institute



## FEMA

This Certificate of Achievement is to acknowledge that

**VINCENT O AKHIMIE**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00700**

**National Incident Management System  
(NIMS), An Introduction**

*Issued this 28th Day of November, 2007*



Tony Russell  
Superintendent  
Emergency Management Institute



# *Certificate of Completion*

*"Revenue: Options for Florida's Cities" Regional Workshop*

*March 30, 2012 • Cape Coral, Florida*

*Awarded to*

**Vince Akhimie, Director, Department of Public Works**

**City of Riviera Beach**

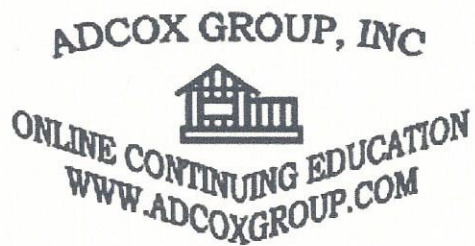
*Pat Bates*

*Mayor Pat Bates, President,  
Florida League of Cities*

*Michael Sittig*

*Michael Sittig, Executive Director  
Florida League of Cities*





## Certificate of Completion

This certifies that

**Vincent Akhimie**

PE49550

Completed the Continuing Education Course

Basics of Financial Statements

AOP #0005574

Contact Hours: 1

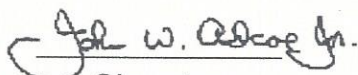
on August 15, 2011

Issued by Matthew Ward

Provided by Adcox Group, Inc.

State of Florida Approved Provider

CILB #0002318, ECLB #0002318, FBPE #0004605

  
Signature

August 15, 2011  
Date



## CERTIFICATE LETTER FOR FLC UNIVERSITY

301 South Bronough Street • Suite 300 • P.O. Box 1757 • Tallahassee, FL 32302-1757 • (850) 222-9684 • Fax (850) 222-3806 • [www.floridaleagueofcities.com](http://www.floridaleagueofcities.com)

February 10, 2014

Mr. Vince Akhimie  
Consultant, Vincent Akhimie PE  
1212 Candlewood Drive  
Lakeland, FL 33813

Dear Mr. Akhimie:

Thank you for attending the recent FLC University Community Redevelopment Agency (CRA) Basics in Cape Coral. We hope you found the program engaging and useful.

For your continuing education needs, the following is a summary and can be used for any credits or other certification you might be pursuing:

**Date of event:** January 8, 2014

**Location:** Cape Coral, FL

**Title:** Community Redevelopment Agency Basics

**Duration of class:** 5 hrs

Program summary: This was an introductory course covering the basic legislative and legal reporting requirements as well as best practices for CRA's in Florida.

If you have any questions, or if we may be of assistance in any way, please do not hesitate to contact the League.

Sincerely,

Lynn Tipton  
Director, Membership Development

---

President **P.C. Wu**, Council President, Pensacola

First Vice President **Lori C. Moseley**, Mayor, Miramar • Second Vice President **Matthew D. Surrency**, Mayor, Hawthorne

Executive Director **Michael Sittig** • General Counsel **Harry Morrison, Jr.**





# *Certificate of Completion*



*This certificate is presented to:*

***Vince Akhimie***

*In recognition of successful completion of the 4-hour training session:*

## ***Ethical Decision Making***

*With Trainer Mari Rains, Talent Management Consultant  
for the Institute of Government at UCF  
Presented by Florida City and County Management Association  
and the Flagler County Board of County Commissioners*

January 13<sup>th</sup>, 2017

Joseph A. Mayer  
Director Human Resources Flagler County

**CITY OF BUNNELL, FLORIDA**

PO Box 756

Bunnell, FL 32110-0756

Telephone: 386-437-7500

Fax: 386-437-7503

**APPLICATION FOR EMPLOYMENT**Received by: K. BatesDate Received: 7/31/18 12:31 PM

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Important Instructions: Hand-print or type neatly in black ink only. Fill in every blank line or box. If a blank line or box doesn't apply, enter "NA," or if you have no comment, enter "NC." A resume may be submitted with your completely filled-out Application for Employment form. Do not write "See Resume" in any of the blank lines or boxes.

---

Position applied for: City Manager**APPLICANT'S FULL NAME:** Vince AkhimieDesired wage/salary: Negotiable Will meet the needs of  
Date you can start: the CityHave you ever used a different first name, last name, or any nickname? Yes ☐ No ☒If yes, please list names used: N/AApplicant's mailing address: 1212 Candlewood DriveCity: Lakeland State: Florida Zip Code: 33813Daytime Phone number: 863-409-5754 Other Phone number: 863-370-3079How did you learn of this job opening? Florida League of CitiesAre you 18 years old, or older?..... Yes ☒ No ☐Can you legally hold a job in the USA?..... Yes ☒ No ☐Are you currently employed?..... Yes ☒ No ☐If not currently employed, were you laid off and/or subject to re-call?..... Yes ☐ No ☐May we ask information about you from your current employer?..... Yes ☒ No ☐Have you ever worked for the City of Bunnell before?..... Yes ☐ No ☒Have you ever been arrested?..... Yes ☐ No ☒If yes, please provide details below or attach detailed documentation including date(s), crime(s), disposition(s), probation(s), and location(s): N/A

Job Applicant's full name: \_\_\_\_\_

**DRIVERS LICENSE**Do you have a valid Florida Drivers License?..... Yes ☒ No ☐What type of drivers license is it? Hardship ☐ Operator ☒ CDL Class D ☐ C ☐ B ☐ A ☐Do you have less than six violation points charged against your license? Yes ☒ No ☐Has your drivers license ever been suspended or revoked? Yes ☐ No ☒If yes, give reason(s) and the month and year of each: N/A**MILITARY SERVICE**Have you ever served in the US Army ☐ Air Force ☐ Navy ☐ Marines ☐ Coast Guard ☐ or National Guard ☐? Are you now in the National Guard or Reserve? Yes ☐ No ☒What was your discharge? Honorable ☐ Dishonorable ☐ Other than honorable ☐What rank/grade did you achieve (E-3, O-2, etc.)? N/AWhat was your rating (communications, infantry, supply, medic, etc.)? N/AAre you claiming veteran's preference (attach DD Form 214)? Yes ☐ No ☒**EDUCATION**

Level	Name of School City & State	# of Years	Diploma/ Degree	Type of Degree or Major discipline
High School	<u>Higher School Certificate</u> <u>Cambridge, England</u>	<u>4</u>	<u>Yes</u>	<u>Pre-College</u>
College	<u>University of Washington</u> <u>University of Michigan</u>	<u>6</u> <u>7</u>	<u>Bachelor's &amp; Master's</u> All but dissertation	<u>Civil Engineering - Transportation</u> PhD (ABD) Eng./ PubAdm/Planning
Voc-Ed	<u>Florida State University</u>	<u>2</u>	<u>Certified Public Manager - Local Govt. Administration</u>	

**PROFESSIONAL / VOCATIONAL CERTIFICATION(S) / LICENSE(S)**

- State of Florida, Licensed Professional Engineer (P.E.), License #49550
- FEMA and NIMS (National Incident Management System) Certified - IS 200, 300, 400, & 700

**SPECIAL SKILLS**

List all, such as word-processing speed, operate front-end loader, mechanical, pipe laying, computer programs you're proficient at, electrical, operate tractor mower, crime investigation, construction inspection, HazMat training, conflict resolution, administration, etc.

MicroSoft Word, Outlook, Power Point, Excel, computer modeling software, administration, finance and budgeting, Capital Project management, intergovernmental relations, community relations, LEAN Six Sigma Management - White Belt Certification, continuing education through FCCMA, FLC, FSAWWA, and others.

Job Applicant's full name: Vince Akhimie

## REFERENCES

Do not list former employers, people related to you, or people you have known less than one year.

Name	City/State of Residence	Telephone	Years
<u>David Vance</u>	<u>Lakeland, FL</u>	<u>(813) 274-8109</u>	<u>20</u>
<u>Steve Elias</u>	<u>Winter Haven, FL</u>	<u>(863) 324-1112</u>	<u>18</u>
<u>Harold "Butch" Carter</u>	<u>West Palm Beach, FL</u>	<u>(561) 322-5528</u>	<u>12</u>

## RESUMES

I have a resume which I have attached for the City's consideration..... Yes ☒ No ☐

## OTHER PERTINENT COMMENTS OR REMARKS

Be all-inclusive. You may refer to attached/included documents. Include social as well as work matters.

Please see attached my resume, and awards, reference letter and credentials for additional details.

I have approximately 30 years of experience in municipal government management at the highest level, with 21 years of that experience being in Florida city and county government. I will be a very effective City Manager if selected for the City of Bunnell. The position fits very well into my career path.

## AFFIRMATION OF APPLICANT

I certify that all information in this Application for Employment, including all attachments, is true and complete; and, I understand that if any false information, omissions, or misrepresentations are discovered I may be rejected from potential employment, and if employed this is grounds for termination. In consideration of the employment applied for, I agree to conform to the City's rules, regulations and policies. I understand that Florida is a "right to work" state; and, therefore, my employment and compensation can be terminated with or without cause at either my option or the City's option.

Applicant's signature:


Date: July 31, 2018



Job Applicant's full name: Vince Akhimie

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**EMPLOYMENT HISTORY**

Start with your current, or most recent, job and list all former employers for the last ten years. If you need more space, photocopy the next page (page 5 of 6) before you fill it out.

---

**Current or Most Recent Job**Name of Organization: Vince Akhimie, CPM, P.E., Management ConsultantMailing Address: 1212 Candlewood DriveCity: Lakeland State: Florida Zip Code: 33813Job Title: Management Consultant

Summarize the work you did/do: Management services to communities on contractual basis; e.g., for the City of Avon Park, FL, assisted the City Manager by serving as Director of Public Works (3 to 11/2013), including water, sewer, streets, lighting, solid waste, landscaping, grant writing, parks, representation of the City, etc.

Name & Title of Supervisor: Self as Consultant; J. Deleon, City Manager, for Avon Park workTelephone: 863-443-4884 for J. Deleon for Avon Park work Fax Number: \_\_\_\_\_Dates Worked (Mo/Yr): Started: 7/2011 Ended: PresentFinal Wage/Salary: \$ varies per assignment. Hours worked per week: 50+

Reason for Leaving: Have always done consulting work between full-time career positions which is discontinued during full-time work.

---

**Next Most Recent Job**Name of Organization: City of Daytona Beach, FLMailing Address: 301 S. Ridgewood AvenueCity: Daytona Beach State: FL Zip Code: 32114Job Title: Director of Utilities

Summarize the work you did/do: Managed Utilities five-year \$130 million C.I.P., \$44 million operating budget, 156 FTE's. Assisted City Manager with tasks as assigned. Prepared reports for City Commission.

Name & Title of Supervisor: Jim Chisholm, City ManagerTelephone: (386) 275-0366 Fax Number: \_\_\_\_\_Dates Worked (Mo/Yr): Started: 10/2015 Ended: 5/2017Final Wage/Salary: \$ 121,200 per year. Hours worked per week: 50+Reason for Leaving: Reorganization, former Director returned.

Job Applicant's full name: Vince Akhimie

## CONTINUATION OF EMPLOYMENT HISTORY

## Next Most Recent Job

Name of Organization: City of Bremerton, WAMailing Address: 345 6th Street, Suite 600City: Bremerton State: WA Zip Code: 98335Job Title: Director of Public Works and UtilitiesSummarize the work you did/do: Managed 35% of the City's work force - 120 FTE's, \$62 million operating budget, \$107 million C.I.P., presentations to City Council. Represented City on intergovernmental bodies.Name & Title of Supervisor: Patty Lent, MayorTelephone: (360) 473-5926 H.R. Fax Number: \_\_\_\_\_Dates Worked (Mo/Yr): Started: 7/2010 Ended: 7/2011Final Wage/Salary: \$ 111,400 per year. Hours worked per week: 50+Reason for Leaving: Mutual separation per terms of at-will employment agreement to support spouse in her battle with cancer for almost a year (she is now a survivor).

## Next Most Recent Job

Name of Organization: City of Riviera Beach, FLMailing Address: 600 W. Blue Heron Blvd.City: Riviera Beach State: FL Zip Code: 33404Job Title: Director of Public WorksSummarize the work you did/do: Prepared and managed annual budget and work program for the Department of 50 FTE's and assisted one of the two Asst. City Mgr.'s in managing the City's Utility District with 70 FTE's.Name & Title of Supervisor: Gloria Shuttlesworth, City ManagerTelephone: (561) 840-4880 H.R. Fax Number: \_\_\_\_\_Dates Worked (Mo/Yr): Started: 11/2006 Ended: 8/2010Final Wage/Salary: \$ 103,300 per year. Hours worked per week: 50+Reason for Leaving: Took buyout offered to all eligible employees, and concurrently, took new position with higher pay and responsibility with the City of Bremerton, WA.

Job Applicant's full name: \_\_\_\_\_

---

***Applicant is not to type/write on this page.***

Application:

Neat: Yes \_\_\_ No \_\_\_; Writing is easily read: Yes \_\_\_ No \_\_\_; Complete: Yes \_\_\_ No \_\_\_

Recommendation for Interview: Yes \_\_\_ Potentially \_\_\_ No \_\_\_

Reviewed by: \_\_\_\_\_ Title: \_\_\_\_\_

---

FIRST INTERVIEW: Date: \_\_\_\_\_ Structured: \_\_\_\_\_ Random: \_\_\_\_\_ Tour: \_\_\_\_\_

Interviewer: \_\_\_\_\_ Title: \_\_\_\_\_

Applicant was: Neat in appearance\_\_\_ Articulate\_\_\_ Confident\_\_\_ Sincere\_\_\_ Friendly\_\_\_  
Abrasive\_\_\_ Evasive\_\_\_ Not succinct\_\_\_ Seemed to have good understanding of the job\_\_\_  
Other Comments: \_\_\_\_\_

---

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Recommended for a second Interview? Yes \_\_\_ No\_\_\_

References checked: Yes \_\_\_ No \_\_\_ Result \_\_\_\_\_

Former Employees Checked: Yes \_\_\_ No \_\_\_ Result \_\_\_\_\_

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SECOND INTERVIEW: Date: \_\_\_\_\_ Structured: \_\_\_\_\_ Random: \_\_\_\_\_ Tour: \_\_\_\_\_

Interviewer: \_\_\_\_\_ Title: \_\_\_\_\_

Applicant was: Neat in appearance\_\_\_ Articulate\_\_\_ Confident\_\_\_ Sincere\_\_\_ Friendly\_\_\_  
Abrasive\_\_\_ Evasive\_\_\_ Not succinct\_\_\_ Seemed to have good understanding of the job\_\_\_  
Other Comments: \_\_\_\_\_

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Recommended for Hiring by:

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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