

## EMPLOYMENT APPLICATION



**FLAGLER COUNTY**  
 1769 East Moody Blvd. Bldg 2 Bldg #2  
 Bunnell, Florida 32110  
 386-313-4007  
<http://www.flaglercounty.org>

**Salinas, Jorge I**  
**00234 CHIEF OF STAFF**

**Received: 7/28/20 11:58 AM**

**For Official Use Only:**

QUAL: \_\_\_\_\_

DNQ: \_\_\_\_\_

☐ Experience

☐ Training

☐ Other: \_\_\_\_\_

## PERSONAL INFORMATION

<b>POSITION TITLE:</b> CHIEF OF STAFF		<b>EXAM ID#:</b> 00234
<b>NAME:</b> (Last, First, Middle) Salinas, Jorge I		<b>SOCIAL SECURITY NUMBER:</b> N/A
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) ELK RUN DR SW, Albany, Oregon 97321		<b>EMAIL ADDRESS:</b> jorge.salinas@comcast.net
<b>HOME PHONE:</b> (541) 791-3983	<b>ALTERNATE PHONE:</b> 541-704-2304	<b>NOTIFICATION PREFERENCE:</b> Email
<b>DRIVER'S LICENSE:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> State: OR	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

## PREFERENCES

<b>MINIMUM COMPENSATION:</b> \$151,000.00 per year
<b>WHAT TYPE OF JOB ARE YOU LOOKING FOR?</b> Regular
<b>TYPES OF WORK YOU WILL ACCEPT:</b> Full Time
<b>SHIFTS YOU WILL ACCEPT:</b> Day
<b>OBJECTIVE:</b> Support the County Administrator in working with County staff, the Board of County Commissioners (BOCC), and other matters of organizational importance for the county. Work towards building and fostering successful relationships with the community, county commissioners, staff, customers, stakeholders, and vendors to ensure that we identify and address the needs of Flagler County.

## EDUCATION

<b>DATES:</b>	<b>SCHOOL NAME:</b> WESTERN GOVERNORS UNIVERSITY	
<b>LOCATION:</b> (City, State/Province) Salt Lake City , Utah	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Master's
<b>MAJOR:</b> MBA Information Technology Management	<b>UNITS COMPLETED:</b> 36 - Semester	
<b>DATES:</b>	<b>SCHOOL NAME:</b> UNIVERSITY INTERAMERICANA OF PUERTO RICO	
<b>LOCATION:</b> (City, State/Province) Agudilla , Puerto Rico	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Bachelor's
<b>MAJOR:</b> B.S. Computer Science	<b>UNITS COMPLETED:</b> 140 - Semester	

## WORK EXPERIENCE

<b>DATES:</b> From: 5/2015 To: Present	<b>EMPLOYER:</b> City of Albany	<b>POSITION TITLE:</b> Deputy City Manager/CIO
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 333 Broadalbin ST SW, Albany, Oregon, 97321		<b>COMPANY URL:</b> <a href="https://www.cityofalbany.net">https://www.cityofalbany.net</a>
<b>PHONE NUMBER:</b> 541.740.2304	<b>SUPERVISOR:</b> Peter Troedsson - City Manager	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$12,525.00/month	<b># OF EMPLOYEES SUPERVISED:</b> 7

**DUTIES:**  
 During the past 25 years, I have effectively contributed to the growth and success of multiple organizations within the public and private sectors. My experience provides an effective balance of leadership and management skills as well as efficient implementation of multiple disciplines including, technology, project management, strategic planning, team building, mentoring employees, budget preparation, quality management, vendor and contract management.  
 Some of my duties and responsibilities include assisting the City Manager and members of the City Council in managing and monitoring issues inside and outside of the organization; leading and managing the development of strategies, coordinate, and implement policies, research and prepare data for studies, reports, and recommendations. Represent the City Manager and assume the duties of the City Manager in her/his absence. Responds to citizen inquiries or concerns. Provides leadership and direction to complex projects requiring coordination between departments and/or other agencies.

(Please refer to attached resume for additional information)

**REASON FOR LEAVING:**

Currently at this position.

<b>DATES:</b> From: 8/2006 To: 5/2015	<b>EMPLOYER:</b> City of Albany	<b>POSITION TITLE:</b> Information Technology Director
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 333 Broadalbin Street SW, Albany, Oregon, 97321		<b>COMPANY URL:</b> www.cityofalbany.net
<b>PHONE NUMBER:</b> (541) 704-2304	<b>SUPERVISOR:</b> Wes Hare - City Manager	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$10,344.00/month	<b># OF EMPLOYEES SUPERVISED:</b> 12

**DUTIES:**

Responsible for setting strategic direction, overall technical leadership and delivery of Information Technology (IT) services within the City of Albany.  
We serve a very diverse customer base with unique business and innovation requirements located throughout 16 sites, which includes Public Safety (Police and Fire), Library, Finance, Human Resources, Community Development, Parks & Recreation, Economic Development, City Manager's Office, City Council, Municipal Court, Transit, Public Works Operations (i.e., Water, Sewer, Storm and Streets), and Public Works Engineering.

(Please refer to attached resume for additional information)

**REASON FOR LEAVING:**

Promoted to Assistant City Manager/CIO; Also serving as the Director for the Information Technology Department.

<b>DATES:</b> From: 7/2001 To: 7/2006	<b>EMPLOYER:</b> HEWLETT PACKARD	<b>POSITION TITLE:</b> IT Program/Project Manager
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 1000 Circle Blvd, Corvallis, Oregon, 97330		
<b>PHONE NUMBER:</b> 541-757-2000	<b>SUPERVISOR:</b> Don Stupfel - Section Manager	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$0.00/month	<b># OF EMPLOYEES SUPERVISED:</b> 0

**DUTIES:**

Managed multiple enterprise-level initiatives of various complexities.  
Proven record of successfully managing portfolios of complex projects across organizational and geographical boundaries. Responsible for the development and execution of cross-functional programs/projects and teams that improved HP product generation processes in the product data management domain.

Managed multiple Software development and infrastructure Upgrades Projects:

- Managed multiple upgrades and migrations for five Documentum/Oracle instances located in geographically dispersed regions (e.g., Ireland, Puerto Rico, San Diego, Singapore, and Corvallis), with a direct customer base of 4,500 users.
- Negotiated license agreements that accounted for future growth and decreased total cost of ownership (TCO). (Over \$2M in savings)
- Managed product data management global IT infrastructure performance improvement projects for the Ink Jet Division.
- Developed and implemented an infrastructure change management process including a formal change review board. This included the management of software & hardware upgrades, codebase sharing, and maintenance of production instances on HP-UX servers within a clustered environment.

**REASON FOR LEAVING:**

IT Positions were being relocated to Austin Texas and raising our kids in Oregon was very important to us.

<b>DATES:</b> From: 6/1998 To: 7/2001	<b>EMPLOYER:</b> HEWLETT PACKARD	<b>POSITION TITLE:</b> IT Project Manager/Lead IT Engineer
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 1000 Circle Blvd, Corvallis, Oregon, 97330		
<b>PHONE NUMBER:</b> 541-757-2000	<b>SUPERVISOR:</b> Susy - Quan	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$0.00/month	<b># OF EMPLOYEES SUPERVISED:</b> 3

**DUTIES:**

Led a team of Systems Engineers responsible for the development and delivery of a global Document Management Systems (DMS) solution for the HP InkJet Supplies Organization. This included multiple application development projects and system implementations for five geographically dispersed locations. Led a global 7x24, IT support infrastructure for the Ink Jet Supplies organization.

**REASON FOR LEAVING:**

IT Re-organization

<b>DATES:</b> From: 1/1996 To: 6/1998	<b>EMPLOYER:</b> HEWLETT PACKARD	<b>POSITION TITLE:</b> Technical Information Services Manager
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Hwy 110 KM 3.5, Agudaila, Puerto Rico, 00605		
<b>PHONE NUMBER:</b> 787-890-6000	<b>SUPERVISOR:</b> Ivonne Ortiz - Supply Chain Manager	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$0.00/month	<b># OF EMPLOYEES SUPERVISED:</b> 11

**DUTIES:**

- Responsible for leading and directing activities required to control and maintain Inkjet products, process and tooling documentation necessary to manufacture the entity's products.
- Areas of responsibility included tooling, product, process documentation management areas, drafting/mechanical designing personnel, and IT staff for the HP Puerto Rico Ink Jet site.

**REASON FOR LEAVING:**

Transferred to the HP Corvallis site to lead global IT initiative.

### CERTIFICATES AND LICENSES

<b>TYPE:</b> Lean Six Sigma Green Belt	
<b>LICENSE NUMBER:</b> 100-112-1342	<b>ISSUING AGENCY:</b> Lasater Institute for Systematic Innovation
<b>TYPE:</b> Lean Six Sigma Black Belt Certification	
<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b> Management and Strategy Institute (MSI)
<b>TYPE:</b> Project Management Professional (PMP)	
<b>LICENSE NUMBER:</b> 1654666	<b>ISSUING AGENCY:</b> PMI
<b>TYPE:</b> ICMA-CM	
<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b> ICMA

### Skills

<b>OFFICE SKILLS:</b> Typing: Data Entry:
<b>OTHER SKILLS:</b>
<b>LANGUAGE(S):</b> Spanish - <input type="checkbox"/> Speak <input type="checkbox"/> Read <input type="checkbox"/> Write

### ADDITIONAL INFORMATION

Nothing Entered For This Section

### REFERENCES

<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Wes Hare	<b>POSITION:</b> Retired City Manager
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b> weshare@comcast.net		<b>PHONE NUMBER:</b> 541-974-3700
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Peter Troedsson	<b>POSITION:</b> City Manager
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b> peter.troedsson@cityofalbany.net		<b>PHONE NUMBER:</b> 541-917-7505
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Danette Jamison	<b>POSITION:</b> HR Director
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 333 Broadalbin ST SW, P.O. Box 490, Albany, Oregon 97321		
<b>EMAIL ADDRESS:</b> danette.jamison@cityofalbany.net		<b>PHONE NUMBER:</b> 541-917-7506
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Sharon Konopa	<b>POSITION:</b> Mayor (City of Albany)
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b> sharon.konopa@cityofalbany.net		<b>PHONE NUMBER:</b> 541-791-0300

**Agency-Wide Questions**

1. **If applying for driver position, do you possess a valid Class B or higher Commercial Driver's License with Passenger Endorsement?**  
No
  2. **Are you eligible to work in the United States?**  
Yes
  3. **Employment Desired:**  
Full Time
  4. **Have you ever worked for this organization?**  
No
  5. **Hours of work (per week) desired:**  
40+
  6. **Date Available:**  
TBD
  7. **Desired Salary:**  
\$151, 000
  8. **Are you currently in the armed forces?**  
No
  9. **Military Branch:**
  10. **Military Start Date:**
  11. **Military Discharge Date:**
  12. **Rank at Discharge:**  
**ALL APPLICANTS MUST ANSWER "YES" OR "NO" TO THIS QUESTION. If you are claiming Veteran's Preference, a copy of your DD-214 or comparable document which serves as a certification of release or discharge claim, MUST be furnished at the time of application. Effective April 8, 1992, Chapter 92-80, Laws of Florida amended the definition of wartime service to include the Persian Gulf War, beginning August 2, 1990, and ending on such a date as may be prescribed by presidential proclamation or by law. The County will give your application every special consideration required by the law (Florida Administrative Code, Chapter 55A-7). If you believe you were not afforded employment preference in accordance with the law, you have the right to file a complaint within twenty-one (21) days of notice of non-selection for the position with the Department of Veteran's Affairs, 11351 Ulmerton Road, Suite 311-K, Largo, Florida 32278-1630**  
Are you claiming Veteran's Preference?  
No
  14. **Check the appropriate category if you are claiming Veteran's Preference:**
  15. **Have you uploaded supporting documentation verifying your veterans preference. Examples would include your DD214 or SF15 Form.**  
N/A
  16. **Have you signed and attached Form DOS-119 if applicable? (the link to this form can be found on the Career page/job opportunities under "show more")**  
No
  17. **Where did you hear of this opportunity?**  
County Website
- 

The following terms were accepted by the applicant upon submitting the online application:

By clicking the Accept & Submit button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying my identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of Flagler County and will not be returned. I understand Flagler County may contact prior employers and others.

This application was submitted by Jorge I Salinas on 7/28/20 11:58 AM



Mr. Jerry Cameron  
County Administrator, Flagler County  
1769 East Moody Blvd. Bunnell, Florida, 32110

Please accept my application for consideration to be the next Chief of Staff for Flagler County. As outlined in the attached resume, I have a strong background in delivering results in complex organizational environments and leading teams through challenging projects and priorities. As a successful Deputy City Manager/CIO for the City of Albany, Oregon, I have fostered strong and enduring organizational relationships and implemented innovative technical solutions that have enabled the organization to deliver excellent services to our community.

During the past 25 years, I have effectively contributed to the growth and success of multiple organizations within the public and private sectors. My experience provides an effective balance of leadership and management skills as well as efficient implementation of various disciplines including technology, project management, strategic planning, team building, mentoring employees, budget preparation, quality management, vendor and contract management.

Working for the City of Albany during the past fourteen years has been very rewarding, I have had the privilege to work on challenges that have had a direct impact on the services and safety of our community. I also have a strong commitment towards performance management, which includes the implementation of various open data/transparency solutions via numerous platforms such as the city's online financial dashboards, Strategic Plan scorecards, and the Integrated Financial Management Assessment Plan.

Throughout the years, my skills and experiences have prepared me to leverage technology in order to serve others and enable processes that, in many cases, were meant for profit while in others, they were designed to enhance the lives and experiences of members of our community.

I am committed to building and fostering successful relationships with the community, county commissioners, staff, customers, stakeholders, and vendors to ensure that we identify and address the needs of Flagler County.

I decided to pursue the Chief of Staff position at Flagler County because I believe that my experience as a public servant, dedication to technology/innovation, quality services, stewardship, and performance management will enable me to support the County's vision, mission, and values, and help lead the organization towards making Flagler County a better community for generations to come.

I appreciate you taking the time to review my credentials.

Best Regards,



Jorge Salinas

# Jorge Salinas, MBA, PMP, ICMA-CM

4681 ELK Run DR SW, Albany, Oregon 97321 - 541.791-3983 - [jorge.salinas@comcast.net](mailto:jorge.salinas@comcast.net)

## CAREER PROGRESSION

### CITY OF ALBANY

#### Deputy City Manager/Chief Information Officer (CIO)

Interim Economic Development Director

(05/2015- Present)

(10/2016- 02/2018)

The City of Albany, Oregon is located approximately 70 miles south of Portland and has a population of ~54,120. The City of Albany has a BN FY19-21 budget of \$363.97M, and there are over 400 regular employees and about 75 part-time employees.

During the past 25 years, I have effectively contributed to the growth and success of multiple organizations within the public and private sectors. My experience provides an effective balance of leadership and management skills as well as efficient implementation of multiple disciplines including, technology, project management, strategic planning, team building, mentoring employees, budget preparation, quality management, vendor and contract management.

Some of my duties and responsibilities include assisting the City Manager and members of the City Council in managing and monitoring issues inside and outside of the organization; leading and managing the development of strategies, coordinate, and implement policies, research, and prepare data for studies, reports, and recommendations. Represent the City Manager and assume the duties of the City Manager in her/his absence. Responds to citizen inquires or concerns. Provides leadership and direction to complex projects requiring coordination between departments and/or other agencies.

### Key Contributions & Results:

#### Citywide Initiatives:

- Open Data and Transparency: Led the deployment of citizen engagement and communication tools such as:
  - Where Do you Taxes Go?  
(<https://www.cityofalbany.net/data/propertytax?v=250000&c=Linn+County>)
  - City Tax Receipt -This tool provides visibility of general fund tax dollars that go directly to the city. (<https://www.cityofalbany.net/taxreceipt>)
  - General Fund Budget Balancing Act - This tool provides our community with an opportunity to participate in our budget process and submit their recommendations to our city council. (<https://www.cityofalbany.net/balancingact>)
- Performance Management: Led the city to receive the 2019 ICMA Certificate of Excellence in Performance Management (This is the eighth year that we have received this award).
  - This Certificate of Excellence is awarded to jurisdictions that consistently track and report key outcomes, survey residents and local government employees, incorporate data into performance dashboards, and foster the development of a performance culture throughout their organizations. The City of Albany is one of 27 jurisdictions nationwide receiving the Certificate of Excellence and the only one in Oregon. In Florida, the recipients were Alachua County, City of Fort Lauderdale and the City of Tamarac. <https://icma.org/certificates-in-performance-management>
  - Led various Lean Six Sigma (L6S) and performance management-related projects including:
    - Citywide sick leave usage initiative to help address non-FMLA sick leave utilization that was costing the City an average of 9 FTE/year.
    - Simplified and consolidated Parks & Recreation class registration process.

- Financial Strategic Planning & Analysis:
  - Led the development of a ten-year Integrated Financial Management Assessment Plan for the City of Albany: [https://www.cityofalbany.net/images/stories/finance/ifmap/2016-2027 Integrated Financial Management Assessment Plan.pdf](https://www.cityofalbany.net/images/stories/finance/ifmap/2016-2027%20Integrated%20Financial%20Management%20Assessment%20Plan.pdf)
  - With the City Manager and Finance Director oversee the development of the City's budget.
- Manage the City's Strategic Plan (yearly process):
  - <https://www.cityofalbany.net/images/stories/citymanager/coa-strategicplan.pdf>
- Strategic Energy Management: Led the city's strategic energy management program, worked with Energy Trust of Oregon and various energy champions throughout the organization to successfully establish and implement a Strategic Energy Management Program for the City which covers both Water Treatment Plants (WTP) and the Water Reclamation Facility (WRF).
  - This program has rendered over 2.5 million kilowatt-hours of energy savings since 2015. <https://www.cityofalbany.net/data/other-data/energy-management>
- Strategic Plan Scorecards: Led staff through the development of the Strategic Plan Scorecards, which is a graphical representation of the city's goals and objectives:
  - <https://www.cityofalbany.net/data/scorecard-great-neighborhoods>
  - <https://www.cityofalbany.net/data/scorecard-safe-city>
  - <https://www.cityofalbany.net/data/scorecard-healthy-economy>
  - <https://www.cityofalbany.net/data/scorecard-effective-government>
- Information Technology:
  - Upgraded the City's virtual infrastructure, including replacement of shared network storage.
    - Multiple data centers (VMware hosts, Dell SAN, and networking equipment).
    - Our virtual environment provides server resources to all city departments.
  - Migrated the organization to O365; this solution has enabled the organization to access their documents anytime/anywhere from any device. Also, the built-in sharing and collaboration features of Office 365 makes it suitable for today's work environments.
  - We are currently working through the process of upgrading the City of Albany's ERP system (Munis: Phase I - Financials, Phase II - HR/Payroll/Executime, Phase III - Utility Billing). Both Phases I & II are complete; Phase III is expected to go live on January 2021.
  - Developed and maintain a five-year IT Enterprise Road Map for the City of Albany.
- HR/Personnel:
  - Represent the City Manager's Office (CMO) in multiple union negotiations with the American Federation for State, County, and Municipal Employees (AFSCME) and Albany Police Association.
- Economic Development:
  - Responsible for the successful implementation of public improvement projects related to economic development and redevelopment within the City of Albany, including public-private partnerships.
  - Oversaw funding projects that supported business retention and expansion (i.e., Lochner project - expected to generate 60 equivalent FTEs).
  - Oversaw the process of multiple loans for Economic Development (EcDev) projects.

We serve a very diverse customer base with unique business and innovation requirements located throughout 16 sites, which includes Public Safety (Police and Fire), Library, Finance, Human Resources, Community Development, Parks & Recreation, Economic Development, City Manager's Office, City Council, Municipal Court, Transit, Public Works Operations (i.e., Water, Sewer, Storm and Streets), and Public Works Engineering.

**Enterprise Level IT Initiatives:**

- In partnership with Linn County Sheriff's Office (LCSO), oversaw the project management of our new computer aided dispatch (CAD), mobile reporting, and records management system (RMS). Stakeholders for this project included the City of Albany Police and Fire Departments, Linn County Sheriff's Office and eight other fire agencies that are served through this new system.
- Deployment of a new permitting system based on Accela Automation and BuildingEye that enabled the City to handle a larger demand for services without having to increase staff.
  - ProjectDox (ePlans): This electronic plan review solution has enabled the City of Albany to introduce process efficiencies across the Planning, Building and Public Works Departments while reducing the cost of doing business for the residents/developers. The projected five-year savings for this project were in the range of \$512K to \$688K, therefore, achieving a return on investment (ROI) by the second year of implementation. The total implementation cost for this project was \$217,900.
- Deployed telephony solution that simplified operation and generated immediate savings.
  - Migrated a Nortel base PBX (Phone) system to Cisco Call Manager, Unity Connection, and Contact Center while generating an average savings of \$6,000/month or 46% of the telephony-related cost.
- Negotiated citywide copier contract that is generating savings in the order of \$10K per year while expanding copier services from 22 to 29 units in thirteen sites.
- During the past ten years, over 90 percent of our customers have ranked our IT services in all three main categories (Quality of Services, Timeliness of Services and Overall Satisfaction) with a rating of four or five, with five being excellent.

**HEWLETT PACKARD (Corvallis, Oregon)**  
**IT Program/Project Manager**

**(07/2001 – 08/2006)**

Proven record of successfully managing portfolios of complex projects across organizational and geographical boundaries. Responsible for the development and execution of cross-functional programs/projects and teams that improved HP product generation processes in the product data management domain.

**Managed multiple Software development and infrastructure Upgrades Projects:**

- Managed multiple upgrades and migrations for five Documentum/Oracle instances located in geographically dispersed regions (e.g., Ireland, Puerto Rico, San Diego, Singapore, and Corvallis), with a direct customer base of 4,500 users.
- Negotiated license agreements that accounted for future growth and decreased total cost of ownership (TCO). (Over \$2M in savings)
- Managed product data management global IT infrastructure performance improvement projects for the Ink Jet Division.
- Developed and implemented an infrastructure change management process including a formal change review board. This included the management of software & hardware upgrades, code base sharing, and maintenance of production instances on HP-UX servers within a clustered environment.

**HEWLETT PACKARD (Corvallis, Oregon)**  
**IT Project Manager/Lead IT Engineer**

**(06/1998 - 07/2001)**

Led a team of Systems Engineers responsible for the development and delivery of a global Document Management Systems (DMS) solution for the HP Ink Jet Supplies Organization. This included multiple application development projects and system implementations for five geographically dispersed locations. Led a global 7x24, IT support infrastructure for the Ink Jet Supplies organization.



<b>HEWLETT PACKARD</b> (Aguadilla, Puerto Rico) Technical Information Services Manager	(01/1996 - 06/1998)
<b>HEWLETT PACKARD</b> (Aguadilla, Puerto Rico) HP-UX Systems Administrator/Oracle DBA	(06/1994 - 01/1996)
<b>HEWLETT PACKARD</b> (Aguadilla, Puerto Rico) Engineer Assistant (New Product Introduction)	(04/1993 - 06/1994)
<b>HEWLETT PACKARD-OKI DATA</b> (Aguadilla, Puerto Rico) Numeric Control Operator	(06/1991 - 04/1993)
<b>SALINAS FLEET SERVICES</b> (Aguadilla, Puerto Rico) HP Vehicle Fleet Services Administrator (Small Business owner)	(05/1990 - 06/1991)
<b>AIR NATIONAL GUARD</b> (Aguadilla, Puerto Rico): Aerospace Control and Warning Systems Technician	(03/1990 - 06/1998)
<b>UNITED STATE AIR FORCE:</b> - Active Duty (Bangor, Maine) Aerospace Control and Warning Systems Technician Over The Horizon Backscatter Radar system	(05/1988 - 03/1990)

## EDUCATION & PROFESSIONAL DEVELOPMENT

<b>WESTERN GOVERNORS UNIVERSITY</b> Master of Business Administration (MBA)	(12/2011 - 12/2012)
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<b>UNIVERSITY INTERAMERICANA OF PUERTO RICO</b> B.S. Computer Science	(08/1990 - 06/1994)
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### Certifications/Trainings/Awards:

ICMA Credentialed Manager	(01/2019 – 06/2021)
Project Management Professional (PMP) Cert# 1654666	(07/2013 - 07/2023)
Lean Six Sigma Black Belt Certification	(09/2014)
Government Technology's Top 25 Doers, Dreamers, Drivers (National Award)	(2016)
Lean Six Sigma Green Belt (CSSGB) Cert# 100-112-1342	(01/2010)
Configuration Management II Certification – Arizona State University	(01/2000)

### Professional Affiliations:

International City/County Management Association (ICMA)	(2015 - Present)
Oregon Association of Government Information Technology Management	(2012 - Present)
Oregon City/County Management Association (OCCMA)	(2017 - Present)
CJIS LASO (local agency security officer)	(2015 – Present)
ICMA Performance Management Advisory Committee	(2016 – Present)
Government Technology (Digital Government summit) Advisory Board Member	(2016 – Present)

## References

Provided upon request.