



**CITY OF BELLE ISLE, FL**  
**CITY COUNCIL SPECIAL CALLED SESSION**  
Held in City Hall Chambers 1600 Nela Avenue

Tuesday, August 29, 2023 \* 6:30 PM

**AGENDA**

**City Council Commissioners**

Nicholas Fouraker, Mayor

Vice-Mayor – Beth Lowell, District 5

District 1 Commissioner – Ed Gold | District 2 Commissioner – Anthony Carugno | District 3 Commissioner – Karl Shuck | District 4 Commissioner – Randy Holihan | District 6 Commissioner – Stan Smith | District 7 Commissioner – Jim Partin

**Welcome** - Welcome to the City of Belle Isle City Council meeting. Agendas and all backup material supporting each agenda item are available in the City Clerk's office or website at [www.belleislefl.gov](http://www.belleislefl.gov). If you are not on the agenda, please hand the City Clerk a completed yellow "Request to Speak" form. The Council is pleased to hear relevant comments and has set a three-minute limit. Rosenberg's Rules of Order guide the conduct of the meeting. Order and decorum will be preserved at all meetings. Personal, impertinent, or slanderous remarks are not permitted. Please silence all technology during the session. Thank you for participating in your City Government.

**1. Call to Order and Confirmation of Quorum**

**2. Citizen's Comments** - Persons desiring to address the Council must complete and provide the City Clerk a yellow "Request to Speak" form. When the Mayor recognizes you, state your name and address and direct all remarks to the Council as a body, not individual council members, staff, or audience. Citizen comments and each section of the agenda where public comment is allowed are limited to three (3) minutes. Questions will be referred to staff and answered within a reasonable period following the meeting date.

**3. New Business**

a. Discussion and Selection of Top 5 City Manager Finalists: Poll Summary Spreadsheet

b. Andrew J. Clark

c. David S. Johnson

d. David R. Williams

e. Don A. King

f. James P. "Jim" Gleason

g. J. Mark Rooney

h. Matthew W. "Matt" Coppler

i. Paul E. Carlisle

j. Rick J. Rudometkin

k. Approval of the Candidate Meet and Greet - September 8th and Individual Interviews September 9th

**4. Adjournment**

**Belle Isle, FL**  
**Summary of Preferences for City Manager, Round # 2**

August 29, 2023

<b>Council Member</b>	<b>Fouraker</b>	<b>Carugo</b>	<b>Gold</b>	<b>Holihan</b>	<b>Lowell</b>	<b>Shuck</b>	<b>Smith</b>	<b>Partin</b>	<b>Total</b>
<b>Candidate</b>									
<b>Andrew Clark</b>									
<b>David Johnson</b>									
<b>David Williams</b>									
<b>Don King</b>									
<b>James Gleason</b>									
<b>Mark Rooney</b>									
<b>Matthew Coppler</b>									
<b>Paul Carlisle</b>									
<b>Rick Rudometkin</b>									
<b>Other</b>									

Compiled by: \_\_\_\_\_

COLIN BAENZIGER  ASSOCIATES  
EXECUTIVE RECRUITING

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*Section 5*

*Andrew J. Clark*

*Belle Isle City Manager  
Candidate Report*

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*Cover Letter and Resume*

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# Andrew J. Clark

**Contact information**

(321)-663-1340  
Mandrew117@aol.com  
3737 Landlubber St.  
Orlando, Florida 32812

**To**

City Council  
City of Belle Isle  
1521 Nela Avenue

**Dear Council Members**

I am excited to apply for the position of City Manager for the City of Belle Isle. Please accept this cover letter and the attached resume as my interest in the position. Being raised in Belle Isle as a child and later having the honor of serving the city and its residents as a police officer, I have a special attachment to the city. During my time serving the Belle Isle community as a police officer, I have received several awards, including officer and distinguished officer of the year, several life-saving awards, and the Chief's Special award. I have supervised, managed, and trained officers as a Corporal and trainer. I started, initiated, and implemented the agency drone program and currently manage the agency's IT department. Through my experience working for the Belle Isle Police Department, I have developed strong bonds with all the city employees. I have a bachelor's in criminal justice and will receive my master's in criminal justice in Fall 2024. I believe my education, experience, leadership skills, and intimate knowledge of the city's workings, including the city's needs, make me uniquely qualified to be city manager.

I appreciate your time in reviewing my resume and look forward to our interview.

**Andrew J. Clark**

# ANDREW CLARK

Orlando, FL 32812  
(321) 663-1340 - mandrew117@aol.com

## PROFESSIONAL SUMMARY

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An efficiency-driven public servant who is dedicated to the Belle Isle Community. Strong leader and problem-solver who applies training, monitoring, and morale-building abilities to enhance employee engagement and boost performance. I seek to maintain a full-time position that offers professional challenges and utilizes excellent interpersonal, time management, and problem-solving skills to meet the city's goals best while improving transparency and positive relationships with the members of the public.

## ACCOMPLISHMENTS

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- Belle Isle Officer of of the Year 2017
- Belle Isle Police Chief's Special Award 2020
- Belle Isle Distinguished Officer of the Year 2022
- (3) Life Saving Awards

## SKILLS

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- |  |                                       |
|--|---------------------------------------|
| • Community Relations                  | • Information Analysis                |
| • Problem-Solving & Critical Thinking  | • System Administration               |
| • Strong Communication Skills          | • Technical Troubleshooting & Support |
| • Local, State and Federal Regulations | • Planning & Organizing               |
| • Public Relations                     | • Organizational Skills               |
| • Safety and Risk Assessments          | • Training & Development              |
| • Police Patrol Operations             | • Supervision & Leadership            |

## WORK HISTORY

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- 10/2015 to Current **Police Officer, Corporal**  
**City Of Belle Isle Police Department** – Belle Isle, Florida
- Trained and mentored staff on correct procedures to maximize efficiency and protect public trust
  - Reviewed paperwork and case files submitted by subordinate officers to verify accuracy and conformance to strict policies
  - Coordinated routine evaluations with local, state and federal regulatory agencies
  - Informed shift officers of properties to watch and noted criminals understood to be in patrol areas
  - Supported positive relationships between community leaders and general public by demonstrating courteous and cooperative behavior when interacting with citizens and visitors
  - Answered calls and complaints while providing community-oriented police services to improve and enhance quality of life community-wide

- Exceeded specific team goals and resolved issues by partnering with colleagues to share and implement service initiatives
- Reviewed and assessed criminal prosecution information, including search warrants, citations and complaints
- Partnered with team members to implement service initiatives and achieve team objectives
- Collaborated with divisional commanders to maintain consistency in all operations
- Improved criminal investigation lead times through enhanced case management and better personnel training
- Maximized data collection accuracy scores by recording, storing and analyzing security information with zero discrepancies
- Strengthened traceability by developing organization systems for criminal prosecution case logs, records, reports and agendas
- Assessed training needs through surveys, interviews with employees or focus groups
- Supervised, evaluated or referred instructors to skill development classes
- Participated and attended meetings or seminars to obtain information for use in training programs or to inform management of training program status
- Assisted with installation of software updates to computer systems

03/2013 to 08/2015 **Electrical Assembler Lead**

**Captiveaire** – Orlando, Florida

- Inspected and diagnosed wiring installations and issues to maintain safety
- Measured voltages and adjusted setups to increase equipment longevity
- Worked closely with supervisors and designers to understand and meet production specifications
- Tested wiring installations and circuits for resistance factors
- Distributed materials, supplies and subassemblies to work areas
- Read and interpreted blueprints to determine what materials and tools would be needed for assembly
- Assisted new employees with assembly tasks to maintain production levels
- Maintained production rates by applying technical and electrical expertise to produce each piece
- Suggested ways to improve production and solve problems to supervisors
- Educated fellow workers on assembly instructions and procedures
- Documented findings from wiring installation tests.

**EDUCATION**

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Expected in 05/2025 **Master of Arts: Criminal Justice**  
**University of Central Florida** - Orlando, FL

05/2022 **Bachelor of Arts: Criminal Justice**  
**University of Central Florida** - Orlando, FL

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*Candidate Introduction*

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**EDUCATION**

Masters of Arts, Criminal Justice, University of Central Florida (*Expected Fall 2024*)

Bachelor of Arts, Criminal Justice, University of Central Florida

Law Enforcement Officer Certification, Valencia School of Public Safety

**EXPERIENCE**

Corporal, Police Officer, City of Belle Isle	2022 - present
Police Officer, City of Belle Isle	2015 - present

**BACKGROUND**

The City of Belle Isle is part of the Orlando – Kissimmee – Sanford Metropolitan Statistical Area. The City was founded in 1924 and is approximately 5.18 square miles. The Conway Chain of Lakes comprises three major lakes within the City. The City of Belle Isle is surrounded by four major county roads, Hoffner Avenue to the north, Conway Road to the east, McCoy Road to the south, and Orange Avenue to the west. Belle Isle has several businesses within the City, with Regal Boats being one of the major businesses. The City also has Cornerstone Charter Academy, K-12 school. The City has an approximate population of 7,032 residents. I have been employed with the City of Belle Isle Police Department as a police officer and later as a Corporal since 2015. During that time, I managed approximately eight employees.

The City’s total budget from the 2022/2023 fiscal year is \$15,410,286.00, and the proposed 2023/2024 fiscal year budget is \$11,600,951.00. The General Fund Budget for the 2022/2023 fiscal year is \$13,324,189.00, while the proposed General Fund Budget for the 2023/2024 fiscal year is \$11,384,101.00. These budgets include 36 full-time employees, 6 part-time employees, and several city projects. The city projects include a new City of Belle Isle administrative building, a police department boat dock, several infrastructure repairs, the purchase of multiple police and public works equipment, and city-wide raises.

The three most significant issues facing the City are:

- The purchase and building of a new City Administrative building to incorporate City Hall, the Police Department, and Public Works.
- Expenditures exceeding revenue. This current year’s budget and the proposed budget show city expenditures exceeding the City’s revenue. While this occurs from time to time, depending on city projects, this is something that should not occur multiple years in a row.

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- Implementation of Form 6. The city council currently has one vacancy. Implementing Form 6 may lead to additional vacancies that need to be filled.

### **GENERAL, MANAGEMENT STYLE AND EXPERIENCE**

I have a personal attachment to the City of Belle Isle and the City's success. Like many residents, I grew up in Belle Isle and went to the local schools Pine Castle Elementary School, Walker Middle School, and Oak Ridge High School. I already serve the residents as a Police Corporal with the Belle Isle Police Department, and I wish to serve the City and its community in the capacity of City Manager and help the City continue to grow and flourish. I look at my role as the City of Belle Isle City Manager not as a short term or temporary role, but as a career role that I retire in.

I am a very adaptable and charismatic manager. I believe in leading by example and setting the tone of the work environment. I think it is essential for a manager to be charismatic and work hand in hand with the staff. Staff Development and cohesion are crucial for any organization to succeed. As a charismatic manager, I work hand in hand with the staff, help maintain positive morale, and ensure the staff feels their hard work is noticed and appreciated. I understand that different employees have different work ethics and style. As an adaptable manager, it is vital to use employees' strengths and help strengthen their weaknesses. In my current job as a supervisor and in previous jobs, I have learned something from every employee I have worked with. They have also learned something from me. As a manager, my staff would say I make them feel comfortable and confident in the workplace. They would say they view me not only as a manager but also as a mentor. The elected officials would say I am a hard-working and exceptional manager and are proud to have me as city manager.

My most notable strength is my communication. My person to person and presentation communication skills are exemplary. My communication skills add to my ability to be an effective leader in both large and small teams. My exceptional time management and organizational skills are also a strength. Managing a squad of police officers as a supervisor while being a proactive police officer, training officers, managing grants and the internal IT department, spearheading the police agency drone department, and developing policies and procedures, all while maintaining a 3.8 GPA taking Master's class at UCF is a testament to my ability for time management and organizational skills. My weaknesses would be impatience and self-criticism. I tend to act quickly to get projects started, and I am learning that sometimes it is best to step back and slow down. Slow is smooth, and smooth is fast. When I make a mistake, I am exceptionally hard on myself. I am learning that mistakes happen and to turn them into learning moments.

When measuring staff performance, I use standard metrics. I measure if the staff is meeting their deadlines, how often the staff members take overtime, how often they accomplish tasks, and if they prioritize tasks. It is important to set goals and objectives when delegating tasks. Ensuring



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staff members know how to prioritize their tasks and goals to ensure proper completion is also important. Suppose a staff member has difficulty accomplishing a task. In that case, I, their manager, must ensure they receive proper training, mentorship or assistance. It is also important to monitor how much and how often a staff member takes overtime. A staff member taking overtime is usually a sign of hard work. However, if a staff member routinely takes overtime for things that normally do not require overtime, that could be an issue that should be addressed.

My most significant achievement in my career is my promotion to Corporal with the Belle Isle Police Department and how I have managed my Corporalship. I mentioned previously how much I managed my time and organization while working at the Belle Isle Police Department and taking Master's courses at UCF. My ability to have that type of time management and organizational skills, coupled with my work ethic, helped me achieve my promotion. Since my promotion, I have made strides in leading officers to excel and grow into better officers. I have made mistakes, but I have learned from those mistakes, which has made me a better supervisor and leader. When it comes to failures, I view every trainee I have had that did not make it through the training program as partly a failure on my part. I take training very seriously, and when we've had trainees who didn't complete the program, it requires me to look at my training and reevaluate myself as a trainer to ensure I am doing everything right.

While I have not fired a person in my career, I have sat in on meetings that determined a person would be fired. It is never an easy decision to fire a person. Still, as a manager, it comes with territory and must be done properly. While I haven't given a person the news they're fired, I have given news to people that is rather bad. When giving a person bad news, I find it best to ensure they're sitting down and telling them straightforwardly, like pulling off a band aid.

I think there will be several challenges that face a person taking the job the city manager. All of those challenges, however, are manageable. The biggest challenge in the near future would be the implementation of Form 6. With an already vacant commissioner spot, Form 6 has the potential to lead to more vacancies, which would need to be filled for the City to continue to function the way it always has. Passed Form 6, the City also needs to tackle the purchasing and construction of the City Administration building. The challenge of the city Administration Building isn't the building itself; rather, it is ensuring the City gets its bang for its buck, so to speak. Ensuring the building is built to the City's specifications for the right price is paramount. Another challenge would be to make sure the City stays in a positive light in the media. It is no secret that the City of Belle Isle has had its share of positive and negative news. It is important for the City that the City Manager doesn't manage the City in a way that would attract negative press. Storm drainage is also a challenge. The City has three major lakes, and with Central Florida weather on top of the age of the drainage pipes, maintaining and upgrading the drainage systems is important.

In my first six months, I would focus on what the city needs. Fortunately, because I was raised in the City and I have been a police officer with the City for eight years, I already know the City and have a positive working relationship with all the staff and council. With that being said, I



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would still sit with each of the staff and go over their views and goals of the City and set expectations. I also understand the City’s politics and goals. However, I would still sit with the council and learn their perspectives and expectations for the City and me. I would focus on the two challenges I previously mentioned, the City Admin Building and preparation for Form 6. In regards to the City Admin Building, I know the City of Windermere just built a similar building. I would inquire about their building, the challenges they faced, and the lessons they learned from the construction of the building. I would use that knowledge towards building our City Admin Building properly. In regards to Form 6, I would focus on planning elections to fill the current vacant spot and any potential vacant spot. I will ensure the city residents are aware of the elections through social media and pamphlets and encourage residents to run for council and for residents to vote. I would continue the planned annexation of the Conway and Hoffner Publix Plaza and ensure it transitions smoothly. Lastly, I would look into obtaining grants, like the 62S-8 Resilient Florida Program, to better help with our storm drainage. I would also look into what grants are available to assist with all city projects.

I work very well with the media, and nothing in my background would embarrass the City. I would routinely use social media to communicate with the residents. I would use social media newsletters to update residents on current events in the City. Currently, I am one of the administrators for the Belle Isle Police Department Facebook page, so I have experience utilizing social media in a public format.

I do not anticipate anyone contacting the council with anything negative about me.

I spend much of my leisure time with my family. I have four children, two of whom attend Cornerstone Charter Academy, one who attends Boone High School, and another who is in college at Polk State. My wife is a remote triage nurse supervisor. My family is very much a “nerdy” family. We enjoy watching different sci fi and fantasy shows, and attending conventions like Comic Con. I also enjoy writing. I am a published author with three books published on Amazon. My wife and I are also learning how to embroider, steam press, print and customize various clothes and everyday items as a hobby.

**SIX ADJECTIVES OR PHRASES YOU WOULD USE TO DESCRIBE YOURSELF**

- Accountable.
- Innovative.
- Dedicated.
- Focused.
- Passionate.
- Ethical.

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**REASON FOR WANTING TO LEAVE CURRENT JOB**

The reason I would leave my current job as a Corporal at the Belle Isle Police Department is because the position of City Manager would allow me to better serve the City that I love and grew up in. I love the Belle Isle Police Department and would never work at another police department. But I believe my talent and skills, through my experiences, work ethic, and education, will better serve City in the capacity of City Manager.

**CURRENT/MOST RECENT OR RELEVANT SALARY**

My current salary with the Belle Isle Police Department is \$63,740.43.

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*CB&A Background Checks*

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Since the candidate is an internal candidate, we did not perform background checks.

**Background Check Summary for  
ANDREW JONATHAN CLARK  
Personal Disclosure**

**Personal Disclosure Questionnaire**

Name of Applicant: Andrew Jonathan Clark

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

*Please explain any yes answers on a separate sheet of paper.*

1. Have you ever been charged or convicted of a felony?  
Yes  No
2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?  
Yes  No
3. Have you ever declared bankruptcy or been an owner in a business that did so?  
Yes  No
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?  
Yes  No
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?  
Yes  No
6. Have you ever been charged with driving while intoxicated?  
Yes  No
7. Have you ever sued a current or former employer?  
Yes  No
8. Please list links to all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one. <https://www.facebook.com/ManDrew1001/>
9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?  
Yes  No
10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Attested to:   
Signature of Applicant

Please email this form via PDF DOCUMENT to [Monique@cb-asso.com](mailto:Monique@cb-asso.com) or via fax to



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*CB&A Reference Notes*

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Since the candidate is an internal candidate, we did not perform reference checks.



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*CB&A Internet Research*

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**Internet – Newspaper Archives Searches**  
**Andrew Clark**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Andrew Clark** is listed below.]

<https://mccmeetings.blob.core.usgovcloudapi.net/bifl-pubu/MEET-Minutes-fe7a13909b324708ae22b5fdc7ee6cab.pdf>

February 7, 2023

**City of Belle Isle, FL**  
**City Council Meeting**

3. Presentations

e. Distinguished Officer of the Year Award presented to Corporal **Andrew Clark**

**Internet – Newspaper Archives Searches**  
**Andrew Clark**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Andrew Clark** is listed below.]

<https://mccmeetings.blob.core.usgovcloudapi.net/bifl-pubu/MEET-Agenda-efad39d9eb874e7786f412bbc03204d9.pdf>

January 3, 2023

**CITY OF BELLE ISLE, FL**  
**CITY COUNCIL MEETING**

Held in City Hall Chambers 1600 Nela Avenue Belle Isle FL

Agenda

b. Chief's Report

Chief Houston reported on the following

- The Police Department had a promotion ceremony and congratulated **Andrew Clark** as Corporal.

**Internet – Newspaper Archives Searches**  
**Andrew Clark**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Andrew Clark** is listed below.]

<https://www.facebook.com/BelleIslePD/posts/the-city-of-belle-isle-and-the-bipd-are-honored-to-recognize-several-officers-th/700350860627874/>

**Facebook**

January 20, 2021

In other incidents, Officer Oscar Lugo, Officer **Andrew Clark**, Corporal Vinny Ferraiuolo, Officer Roman Watkins, Officer Michael DelCastillo, Officer Jennifer Bausch, and Corporal Allen Wasmund performed additional life-saving actions and resuscitation thru the use of either AED defibrillator or Narcan; and we celebrate and thank these officers for their dedication to serving the community of Belle Isle.

**Internet – Newspaper Archives Searches**  
**Andrew Clark**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Andrew Clark** is listed below.]

[https://www.belleislefl.gov/sites/default/files/fileattachments/community/page/6021/belle\\_isle\\_connection\\_oct\\_-\\_dec\\_2020\\_final.pdf](https://www.belleislefl.gov/sites/default/files/fileattachments/community/page/6021/belle_isle_connection_oct_-_dec_2020_final.pdf)

City of Belle Isle, Florida  
**CONNECTION**  
October – December 2020

Mayor’s Message

Hello Belle Isle!

This year has been one for the books. COVID19. Sheltering in place. Toilet paper shortages. Virtual schooling, children. Working from home. A tornado. Zoom meetings. Not being able to see relatives in assisting living, hospitals, or other Cities. And yet, there is a lot to be still very grateful for.

The first thing that comes to mind is celebrating and honoring those that have served in the United States Armed Forces on Veterans Day on November 11th. Thank you to our very own City staff Bob Francis and Duane Bennett, for your service. I also want to thank a few others in our City that I know that have served even though I know I will not be able to name them all but to demonstrate how many around us have made the sacrifice: Eric & Teri Spaulding, Ralph Yarborough, John Mcleod, Hale Kelly, Shawn Jervis, Jeff Giles, John Giles, Jay Cary, Gary Suggs, William Cheslock, Ken Marks, Commissioner Karl Shuck, Commissioner Mike Simms, **Andrew Clark**, Rick Mendoza, Sam Butler, Turner Coad and all others who have served our great Nation.

**Internet – Newspaper Archives Searches**  
**Andrew Clark**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Andrew Clark** is listed below.]

<https://mccmeetings.blob.core.usgovcloudapi.net/bifl-pubu/MEET-Agenda-92b4a2eb7cb0441786c9d1d8a9e38afc.pdf>

April 3, 2018

**City Council Agenda**

Belle Isle Florida

4. Presentation of a Life-Saving Award to Police Officer **Andrew Clark**

**Internet – Newspaper Archives Searches**  
**Andrew Clark**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Andrew Clark** is listed below.]

<https://www.belleislefl.gov/citycouncil/page/city-council-meeting-57>

City of Belle Isle Florida  
**City Council Meeting**

01/16/2018

4. 2017 Officer of the Year presented to Officer **Andrew Clark**

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Research Compiled by:      Shannon Farr  
   Colin Baenziger & Associates

COLIN BAENZIGER  ASSOCIATES  
EXECUTIVE RECRUITING

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*Section 8*

*David S. Johnson*

*Belle Isle City Manager  
Candidate Report*

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*Cover Letter and Resume*

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July 28, 2023

Nicholas Fouraker  
Mayor  
1600 Nela Ave  
Belle Isle, FL 32809

Mr. Fouraker,

I am applying for the City Manager position with the City of Belle Isle. I bring 16 years of results-driven expertise in management, economic development, strategic planning, budgeting, natural disasters, crisis communication, and public affairs. I have a Master of Public Administration from the University of Utah and a B.A. in Communications from Brigham Young University. I am also an ICMA Credentialed Manager Candidate.

I believe that the role of a City Manager is to provide the best professional recommendations to City Officials, even if it goes against popular opinion or personal biases. However, it is also essential to provide timely and transparent information, build public understanding, and foster collaboration. A City Manager and the elected body are a team. If a City Manager focuses on helping the elected officials succeed in their legislative decisions, he or she will be successful in their administrative decisions.

While serving as the City Manager for Blanding, Utah I focused on implementing long-term strategic planning. We prioritized updating various utility and department master plans, including the airport layout plan and the citywide General Plan. The Mayor and I formed a partnership with the Lt. Governor of Utah and Navajo Nation to fund a \$10 million deep-well infrastructure project. Staff and I increased unassigned savings from 15% to the state maximum of 35% and established new policies that ranged from human resources and spending limits to economic development and public utilities.

Prior to Blanding City, I served as the Economic Development & Public Relations Director for a City that was growing by 3,000 residents a year. I created an unorthodox economic development strategic plan that increased annual sales tax by over \$1 million with continued growth. As the City spokesperson, I evacuated 13,000 residents during a 13,000-acre wildfire natural disaster. I was the City's utility player and oversaw several other projects. I partnered with community leaders to rebrand the regional chamber of commerce, secured a \$250K sponsorship to fill a budget gap for a new baseball complex, and managed a committee to update the City's strategic plan.

Previously, I served as the Assistant to the City Manager in Haines City, FL. While there, I was part of the Emergency Operations Center, distributing public information during various hurricanes. I also established an annual Economic Summit and partnered with officials from 20 government entities to create a new regional water cooperative. I worked with a state senator to obtain approvals on environmental permits for local businesses stuck in state bureaucracy. I also rewrote the City's utility billing code to address delinquency, which increased annual revenues by \$250K.

To me, it is essential to use my talents and professional skills to benefit the community. Before city management, I worked in non-profit leadership and public relations and crisis communications, only to realize that I wanted to serve the community in a different way. That is what led me to this profession for the last 10 years. My broad professional background has enabled me to collaborate with elected officials and community groups to form good policy, establish positive public perceptions, and make visions reality. It would be an honor to interview for the City Manager position. Please feel free to contact me by phone at (801) 696-8335 or by email at david.shane.johnson@gmail.com.

Gratefully,



David S. Johnson, ICMA-CMC

# David Shane Johnson

david.shane.johnson@gmail.com

P.O. Box 202, Blanding UT 84511

(801) 696-8335

**WORK EXPERIENCE:**

**City Manager, City of Blanding, Blanding, UT**

*Jan 2021 – July 2023*

**Management**

- Managed a full-service City, with police, fire, municipal airport, and five enterprise utilities.
- Budget Officer for a \$10 million budget.
- Coordinated City elections and official appointments.
- Managed hiring, firing, and human resources.
- Oversaw the bonding process to retrofit the Recreation Center to bring it to state fire and health code.

**Strategic Planning**

- Implemented the City's first economic development incentive program.
- Conducted process to update the City General Plan, GIS Maps, and Planning and Zoning ordinances.
- Initiated updates to water and sewer master plans and creating the first Natural Gas Master Plan.
- Updated Airport Layout Plan and formed partnership with the airport's Fixed Base Operator.
- Established the City's first Parks and Recreation Master Plan.
- Awarded over \$6 million in multiple grants for planning, recreation, tourism, and infrastructure projects.

**Policy & Partnerships**

- Partnered with the Lt. Governor, state agencies, non-profits, and Navajo Nation to fund a deep-well.
- Collaborated with the School District to create new policies and fund new school resource officers.
- Created policy to allow City public utilities to sell to other public utilities.
- Established policy to ensure department and administrative spending limits.
- Navigated federal law to update City policies regarding employees who also wish to serve as firefighters.

**Economic Development & PR Director, City of Saratoga Springs, Saratoga Springs, UT** *June 2017 - Dec 2020*

**Management**

- Oversaw economic development, public relations, city events, and City Hall Annex facility.
- Managed department budget, daily operations, and staff in the Communications Department.
- Oversaw citywide update to the Parks, Trails, Recreation & Open Space Master Plan.

**Public Relations**

- Spokesperson and Public Information Officer for all City departments, including Police & Fire.
- Assisted in crisis management and in evacuating 13,000 residents from a 13,000-acre wildfire.
- Secured 10-year Pepsi partnership with a \$250,000 sponsorship for new baseball complex.
- Increased City event sponsors by 300% by implementing a new process and procedure.
- Oversaw all public outreach, media, branding, website, social media, and published City materials.

**Economic Development**

- Established the City's first incentive program and development agency.
- Created a 5-Year Economic Development Strategic Plan.
- Secured Costco through strong relationships and half the incentives as a competing City.
- Updated and amended City code to streamline economic development opportunities.

**Assistant to the City Manager, City of Haines City, Haines City, FL**

*March 2015 - Feb. 2017*

**Management**

- Prepared City Administration budget oversight monthly coordination for department assistant directors.
- Filled interim roles, such as Senior Planner and Parks & Rec Assistant Director until positions were hired.
- Managed projects in Administration, Utilities, Public Works, Parks & Rec, Finance and HR.
- Interviewed, hired, trained, disciplined, and resolved employee complaints and issues.

**Public Relations**

- Managed media relations, EOC crisis communication, public affairs and community engagement.
- Created citywide 3-5 year Strategic Communications Plan.
- Coordinated "Taking it to the Streets" initiative, visiting over 600 homes.
- Managed annual Community Survey and significantly increased participation.

**WORK EXPERIENCE CONT.:**

**Economic Development**

- Revived long-blighted commercial properties leading into the City's downtown area.
- Worked with Planning Department to update Land Development Regulations.
- Created and organized regional Economic Development Summit.
- Reviewed projects for compliance on the Technical Review Board.
- Collaborated with chamber, business owners, state legislators and agencies.

**Policy & Partnerships**

- Worked with County and City Managers to form a regional water cooperative and summit.
- Increased annual revenues \$250,000 by personally rewriting the City's entire Utility Billing Code.
- Coordinated citywide RFQ process for continuing service contracts for 14 categories.

**City Manager Executive Fellow, Bountiful City, Bountiful, Utah** *Dec. 2013 - Feb. 2015*

- Prepared the \$53.6 million FY2015 Operating & Capital Budget document.
- Researched and initiated a new Human Resources policy for staff tuition reimbursement.
- Developed policies and procedures for special events to streamline department communications.
- Created and implemented new processes for community grants and sponsorship requests.
- Researched city museums statewide and nationally to help secure a new downtown museum.
- Coordinated with state officials to create a brochure to educate citizens about invasive deer.

**District Executive Director, American Cancer Society, SLC, Utah** *Feb. 2013 - Dec. 2013*

- Oversaw an annual \$700,000 fundraising portfolio for half of the State of Utah.
- Interviewed, hired, trained, disciplined, and resolved employee complaints and issues.
- Managed staff and hundreds of volunteers across the state for more than 20 events.
- Developed relationships with key business, civic, political, and professional leaders.
- Secured partnerships with 2 universities as host sites for the National Cancer Prevention Study 3.

**Communications Manager, Utah Food Bank, SLC, Utah** *Aug. 2011 - Feb. 2013*

- Partnered with the Governor's office, State legislators and local officials on initiatives and events.
- Restructured budget and logistics for annual 5K run to increase *net* revenues from \$20k to \$70k.
- Managed public information, branding, media outreach, marketing, social media, and website.
- Responded to media inquiries, prepared press releases, and maintained media contact lists.

**Development Manager, Thanksgiving Point Institute, Lehi, Utah** *Aug. 2010 - July 2011*

- Partnered with civic and business leaders to raise \$5.6 million in one year for a children's museum.
- Tracked all donations and revenues, and applied for government, corporate, and foundation grants.
- Managed grant writing and supervised research intern.

**Public Relations Account Manager, Wilkinson Ferrari & Co., SLC, Utah** *July 2007 - Dec. 2009*

- Created and implemented award-winning strategic Community Relations Plan for an oil refinery.
- Created a strategic plan with multiple municipalities for a 21-mile canal enclosure project.
- Managed a 24-hour community hotline for two oil pipelines and two oil refineries.
- Quadrupled publicity and participation of the annual Utah Lake Festival.
- Managed press releases, media inquiries and public comments for multiple clients.

**PROFESSIONAL & EDUCATION CREDENTIALS:**

<b>International City/County Managers Association, Member</b>	<i>Current</i>
<b>Credentialed Manger Candidate, International City/County Managers Association</b>	<i>2023</i>
<b>Master of Public Administration, University of Utah, Salt Lake City, Utah</b>	<i>2012</i>
<b>B.A. in Communications, Brigham Young University, Provo, Utah</b>	<i>2007</i>

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*Candidate Introduction*

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**Section 8**

**David Shane Johnson**

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**EDUCATION**

Master of Public Administration, University of Utah  
Bachelor of Arts, Communications (Public Relations), Brigham Young University

**EXPERIENCE**

City Manager, Blanding City, UT	Jan 2021 – July 2023
Economic Development & PR Director, Saratoga Springs City, UT	June 2017 – Dec 2020
Assistant to the City Manager, Haines City, FL	Mar 2015 – Feb 2017
City Manager Executive Fellow, Bountiful City, UT	Dec 2013 – Feb 2015
District Executive Director, American Cancer Society, UT	Feb 2013 – Dec. 2013
Communications Manager, Utah Food Bank, UT	Aug 2011 – Feb 2013
Development Manager, Thanksgiving Point Institute, UT	Aug 2010 – July 2011
Public Relations Account Manager, Wilkinson Ferrari & Co., UT	July 2007 – Dec 2009

**BACKGROUND**

Blanding City is known as the “Basecamp to Adventure” because it is located within one hour of 12 national parks, national monuments, and state parks in the four corners area. Blanding is the primary hub for business, recreation, and social events in San Jaun County, and is located in Southeastern Utah. Approximately 3,500 residents live in Blanding proper year-round, with an additional 1,500 residents living just outside of City limits. This accounts for nearly one third of the total population in Utah’s largest geographical county, which incorporates portions of both the Ute and Navajo Tribal Nations.

The employee base for Blanding City consists of 25 full-time staff members and an additional 60-70 part-time and seasonal staff members throughout the year. Blanding City is a full-service city with community development, public works, economic development, finance, parks and recreation, police, fire, a justice court, and an airport. The City also operates five enterprise utilities in water, sewer, electric, natural gas, and solid waste. As the City Manager, I directly supervise seven department heads that oversee these various departments. The City General Fund for Blanding City is nearly \$3 million, and the total budget is approximately \$10 million.

The three most significant issues facing the City are:

1. Housing. Blanding City is a rural community with a long tradition of residents staying where they grew up. However, the costs to build new homes to allow for local growth is stifled by the dramatic costs in labor, materials, and traveling for major home builders and developers. This has resulted in a nine to 12-month waiting list with local builders, plus an additional nine to 12-month building time. The situation is further complicated by

**Section 8**

**David Shane Johnson**

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the impact of short-terms rentals. When a new home is built, it creates a domino effect of locals selling homes to each other off the market. The last home in this chain reaction is turned into a short-term rental. The impact not only negatively affects local retention, but it also inhibits the ability of major employers, including the City, to hire qualified staff from outside the area.

- 2. Capital Facilities and Funding. Blanding City’s facilities, such as City Hall, the Police department, and other buildings are severely outdated and do not provide additional office space to fill staffing needs. Likewise, since the City’s elected officials have been averse to impact fees, the City has not been able to build adequate savings for specific needs in utilities, parks, and other capital projects. The result has placed the financial burden on existing taxpayers to fund capital needs, rather than placing it on incoming residents and businesses. Although this is locally viewed as being development friendly, it further stifles the City’s ability to address capital needs, attract new development, and diversify revenue sources.
  
- 3. Downtown Revitalization. Prior to my appointment as the City Manager, Blanding City had an outdated and generic General Plan. It was created in-house by a single long-term staff member and a resident committee. The plan failed to address specific needs, such as basic land use maps, updating ordinances, and revitalizing the downtown area. Blanding City’s Main Street is a state highway, which is helpful in covering the cost of maintaining the road, curb, and gutter. Unfortunately, the City’s lack of planning and ordinances has failed to incentivize businesses to maintain the same level of service and appearance. Thus, it has created a much bigger hurdle to address revitalizing the downtown area and securing funding to address several dilapidated properties.

**GENERAL, MANAGEMENT STYLE AND EXPERIENCE**

City management is what I love to do and what I am passionate about. I view Belle Isle as a City where I can offer my background and skillsets to benefit the community. I see the benefits to my career path as equal to the benefits to the City. I believe that the skills and personality of a City Manager should complement the needs and vision of the City.

I often describe my management style like a conductor of an orchestra. As a City Manager, my job is to ensure that all parties play together in a complementary and cohesive manner. Departments heads and staff are the resident experts in their respective professions. I cannot conduct the orchestra if I am constantly trying to fill in for the violin, cello, or clarinet. While I may give directions to those who are playing these parts, it is my job to make sure the whole is working together and playing the same song. This allows us to create a symphony that people love to listen to. In short, my philosophy is that a good City Manager gives autonomy and trust to staff members to do their jobs. A City Manager should remain in tune and listen to staff, while providing motivation, mentorship, direction, and correction. A City Manager should also be



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### David Shane Johnson

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willing and able to jump in if needed.

My staff would say that I focus on the high-level picture and long-term planning. Although, I am not afraid to dive in and work with them side-by-side when it is required. I think that my staff would agree that I stand up for fair wages and benefits. When a full-time staff member was nearly 18 percent below the market minimum, I made it a priority to ensure that she was provided a fair wage. Staff knows that I will not leave them hanging when addressing tough issues. I do not shy away from conflict resolution. When the former police chief illegally connected sewer and water to an unpermitted short-term rental, I supported my staff through the entire process to resolve the issue. When staff struggled to approach an elected official about properly permitting their business remodel, I stepped in as the liaison to work with this elected official, help them understand the need for the permit, and complete their project in a timely manner—just like any other resident or business.

My elected officials would say that I am very thorough and proactive in my approach. They would all agree that I am conscientious of protecting the City from liabilities. They would say that I am by-the-book and that I am not afraid to make professional recommendations, even if it goes against popular opinion or political biases. They would say that I look for ways to diversify City revenues and that I stand up for fair employee wages and benefits. Like staff, they would say that I am not afraid to address conflict resolution.

My strengths are in my ability to communicate. With a background in public relations, I am excellent at speaking, writing, creating transparency, and building relationships. I have the unique ability to remain resolved during conflict resolution and crisis. I am skilled at learning new subject matters quickly, asking pertinent questions to find the root causes of issues, and securing funding for projects. I also pride myself on honesty, integrity, and ethics.

My weaknesses are sometimes in overcommunication and being too trusting of people. I tend to give more background, context, and explanation than people care for. I have learned to create specific talking points to provide succinct and informational explanations. I love to give people autonomy, but a few individuals have taken advantage of that. I have learned that follow-up is essential, as well as maintaining an open door where people feel comfortable enough to speak with me when they need help.

I strongly believe that it is important to have performance-based evaluations with objective scales. The primary measures I use are knowledge and skills; personnel and time management; financial management; planning and organization; leadership and problem solving; customer service; and communication. I strongly believe in setting high, but obtainable goals. I evaluate goals based on the objective measure above. Sometimes goals are not met because of circumstances outside of an employee's control, such as policy changes, shifting priorities, loss of funding, etc. If a staff member fails to reach their goals, due to lack of their own knowledge, skills, or efforts, it will be apparent in the objective measures detailed above.

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### David Shane Johnson

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The biggest achievement in my career was working with the Blanding City Mayor, City Council, Lt. Governor of Utah, and Navajo Nation to create new local policy and secure millions of dollars to provide Blanding City with a new deep-well, while simultaneously creating a path to provide proper infrastructure to a Navajo community without running water. For decades, two things stood in the way of providing running water to this small community across a ravine from the City: 1.) Jurisdictional boundaries; and 2.) Funding. When the Lt. Governor approached me about Blanding City providing water to this small community, I communicated the City's own need for additional water resources for the City. I proposed that if she could secure 100% of the funding for a new deep well that the City needed, and infrastructure to deliver the water across the ravine, that I would work to create policy that allowed our public water utility to sell water to Navajo Nation's utility for this community. It was a huge success! The policy was passed, and we worked collaboratively to secure additional ARPA funds and funding from multiple state and non-profit agencies. The project is currently on track for completion.

I believe that the biggest failure in my career was failing to formally reprimand and potentially fire a key staff member. When I was hired as the City Manager of Blanding City, the Finance Director also interviewed for the job, but did not get the position. Shortly into my role as the new City Manager, I found that the Finance Director was intentionally undermining me to staff, elected officials, and even the public. Rather than giving a formal written reprimand, I tried to give her the benefit of the doubt, put myself in her shoes, and build trust with her. I still tracked her insubordinate behavior in case I decided to formally reprimand her. I had several conversations with her, but I took a soft approach to correct issues when they bubbled up. Eventually, she quit. However, she ended up causing more damage than I saw on the surface. Soon after she left, other departments heads informed me that she made the work environment unbearable. They would avoid the Finance Department for fear of being unwillingly getting caught in a complaint session about me. What I thought was only directed at me, was creating a poor work environment for others behind the scenes. What I learned is that I should have corrected the insubordinate behavior immediately and directly, even if it meant firing her. I should not have continued to take the soft approach. I learned that people who constantly complain and undermine others, especially after several efforts in taking the soft approach with them, eventually need to be corrected with the hard approach.

Prior to this experience, I had to fire a couple of people while working for Haines City, Florida. One of those employees was a dynamic intern who I eventually hired as a full-time staff member. After hiring him full time, I spoke with him to follow up on a specific assignment. I even gave him extra time to complete the assignment, but he failed to update me on his progress. When I followed up again, he told me that it was completed. I asked him to send me an email as part of the project. When I received the email, I immediately noticed that it looked doctored. I followed up with the I.T. Director to verify that it was doctored. I then met with the employee personally to discuss what I found. He admitted that the assignment was not completed and that he had doctored the email. Unfortunately, based on City policy and his actions, I had to fire him. I cared a lot for this employee. While it was not an enjoyable or easy process, we both knew the consequence of his actions. I also had to fire an employee who repeatedly failed to complete

## Section 8

### David Shane Johnson

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assignments and give notice when running late to work.

I believe that one of the key challenges facing the new City Manager of Belle Isle is that the City is mostly built out. There is not a lot of room for new development opportunities or even City facilities. Looking at the City offices and the police station, both appear to be located in a remodeled homes. Finding a property in Belle Isle is likely going to be difficult, not to mention the current cost impacts of inflation in labor and materials. Determining how to finance a project like this can be equally challenging. Whoever steps into this position will need to look at purchasing existing properties, which will likely require demolition. When a City purchases properties to build new facilities it always brings out resident concerns of, “Not in my backyard,” and concerns about eating up potential real estate for other businesses and community needs.

The first six months of any new City Manager’s job is to learn the budget, staff, priorities of the elected officials, and available resources within the community. My focus will be on evaluating the long-term position of the City, its true financial position, and identifying specific strengths and weaknesses. It is naïve for any new City Manager to come in and think that they can tell you exactly what needs to be done by simply glancing at the situation. Therefore, I believe that it is essential to focus on meetings with staff, elected officials, and key community leaders to ask critical questions and present an evaluation of those findings. Doing so will help me, staff, and the City Council identify low-hanging fruits. From there, strategic planning efforts can be prioritized to address any uncovered issues and leverage the low-hanging fruits that will help move the organization forward in a positive direction.

With an undergraduate degree and a professional career that started in public relations, I consider working with the media as one of my greatest professional skills. I have worked with the media on events, natural disasters, feature stories, educating the public, and even investigations. There is nothing in my career or personal life that could be misconstrued as an embarrassment to the City. I uphold my honesty, integrity, and ethics as uncompromisable.

I primarily use social media as a tool for information, education, and highlighting quality of life. Dialogue is generally most effective and more civil when conducted in person. Examples of how I use social media to communicate with residents includes providing real-time information during natural disasters, links to educational information about new policies, surveys to get public feedback, information about recreation, and highlighting accomplishments of the City, individuals, groups, and businesses in the community. As a public relations professional, I obtained a first-hand understanding that social media is only one tool out of several to effectively communicate and build relationships in the community.

It is highly unlikely that anyone would contact Belle Isle with “dirt.” There are a couple of former disgruntled employees who left for different reasons in Blanding City. They partially blamed me because I worked to professionalize the organization and correct things that did not meet local, state or federal laws. If you speak to most community activists and leaders from the school district, the County, the university extension, the hospital, Navajo Nation, and several

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**David Shane Johnson**

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businesses, you will discover a large support of my work to professionalize the City and build collaboration within the community.

My family is the most important part of my life. I spend most of my personal time supporting my wife in her career ambitions and my children in their schooling and extracurricular activities. My wife and I are both avid marathon runners. We coach middle school and high school cross country and track. My family and I are also avid outdoor adventurers. I love to play the guitar and write my own music. Church and community service are also very important aspects of our personal and family life.

**SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF**

- 1. Communicative
- 2. Hard Working
- 3. Thorough
- 4. Honest
- 5. Poised
- 6. Proactive

**REASON FOR DEPARTING CURRENT POSITION**

The Blanding City Public Works Director accepted an offer with a 50% salary increase. This snowballed into a City Council member asking for an action item on the agenda to discuss my contract during a public meeting. Even though the Public Works Director made it clear that his departure had nothing to do with me, some City Council members grew concerned about the public perception that I was intentionally forcing staff out, especially after the situation with the Finance Director who quit. Rather than creating an unfair public embarrassment to me or the City, the Mayor and I agreed that it would be best to offer my resignation in exchange for the full severance detailed in my contract. You can see my public resignation online and read about it in the local newspaper. Several people in the community came out to express support for my work as the City Manager—without my request to do so.

**CURRENT / MOST RECENT SALARY**

My final compensation at Blanding City was approximately \$107,500, in addition to a monthly vehicle allowance, a cell phone allowance, 100% family health benefits, standard employee retirement at 10%, an additional retirement of my choice at 4%, an optional annual bonus at 3%, plus holidays, vacation and sick leave accruals, and standard performance-based raises and COLA.

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*CB&A Background Checks*

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**Background Check Summary for  
DAVID SHANE JOHNSON**

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**Criminal Records Checks:**

Nationwide Criminal Records Search	No Records Found
County	
San Juan County, UT	No Records Found
Utah County, UT	Results Pending
Polk County, FL	No Records Found
Davis County, UT	No Records Found
Salt Lake County, UT	No Records Found
State	
Utah	Results Pending
Florida	No Records Found

**Civil Records Checks:**

County	
San Juan County, UT	No Records Found
Utah County, UT	No Records Found
Polk County, FL	No Records Found
Davis County, UT	No Records Found
Salt Lake County, UT	Results Pending
Federal	
Utah	No Records Found
Florida	No Records Found

**Motor Vehicle**

Utah	No Records Found
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**Credit**

Excellent

**Personal Bankruptcy**

No Records Found

**Sex Offender Registry**

Not Listed

**Education**

Confirmed

**Employment**

Confirmed, except for American Cancer Society (02/2013 – 12/2013)

**Background Check Summary for  
DAVID SHANE JOHNSON**

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**Social Media**

Nothing of Concern Found

Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.



**Background Check Summary for  
DAVID SHANE JOHNSON  
Personal Disclosure**

**Personal Disclosure Questionnaire**

Name of Applicant: David S. Johnson

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

**Please explain any yes answers on a separate sheet of paper.**

- 1. Have you ever been charged or convicted of a felony?  
Yes  No
- 2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?  
Yes  No
- 3. Have you ever declared bankruptcy or been an owner in a business that did so?  
Yes  No
- 4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?  
Yes  No
- 5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?  
Yes  No
- 6. Have you ever been charged with driving while intoxicated?  
Yes  No
- 7. Have you ever sued a current or former employer?  
Yes  No
- 8. Please list links to all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one.

**I listed all below. Several of them are not very active.**

**LinkedIn:** [www.linkedin.com/in/davidshanejohnson](http://www.linkedin.com/in/davidshanejohnson)

**Professional Facebook:** [www.facebook.com/davidshanej](http://www.facebook.com/davidshanej)

**Professional Twitter:** @davidshanej

**Personal Facebook:** <https://www.facebook.com/profile.php?id=1345800936>

**Personal Websites:**

[www.theaveragejoerunner.com](http://www.theaveragejoerunner.com), FB, Insta, Twitter, Pinterest: @theavgjoerun

[www.outdoorfamfun.com](http://www.outdoorfamfun.com), FB, Insta, Pinterest: @outdoorfamfun, YouTube: @outdoorfamfun7152

[www.thisweekinfaith.com](http://www.thisweekinfaith.com), FB, Insta, Twitter, Pinterest: @thisweekinfaith

- 9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?  
Yes  No

**Background Check Summary for  
DAVID SHANE JOHNSON  
Personal Disclosure**

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10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

N/A

Attested to:



**Signature of Applicant**

**Please email this form via PDF DOCUMENT to [Monique@cb-asso.com](mailto:Monique@cb-asso.com) or via fax to (561) 621-5965 no later than 5:00 PM MST 08/03/2023.**



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*CB&A Reference Notes*

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## Reference Notes

### David Shane Johnson

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#### **Jim Miller - Mayor, City of Saratoga Springs, UT 801-835-2515**

Mr. Miller has known Mr. Johnson since 2017. Mr. Miller was the Mayor of Saratoga Springs during the time Mr. Johnson served as the City's Economic Development and Public Relations Director. During his time in the City, Mr. Johnson also performed several management-level functions.

Mr. Johnson is hard-working, energetic, and enjoyable to work with. His thorough communication is much appreciated. During their time working together, Mr. Johnson kept Mr. Miller informed of his progress on projects and helped prepare him for potentially difficult meetings with dissatisfied residents.

Mr. Johnson excels at innovation. Saratoga Springs is a young city, less than 20 years old during his tenure. As a result, he had the chance to try new methods of fostering economic growth and building trust with the residents. He is skilled at tailoring his efforts to the community's needs. One successful project he worked on was the development of a mixed-use area along the City's waterfront. He gathered input from residents and proposed ideas on how to transform the area into a place that would benefit the community. He united the City Council behind the plan and led the development process. When complete, the new waterfront area attracted residents and businesses to the City. On another occasion, he traveled to Las Vegas to recruit businesses to the City.

Though Mr. Johnson did not have the opportunity to make hiring decisions in Saratoga Springs, he sat on a panel in charge of appointing new members of the City's Planning Commission. During these meetings, he asked insightful questions and gave helpful input. As head of his department, he developed positive relationships with the members of his team, which resulted in a low employee turnover rate.

In Saratoga Springs, Mr. Johnson attended community events, taking pictures and developing positive public relations. He spends a great deal of time in the community. Because of his energy and enthusiasm during these events, his coworkers gave him the nickname of "DJ."

When planning City events, Mr. Johnson is careful to follow the budget. He completes tasks in a timely manner and has good financial skills. He completes and reports on projects within the allotted time. If he cannot meet a deadline, he creates a new schedule and informs his colleagues and the Council. He manages his workload without displaying signs of stress.

Mr. Miller is not aware of Mr. Johnson's involvement in any controversy. Nothing in his background or conduct would concern a citizen or an employer.

Mr. Miller and his colleagues in Saratoga Springs agree that Mr. Johnson was an asset to the City. He will make an excellent manager wherever he goes. He will work hard, form positive relationships, and follow through with his plans.

## Reference Notes David Shane Johnson

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### Words or phrases used to describe David Johnson:

- Energetic,
- Smart,
- Trustworthy,
- Fun,
- Dependable, and
- Civic minded.

**Strengths:** Personable, forms relationships with people he works with.

**Weaknesses:** Sometimes has trouble admitting he does not know something. Needs to slow down and find answers.

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### **Jonathan Evans – City Manager, Riviera Beach, FL 407-818-7012**

Mr. Evans has known Mr. Johnson since 2015. Mr. Evans was the City Manager for Haines City when Mr. Johnson accepted the position of Assistant City Manager. They worked together for a year and a half before Mr. Evans left his position.

Mr. Johnson was an outstanding Assistant City Manager. He was a self-motivated employee who produced high-quality work. Mr. Evans especially appreciated his talent for project management.

Mr. Johnson is skilled at personnel management. He takes an active leadership style whenever possible and works alongside his staff in the community. He also makes good hiring decisions. When necessary, he can make difficult decisions to discipline or dismiss employees.

Mr. Johnson is financially savvy. He is intentional and conservative with his use of City resources. He enjoys the budgeting process and takes ownership of it. His sound fiscal management is an asset to the organization.

Mr. Johnson is experienced at interacting with the public. When presenting to an audience, he is confident in his delivery and shows a high level of expertise. During one-on-one meetings, he is empathetic and takes an active role in finding solutions to residents' problems. During his time in Haines City, he served as the spokesman of the department. He also attended and helped run community events. The City's residents held him in high regard.

Mr. Johnson solves problems with a good sense of humor. During tense situations, he maintains a positive attitude. He does not become angry or unpleasant. He helps those around him have a positive attitude as well.

**Reference Notes**  
**David Shane Johnson**

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Mr. Johnson put his skills into action when Haines City began the process of planning for a new fire station. Residents were anxious about the prospect of increased fees to fund the project. Mr. Johnson communicated with residents about the project’s importance and helped fire personnel establish positive public relations. He led teams of internal staff in investigating the new fire assessment fee and its ability to generate the needed funds for the project.

Mr. Johnson has many other fine qualities that help him succeed. He completes tasks in a timely manner. He is creative and innovative. He communicates well with his colleagues and staff and keeps them informed of what is happening in his area of government.

Mr. Evans knows of no controversy resulting from Mr. Johnson’s actions. His conduct and background are appropriate for a local government official. Mr. Johnson will make an excellent manager for any organization. He adapts well to a wide variety of circumstances.

**Words or phrases used to describe David Johnson:**

- Smart,
- Witty,
- Resourceful,
- Ambitious,
- Team-oriented, and
- Great moral character.

**Strengths:** Good personality, easy to get along with, positive, well-liked.

**Weaknesses:** Takes on too many responsibilities, needs to delegate more.

**Logan Monson - Mayor, City of Blanding, UT 435-678-0733, monson78@gmail.com**

Mr. Monson has known Mr. Johnson since 2021. Mr. Monson is the Mayor of the City of Blanding, where Mr. Johnson served as the City Manager. He was a good Manager who works well with others and was motivated to complete tasks.

Mr. Johnson is a hard worker. He strives to finish his work in a timely manner, often completing tasks without being asked. When his workload becomes overwhelming, he responds to the stress by spending extra time working on projects.

During weekly meetings, Mr. Johnson keeps Mr. Monson informed of events and projects. Mr. Johnson is a good communicator. He shares what he is working on and what the Council wants him to accomplish.

## Reference Notes

### David Shane Johnson

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Mr. Johnson is a good leader. He rallies his employees around the organization's vision. He spends much of his time in the office because he feels most productive there; however, he still fosters a team atmosphere. He works together with other departments and offers his assistance when needed. Mr. Johnson also makes good decisions when hiring personnel. The staff he hired in Blanding have done good work for the City.

Mr. Johnson has good financial skills. He creates sound budgets. He is especially skilled at passing financial audits. He works well with a team to solve problems. On one occasion, he led the effort to bring power and water to a small Navajo community near Blanding. He worked with state officials, tribal leaders, city officials, and nonprofit organizations to fund a deep well and bring electricity to the area. His efforts helped improve the standard of living for this Navajo community.

Mr. Johnson embraces change. Because Blanding is a small city, he looked for ways to improve it and encourage growth. On one occasion, he worked to organize a marathon in the City. The planned race would be a Boston Marathon qualifier and attract many visitors. Some of the City's residents initially opposed the idea, but Mr. Johnson took the time to help them understand the importance of trying something new. The event proceeded as planned and was a success.

Mr. Johnson strives to be involved in his community. He attends all City Council meetings and some Planning and Zoning meetings. He is present at community events as well. He also volunteers to coach track at the high school.

Mr. Johnson works hard to establish positive relationships with members of the public. When conversations become tense, he meets confrontation with courage. After discussing the problem, he seeks to find solutions for all involved.

Mr. Johnson resigned as Blanding's Manager in July 2023. He has spent most of his career working in larger cities, and he struggled to understand Blanding's small-town dynamics. The City Council did not share Mr. Johnson's appreciation for innovation. They felt he did not understand the City's vision, and they wanted a manager from their own community. Mr. Monson disagrees with the Council members who pushed Mr. Johnson to resign.

Mr. Monson is not aware of any controversy resulting from Mr. Johnson's actions. Mr. Johnson's conduct and background reflect his high standards.

Mr. Monson appreciates the good work Mr. Johnson did for the City. Mr. Monson recommends Mr. Johnson for the position of city or county manager.



## Reference Notes David Shane Johnson

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### Words or phrases used to describe David Johnson:

- Task oriented,
- Community driven,
- Financially responsible,
- Good customer service skills,
- Self-driven, and
- Good leader.

**Strengths:** Works well with others, communicates well, multitasks.

**Weaknesses:** Wants everything to be perfect and expects perfection from his staff. When they do not meet his expectations, he sometimes assumes their duties.

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### **Ryan Poduska – Council Member, City of Saratoga Springs, UT 385-223-4349**

Mr. Poduska has known Mr. Johnson since 2017. Mr. Poduska was a member of the City Council during the time Mr. Johnson was the Economic Development and Public Relations Director for Saratoga Springs. Mr. Poduska admires Mr. Johnson for his optimism, energy, and communication skills.

During his time in Saratoga Springs, Mr. Johnson showed great promise as a leader. Though he did not have many opportunities to manage personnel or make hiring decisions, he assembled and managed teams to organize and run city events. His teams performed very well under his leadership.

Mr. Johnson has excellent interpersonal skills. He spends time in the community, attending meetings and events and building relationships. In Saratoga Springs, his affable personality helped him to unite business owners, city officials, and residents around common goals. He worked with business owners to improve and recruit new businesses to the City. He also involved the City and community in business openings.

Mr. Johnson is a problem solver. During his tenure as Public Relations Director, police departments nationwide were facing public criticism for inappropriate use of force. When the Saratoga Springs police received criticism about their response to a local incident, Mr. Johnson worked to regain the public's trust. He worked with the media and police departments to counter misinformation. He also organized community events to give residents the chance to meet their local police officers.

Mr. Johnson has many other fine qualities that will help him succeed in local government. He responds well to stress and meets challenges with a smile. He looks for innovative ways to bring the latest technologies and procedures to the organization. Mr. Johnson is also a good

**Reference Notes**  
**David Shane Johnson**

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communicator. He keeps his colleagues informed of what is happening in his area of government and submits thorough reports in a timely manner.

Mr. Poduska has no knowledge of any controversy involving Mr. Johnson. Nothing in Mr. Johnson’s background or conduct would concern a resident or employer.

Mr. Johnson has the talents he needs to succeed in local government. His time as a City Manager in Blanding has helped him develop as a leader, and his skill in mediating disagreements and working with a variety of people across departments will help him adapt to a new organization. He will make a great manager wherever he goes.

**Words or phrases used to describe David Johnson:**

- Personable,
- Energetic,
- Organized,
- Knowledgeable, and
- Friendly.

**Strengths:** Personable, leads productive discussions during group meetings.

**Weaknesses:** At times he does not understand the full scope of the project. He presents work as finished, when the Council wants more done.

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**David Palmer – Director of Parks & Recreation, Blanding, UT 435-678-9977**

Mr. Palmer has known Mr. Johnson since 2021. Mr. Palmer is the Parks and Recreation Director in Blanding, where Mr. Johnson served as City Manager for two years. Mr. Johnson is a great manager. He has great attention to detail, works hard, and drives to improve his abilities. Mr. Palmer respects Mr. Johnson as a great supervisor and boss.

Mr. Johnson is good leader. He gives his staff the freedom to complete their tasks on their own but is willing to assist when needed. He communicates with his staff through weekly group meetings with all the department heads, where he ensures everyone has accurate and current information. He also meets weekly with the department heads individually to discuss concerns and ideas. Mr. Johnson cares about his employees. When Mr. Palmer was diagnosed with cancer, he encouraged him to take time to rest and focus on his recovery. He made sure Mr. Palmer knew that he would still have his job when he returned.

Mr. Johnson also makes good decisions when hiring personnel. During his time in Blanding, he hired a new finance director and an economic development director. He reviewed many

## Reference Notes

### David Shane Johnson

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applicants before making his choice. The employees he hired have been a good fit for the organization.

Mr. Johnson is a good problem solver. On one occasion, he helped the City reorganize its Independence Day celebration. The City had planned to have its traditional fireworks display on July 4<sup>th</sup>. Unfortunately, their fireworks operator had lost his license and was unable to run the show on that date. Mr. Johnson discovered that the operator would regain his privileges after the holiday, so he proposed holding the City's celebration a week later. The City accepted his proposal and held a successful event the following week.

Innovation is one of Mr. Johnson's strengths. In Blanding, he introduced a youthful and creative way of thinking. He combined this skill with his financial knowledge to create effective budgets. He helped the City do more with their limited resources than they had been able to do previously.

Mr. Johnson tries hard to involve himself in his community. In addition to his work responsibilities, he volunteers with the high school track team, where he shares his knowledge and enthusiasm for running. He also accepts speaking engagements at the school and other organizations.

During his time in Blanding, Mr. Johnson made the best of a difficult situation. When he became Manager, he learned that the City's Finance Director had also applied for the position and resented not receiving it. He approached the situation with tact and professionalism. He always maintained his composure during difficult discussions, even when faced with criticism or opposition. He took care not to criticize others in public and to address conflicts with empathy and patience.

Mr. Johnson resigned from his position under duress. The Finance Director and her supporters convinced the City Council that Mr. Johnson was not the right person for the City Manager position. In addition, many residents disapproved of having a manager who was not native to the area. Mr. Palmer admired the way Mr. Johnson performed his duties with strength and optimism under difficult circumstances.

Mr. Palmer is not aware of any controversy resulting from Mr. Johnson's actions. Mr. Johnson is an honest and straightforward person. Nothing in his background or conduct would concern any reasonable person.

Mr. Palmer recommends Mr. Johnson. He was an asset to the City of Blanding and is ready for a new challenge. He will dedicate his time and energy to his community wherever he goes.

## Reference Notes David Shane Johnson

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### Words or phrases used to describe David Johnson:

- Driven,
- Wants people to know him,
- Likes receiving praise or acknowledgement,
- Honest,
- Hard-working, and
- Resourceful.

**Strengths:** Personable, approachable.

**Weaknesses:** Sometimes makes up his mind before having all the information.

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### **Kd Perkins – Former Council Member, Blanding, UT 435-678-2192**

Ms. Perkins has known Mr. Johnson since 2021, when he became the City Manager of Blanding. She served as a member of the City Council until 2022.

Mr. Johnson has many strengths and many weaknesses. He is educated, experienced, and pays attention to detail. He has good interactions with the media, and he takes care to protect the organization from lawsuits. However, the majority of his work experience is in larger cities. He struggled to meet the expectations of the residents in Blanding, a small city of only 3,319 people. He was expected to take on more roles than would normally fall to a City Manager.

Mr. Johnson is innovative. He worked with Blanding's staff to make changes to improve the organization, but he met a great deal of resistance. He was therefore unable to innovate as much as he hoped.

As a supervisor, Mr. Johnson prefers to stay behind the desk and delegate tasks to his staff. He makes good hiring decisions. Though Blanding has only 20 full-time employees, he did have the chance to hire two new staff members during his tenure. He followed proper procedures during the hiring process and did his best to make a fair decision that would benefit the City. He hired great employees.

Mr. Johnson spends time in the community, trying to develop positive relationships with Blanding's residents. However, he had a hard time understanding the mindset of a small town. One of his biggest challenges was when residents would show up unannounced in his office. They expected him to stop what he was doing and help them immediately, which was difficult for him to do. He addressed this problem by scheduling set office hours in which people could meet with him without making an appointment.

## Reference Notes

### David Shane Johnson

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Mr. Johnson keeps his staff and elected officials informed of what is happening in his area of government. He does his best to complete tasks in a timely manner and he does well when he can work on one thing at a time. However, when he has a heavy workload with many projects, he struggles to work as quickly as the Council would like him to. He reacts well to stress. He does not display anger or fatigue and pushes through difficult situations to complete his work.

One difficult situation Mr. Johnson helped resolve concerned the City's wellness and recreation center. During the COVID-19 pandemic, the City became aware that the building did not have proper fire suppression. In addition, its capacity was too small to accommodate the events the City wanted to host. Mr. Johnson helped find funds to retrofit the building and increase its capacity. He also worked with the public health department to arrange for the installation of indoor showers for its pool area. He acquired extensions and waivers which enabled the City to continue using the building during the renovations. The situation became controversial when a community group wanted to hold a banquet in the building. Similar events had been held in the building in the past, but the City now knew that the building could not legally hold that number of people. The event's organizers were angry and pressured the Council to give them permission to hold the event anyway. Mr. Johnson tried hard to protect the City from legal repercussions of going forward with the event. He addressed the organizers and the Council and presented data and reasons to support his position. However, the Council disagreed and allowed the event to proceed as planned.

Though Mr. Johnson dealt with controversial situations in Blanding, none of them resulted from poor decisions or inappropriate behavior on his part. He is an ethical person who will do what he thinks is best for the organization.

Ms. Perkins is not sure why Mr. Johnson resigned as Blanding's City Manager. She has heard that several long-time city employees resigned and claimed it was because of his leadership. Mr. Johnson's resignation could also have resulted from differences in leadership style between him and new council members. Ms. Perkins felt the new council members were aggressive and unprofessional.

Mr. Johnson will do a good job as a city or county manager, provided he has the proper support.

#### **Words or phrases used to describe David Johnson:**

- Determined,
- Educated,
- Protects the organization,
- A community player,
- Driven, and
- Careful.

## Reference Notes

### David Shane Johnson

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**Strengths:** Educated, experienced, good at working with the media, detail oriented.

**Weaknesses:** Used to working in larger cities. Had trouble meeting the expectations of residents in a small town.

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#### **Chris Ewald –Council Member, City of Blanding, UT 970-901-2230**

Mr. Ewald has known Mr. Johnson since 2022. Mr. Ewald began his Council term during Mr. Johnson's tenure as City Manager. Mr. Johnson is an excellent manager.

Mr. Johnson has excellent financial skills. He works closely with the Finance Administrator to create budgets. The budget they submitted this year was fully balanced, which was a big improvement over previous years. He tries hard to complete tasks in a timely manner. Though government work is often slow, he does his best to keep things moving.

Mr. Johnson is a good supervisor. He appreciates the City's vision and encourages his staff to work toward it. He uses a variety of management skills to lead his team. When an employee does not meet expectations, he works with them to help them improve. Mr. Johnson also makes good decisions when hiring personnel.

Mr. Johnson communicates well with his staff and with elected officials. He makes a special effort to ensure that everyone has current and accurate information. He utilizes text messages, emails, and in person meetings.

Mr. Johnson uses teamwork to solve problems. On one occasion, the City's airport had a problem with its hangars. He worked with his staff to organize an airport advisory committee. Together, the new committee and Mr. Johnson's staff created a plan to arrange regular airport maintenance. On another occasion, city officials discovered that the recreation building was not up to code. Mr. Johnson worked with his staff to find sources of funding and plan the project to retrofit the building. Mr. Johnson also had the opportunity to help bring water and electricity to a small community nearby. He worked with a variety of people to obtain funding for the project.

Mr. Johnson spends as much time in the community as possible. He attends community meetings and public events. He interacts with residents whenever he has the opportunity. He is experienced with public relations and has positive interactions during both individual and group settings. He strives to maintain a customer service-oriented approach.

During his time in Blanding, Mr. Johnson endured criticism and attacks on his character because many residents perceived him as an outsider. These encounters left him flustered and hurt, but he handled the situation in a professional manner. He apologized for his shortcomings, and he continually did his best to meet residents' expectations. Mr. Johnson also struggled to sustain positive relationships with two members of the City Council. He maintained his professionalism

## Reference Notes David Shane Johnson

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when handling these conflicts. When they asked him to improve in certain areas, he tried hard to satisfy their requests. Mr. Johnson eventually resigned as a result of the persistent conflicts.

Though controversies routinely arise in local government, no controversy has resulted from Mr. Johnson's actions. He looks for solutions to ease controversial situations whenever possible. Nothing in his conduct or background would prevent honorable service in local government.

Mr. Ewald highly recommends Mr. Johnson. He will do an outstanding job for any organization.

### **Words or phrases used to describe David Johnson:**

- Professional,
- Motivated,
- Organized,
- Punctual,
- Reliable, and
- Efficient.

**Strengths:** Professional, organized, has high standards.

**Weaknesses:** Had personality conflicts with some of the council members.

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### **Kellen Nielson – City Council Member, Blanding, UT 435-485-0401**

Mr. Nielson has known Mr. Johnson since 2021. Mr. Nielson served as a member of the City Council during the time Mr. Johnson was the City Manager. Mr. Johnson's job performance was excellent. Mr. Johnson was organized, on task, and performed his varied responsibilities well. He paid attention to detail and was constantly aware of what needed to be done.

Mr. Johnson is a good boss. He rallies his employees around the organization's vision. He assists his staff in their work when needed, and he defends their rights during council meetings. Mr. Johnson also makes good hiring decisions.

Mr. Johnson is an agent of change. In Blanding, he created and amended city policies and streamlined processes to make them more efficient. On one occasion, the City discovered that its recreation building did not meet state fire and health codes. Mr. Johnson oversaw the process of funding and retrofitting the building to bring it into compliance with the codes.

Mr. Johnson has experience and skill in establishing positive public relations. He regularly attends meetings representing the City, and he spends time in the community outside of work. He takes a customer service-oriented approach to his interactions with residents.

## Reference Notes David Shane Johnson

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Mr. Johnson responds well to stress. During tense situations, he maintains a professional manner. He tries to find compromises that will satisfy all parties and help the City accomplish its goals.

Mr. Johnson has many other skills that qualify him for the position. He has good financial skills. He completes tasks in a timely manner. He keeps elected officials informed of what is happening in his area of government.

Mr. Nielson is not aware of any controversy resulting from Mr. Johnson's actions. Nothing in Mr. Johnson's background and conduct would concern a citizen or an employer. Mr. Johnson is a great manager. Mr. Nielson recommends him for the position.

### **Words or phrases used to describe David Johnson:**

- Energetic,
- Intelligent,
- Adaptable,
- Efficient,
- Personable, and
- Reliable.

**Strengths:** Attention to detail.

**Weaknesses:** Does not communicate effectively at times, especially with his employees.

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### **Len Gasser – City Council Member, Blanding, UT 435-851-3643**

Mr. Gasser has known Mr. Johnson since 2021. Mr. Gasser was a Council Member during Mr. Johnson's time as City Manager in Blanding. They worked together during council meetings twice each month. Mr. Gasser never had any problems with Mr. Johnson. He did great work for the City.

In addition to City Council meetings, Mr. Johnson attends community meetings and events, including sporting events. He strives to be involved in the community and get to know its residents. During these interactions, he learns what is happening among the residents so he can share the information with the City Council.

Mr. Johnson strives to share relevant information with the City Council. He informs them about current events and community needs. However, at times, the information he thought the Council needed to know was different from what they really wanted to know. When the Council made him aware of this problem, he worked toward correcting it.



**Reference Notes**  
**David Shane Johnson**

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In his role as a supervisor, Mr. Johnson enjoys observing his staff at work and offering assistance when needed. Unfortunately, his staff in Blanding and the elected officials perceived this trait as micromanagement. As a result, he spent more time behind the desk than he would have preferred. Mr. Johnson makes great hiring decisions. The people he hired have been an asset to the City.

Mr. Johnson is innovative. Upon accepting the position in Blanding, he introduced changes to help the City meet today’s standards. Unfortunately, some of the other city leaders resisted change and resented Mr. Johnson for his proposals.

Mr. Johnson has a well-rounded understanding of finance. He used different techniques to improve Blanding’s financial standing. He helped identify the best ways to spend money and where not to spend it. He also increased city employee’s wages to increase retention.

Mr. Johnson tried hard to complete tasks in a timely manner. Some members of the City Council were dissatisfied with his efforts. However, Mr. Gasser believes their expectations were unrealistic. Mr. Johnson worked as fast as he was able and did not neglect anything. He responds well to stress. During tense situations, he is careful not to say anything inappropriate.

Mr. Gasser does not know why Mr. Johnson resigned. He observed minor tension in the Council before he left on vacation. When he returned, Mr. Johnson had resigned. He suspects that it may have had something to do with two key employees who recently left the organization seeking more money and career advancement. Some of the council members thought Mr. Johnson had not done enough to encourage them to stay.

Mr. Gasser is not aware of anything controversial involving Mr. Johnson. His background and behavior are appropriate for honorable service in local government.

Mr. Johnson did a wonderful job in Blanding. Mr. Gasser recommends him for the position.

**Words or phrases used to describe David Johnson:**

- Active,
- Tries hard,
- Organized,
- Knowledgeable, and
- Hard working.

**Strengths:** Very organized, prepared to share information when asked, works hard.

**Weaknesses:** Tries too hard at times, wants to be involved in everyone else’s jobs.

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**Prepared by:** Claire Argyle  
Colin Baenziger & Associates

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*CB&A Internet Research*

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**Internet – Newspaper Archives Searches**  
**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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San Juan Record (UT)  
August 1, 2023

**Blanding City Manager and city engineer resign, council approves payment for dispatch**  
Author: David Boyle

Members of the Blanding City Council received the resignation of the city manager, approved payment for dispatch services, and discussed Independence Day celebrations at their latest meeting. City Manager **Dave Johnson** tenured his resignation at the July 25 meeting of the Blanding City Council. In his resignation statement, **Johnson** thanked those in the community who had welcomed his family after he took the role starting in December 2020. “It’s not easy to come in as a new city manager. Within my first 18 months, four of the five city council members and the mayor turned over. Also, eight long-term staff members were within a few years of retirement or may look to make career changes for retirement purposes. “I am unsure of what the future held, however we were able to work together as staff, city council, and mayor to move the city forward in a positive direction. “When changes occurred we hired new and equally capable staff and recently established a five-year staffing plan to ensure the continued success of Blanding City.”

**Johnson** also thanked Mayor Logan Monson and former Mayor Joe B Lyman for their support, mentorship and commitment to **Johnson** and the city. **Johnson** highlighted projects during his tenure, including grants received to build pickleball courts, recreation shade structures, updating the general plan and other projects in the city. “Together we were able to secure more than \$1 million in under three years in county, state and federal grants for planning, recreation, tourism, infrastructure, design work and an additional \$5 million for the Blanding City portion of the deep well project.” **Johnson** added that he had hoped to be a part of Blanding’s future but said he understood that priorities change. “I’m willing to support and assist in the transition if desired and I’m even willing to return if desired. But I understand that there’s a different direction that the city would like to go and I respect that and I respect each of you for your efforts and I want that to be clear publicly.”

Several citizens voiced support of **Johnson** during public comment, with **Johnson** adding clarification that he had not asked people to come speak in support of him but if they did to keep comments positive. Joe B. Lyman was the Mayor of Blanding when **Johnson** was hired. Lyman offered written comments. “It is better to talk with people than about people, it is better to work with people, than against people. “I’ve had a few conversations with **David Johnson** over the past months, he hasn’t said much about what has been going on. He has expressed some frustration but has always been respectful and professional. He has never said a derogatory thing about the Mayor, any member of city council, city staff, or the citizens of Blanding. It saddens me to say that from my observation his behavior has largely not been reciprocated.” Five other Blanding residents offered support or thanks to **Johnson** for his work as the city manager.

At the meeting, the council also received word that City Engineer and Public Works Director Terry Ekker would leave the city. Ekker shared his thanks to the Mayor, council and the

**Internet – Newspaper Archives Searches**  
**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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community for the opportunity to serve as city engineer for the last 20 years. “We’ve had an opportunity present itself that’s going to be awesome for our family. I’ll be moving on and we’ll miss Blanding a lot. We hope to be back here in 10 or 12 years to retire.” Speaking in public comment, Scoot Flannery of Jones and DeMille Engineering offered his thanks to Ekker. “It’s good to work with people that genuinely care about the community. I’ve seen that in Terry. I’m sad he’s leaving. I’m happy to take over his hunting spots.” Flannery also shared his thanks to **Johnson** for his work, and noted that Blanding City staff has been excellent to work with on projects.

At the meeting, members of the Blanding City Council also agreed to pay for 9-1-1 dispatch services now out of Price, UT. Last year, San Juan County moved dispatch services to a center in Price. When San Juan County ran its own dispatch center, the Blanding City costs were absorbed into the county. With the move to Price, the city is now required to pay a proportionate share for the services. While the cost Blanding incurs will be based on volume, with the city in its first year of payment an estimate of \$32,000 was incorporated in the recently passed fiscal year budget. Since that time, the city received an updated estimate of \$39,000 annually but an agreement was reached that the city will not pay more than \$32,000 in this first year as the costs are figured out. Speaking at the city council meeting, Blanding City Chief JJ Bradford offered his support of the outsourcing of the dispatch center to Price. Bradford noted the previous San Juan County dispatch was located in the county safety building where dispatch would also watch inmates and take care of work in the jail. Bradford says the Price center is solely dedicated to dispatch. “They’re there to answer the phone to take calls and send out people for help. I’ve been called out twice in the last couple weeks, at 5:30 in the morning for domestic violence related issues and dispatch is still on the line with the victim when I get there, which is pretty impressive.”

Bradford reports the Price dispatch has been professional and proactive about receiving feedback and addressing local law enforcement questions and concerns. When asked by council if the dispatch has been able to provide directions without being familiar with Blanding, Bradford reported that wasn’t a problem. “If they don’t have an exact address, they can give us a coordinate so we can punch it in and be right there.” Bradford recalled that recently law enforcement responded to a woman who was camping and had become stuck on a washed out road. Law enforcement was able to find the woman using coordinates provided by dispatch.

Council approved the agreement to pay for dispatch services received from the Price dispatch center, with the center agreeing to honor the budgeted \$32,000 for the first year. At the meeting, Chief Bradford also reported that the police department has received seven applicants for the new city position, partially funded by Blanding schools, to bring a resource officer into the schools. Bradford reported Officer Palmer will serve as the school resource officer at the start of the school year as the city goes through the hiring process. At their latest meeting, members of the city council also approved a new firefighter personnel policy. The updated policy follows previous conversations to move the department from volunteer to an hourly rate. City staff hopes that the policy change will incentivize more committed firefighters. At the meeting, members of the council also heard from Blanding resident Kendall Laws regarding the draft resource

**Internet – Newspaper Archives Searches**  
**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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management plan for the Bears Ears National Monument. Cooperating agencies, including the City of Blanding, have received the 700 page administrative first draft document. Cooperating agencies are given an advance issue of the draft to provide private feedback on proposals for the management of the monument. At a later date, the draft will be made open and will provide opportunities for the public to comment on the draft management plan. Laws works for the Utah Public Lands Policy Coordinating Office, which is also a cooperating agency in the monument process and thus has access to the draft. Laws offered to speak with city council or staff in the context of his job regarding the plan. “There’s some stuff in there that the city should be really concerned about with regards to their infrastructure, their watershed, some things like that. It’s pretty serious, and now is the time for the city to either get involved and make themselves heard more than they ever had as a government entity or get steamrolled.” Other cooperating agencies include San Juan County, Monticello, Bluff, Grand County, the U.S. Bureau of Reclamation, the U.S. Department of Energy, National Park Service, 32 Tribal Nations, including the Navajo Nation and Ute Mountain Ute Tribe, and others. The first public draft is anticipated to be available in November

At the meeting, members of the Blanding City Council also received a report on the Independence Day Celebrations. Economic Development Director Ben Muhlestein shared thanks to all the volunteers that helped make the events possible. Muhlestein also shared that Bears Ears Farm reported more than 4,000 attendees at their event, and the new Grayson Music Festival met goals with great turnout and provided more days for vendors in the park. Muhlestein also noted improvements that would be discussed at a July 27 meeting. Council member Erik Grover shared concern about safety with kids coming far out into the road to grab candy during the parade.

Mayor Logan Monson shared the sentiment, saying that while it’s been an issue in previous years, he shared this past year may have been the worst they’ve seen. **Johnson** shared that concern and other public safety concerns will be addressed.

Members of the council also approved a resolution to act as a pass through for a Utah Division of Wildlife Resource project at Recapture Lake. The agreement will allow the city to provide an assignment through Jones and DeMille on behalf of the DWR, who will fund the project. The funded project will be to create design for recreation improvements at Recapture Reservoir, including design work for better boat access, parking, restroom facilities and possibly other facilities. The layout work would proceed, with eventual construction of improved facilities at recapture funded by the DWR. At the meeting, Mayor Monson also recognized Andrea Jeppson as the Outstanding Citizen of the year, as well as the royalty selected from the first annual Little Miss Blanding pageant. Royalty includes Kennedy Bingham as the Inaugural Little Miss Blanding with Chezney Ivins 1st attendant, Emri Black 2nd attendant, and Navy Nieves 3rd attendant.

**Internet – Newspaper Archives Searches**  
**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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San Juan Record (UT)  
June 20, 2023

**Blanding City Council approves budget for upcoming fiscal year**

Author: David Boyle

Members of the Blanding city council approved their annual budget at their June 6 meeting. The approval comes as the city prepares for the start of the new Fiscal Year on July 1. The approved \$17.2 million budget is an increase of about \$2.3 million over the \$14.9 million budget in 2022.

Blanding City Manager **David Johnson** outlined reasons for the increase, including the city drilling a deepwater well, with millions in grants from the state aiding the project as part of the state commitment to bring running water to the Westwater community. **Johnson** noted other reasons for the increased budget include rising costs of living as well as increases to costs for supplies and maintenance.

The city is also reporting an excess in general funds as they come to the end of the current fiscal year. While the city is budgeted to transfer \$280,000 into capital project funds, staff is projecting around \$350,000 into capital funds at the end of the fiscal year. Among the capital projects for the upcoming fiscal year are the deep well project, the Wellness Center showers and fire suppression system, the updated general plan, remodel of Centennial Park bathrooms, Recapture boat ramp and parking, police vehicles, a UTV for snow plowing sidewalks, and other purchases.

City staff also reports that all the city enterprise funds are operating in the black. The city is budgeting in 2024 to hire two additional employees. The approved budget includes funds for an additional city police officer using general funds and an engineering tech using city enterprise funds. The standard Cost of Living Adjustment (COLA) released by the US Social Security Administration was 8.7 percent. While the city did not match the full adjustment, city payroll did award a four percent COLA with performance-based merit raises for an average staff salary increase of 5.7 percent.

City Council member Cheryl Bowers added her support to the work of city staff. “In years past, we’ve been very frugal with increases, that staff got the minimum they could get. I think we have amazing employees, I think we’ve been very fiscally conservative in the past on salaries and this is a year where we have funds to do it.” Following reviews and a closed session to discuss city personnel, members of the council unanimously approved the budget. No comments were given by members of the public as part of the June 6 public hearing.

**Internet – Newspaper Archives Searches**  
**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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San Juan Record (UT)  
April 4, 2023

**Blanding City Council talks raw water sales, firefighter policies**

Author: David Boyle

Members of the Blanding City Council talked firefighter policy, raw water sales and approved a water budget adjustment for a deep well repair at their latest meeting

At their March 28 meeting, members of the council received a proposal to address firefighter policy options for the city. In 2022, city staff reported that a financial audit made them aware that they could no longer have volunteer firefighters considered as 1099 contractors and instead must be classified as W-2 employees.

The accepted policy change by the city came with a city staff determination that current city employees could not serve as volunteer firefighters. However, policy proposals at the March 28 meeting included options to bring city staff back into the fire department.

Three policy options were presented at the meeting with option one of the current volunteer firefighter program run at an estimated cost of \$39,000 annually, with volunteers paid a nominal fee regardless if they were at a scene for two hours or eight hours, and without the option of city employees working for the department. Option two would be a part-time paid department with volunteers on call. The policy would pay firefighters an hourly rate for both training and responses to incidents at an estimated annual cost of \$43,000 with fluctuation possible depending on the number of incidents in a year. The third option would be a part-time paid on-call department. This policy would require five firefighters on call at all times and would cost the city an estimated \$91,000 annually.

Options two and three would allow city employees to work as firefighters. City Manager **David Johnson** highlighted that dual-employees would receive a blended rate of pay based on job duties and rank as a firefighter, and that those employees may accrue overtime hours at time-and-a-half pay. Additional restrictions and requirements were lined out in the staff report.

City staff offered support of policy option two. Fire chief Cory Spillman noted that the hourly rate of pay may help with incentivizing firefighters to be more responsive to the department’s needs. While no official action was taken at the meeting, the council made directions to city staff to create the policy with plans to approve it effective July 1 at the start of the city’s fiscal year. At the meeting, Chief Spillman also gave a brief report on the March 24 house fire in Blanding. Spillman reported that the department had nine volunteers respond to the fire caused by an electrical issue. Spillman offered thanks to the multiple law enforcement agencies that assisted, including Blanding police who blocked roads and assisted in handing out water. **Johnson** offered his praise of the coordination between responding agencies. “Even though the outcome wasn’t the outcome that we would want everybody was safe and that’s the most important thing.”

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**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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At the meeting, members of the council approved a \$100,000 amendment to the water budget. Needed repairs on city Well A were discovered in July of 2022. In September, the city diagnosed the repair would need a new conductor and pump. The emergency repairs have since been made following approval from the council with the repair costs coming in at \$102,868, including costs for contractors, materials, equipment and supplies.

At their latest meeting members of the council held a public hearing and then approved an amendment to the budget with the funds to cover the repairs coming out of the Water Fund reserves. Members of the council once again discussed a policy for raw water sales by the city. The City of Blanding sells raw water to the Energy Fuels White Mesa Mill from Recapture Reservoir. The mill is the only entity to purchase raw water from the city direct from the reservoir and maintain its own pipeline from the reservoir to the mill.

The mill currently can purchase up to 150-acre feet from the mill at a cost of \$75 per acre-foot when water is available for the city to sell. That rate is considerably lower than the 75 percent of culinary rate that other raw water users pay for raw water out of the upper reservoirs. A staff proposed policy would move the sale of raw water from Recapture to 15 percent of the culinary rate in city limits and 20 percent outside of city limits, with a year-to-year agreement based on water availability. That change would more than double the rate the White Mesa Mill pays to \$168 per-acre foot, for an estimated \$630,000 over 25 years

At the meeting, members of the council reviewed a proposed contract from the White Mesa Mill. The Mill proposed a 10-year contract with five-year renewals. The proposed contract would raise the raw water rate to \$120 per acre foot for the next five years, \$130 for the following five years and a \$5 increase every five years for a total of \$502,500 over 25 years. The mill proposal would also include a minimum spend of \$5,000 each year. Members of the council and staff weighted the benefits with the need of a universal policy, as well as if a tiered system could fit the sale of raw water out of Recapture. City staff made plans to make tweaks to the agreement and bring it forth for discussion again.

At the meeting, Recreation Director David Palmer also highlighted that the city had received a grant for safety shade structures for the ball fields at Centennial Park. Palmer shared that while the city still needs to complete some more tasks for the Community Development Block Grant, the eight permanent shade structures at the park will act both as a safety mechanism for foul balls, as well as provide needed shade at the city park.



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<https://kjzz.com/news/local/westwater-utah-san-juan-county-blanding-running-water-power-electricity-project-lt-gov-henderson-president-nez-navajo-nation>  
September 2, 2022

**Running water next up for Westwater residents, but timeline unclear**  
Author: Daniel Woodruff

Now that lights are finally on in a small southeastern Utah community, attention turns to the next phase of the project – running water. Westwater, located outside Blanding in San Juan County, is set to get running culinary water sometime next year, according to Blanding city manager **David Johnson**. “We’re just kind of in that phase of engineering and design,” Johnson told KUTV 2News Friday, “and then based on when that’s completed, we’ll move into that construction phase.”

Currently, Native Americans living in Westwater have to haul water to their homes. Westwater is located on land owned by the Navajo Nation, but it’s not part of the reservation. On Thursday, a long-awaited project to bring the community electricity was finally completed. Homes in Westwater now have power thanks to a plan that uses Blanding’s infrastructure as a “pass-through” for electricity to go there.

**Johnson** called that a “monumental achievement” made possible through coordination by many groups including the state of Utah, the Navajo Nation, and The Church of Jesus Christ of Latter-day Saints.

State leaders similarly praised the project. “Commonplace in Blanding, the sight of power lines swooping from house to house in Westwater marks the fulfillment of a long-overdue promise to the Diné just outside Blanding,” Utah Lt. Gov. Deidre Henderson said in a statement. “I won’t understate the difficulty of this project, but I can’t overstate the level of collaboration and generosity that got us here.”

“This is life-changing for these families who have lived without electricity in their homes for so many years, some who have never lived with electricity at all,” added Navajo Nation President Jonathan Nez in a statement. “Electricity not only provides lighting, heating, and other basic amenities, but it also opens doors to more opportunities.” Nez concluded, “The work doesn’t end here – the next step is to deliver running water to these homes.”

For the water portion of the project, \$3.5 million in federal funding provided by the state of Utah will help pay for a new deep-water well in Blanding, according to a news release from the lieutenant governor’s office, while the Navajo Nation will pay \$5.5 million to build infrastructure to get water to Westwater. The city of Blanding and San Juan County received funding for the research and design process, the news release said. When will water be turned on in Westwater? That’s unclear, according to Johnson. While pointing to next year as the overall goal, he acknowledged there is no definite timeline yet on when construction will begin.

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**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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San Juan Record (UT)  
May 18, 2022

**Blanding City Council agrees on trees**

Author: David Boyle

Members of the Blanding City Council approved a tree trimming policy, approved their contract to repair hail damage and received the Healthy Utah Award at their latest meeting. At their May 10 meeting, Blanding City Council unanimously approved a formal policy regarding tree trimming near city power lines. The policy lays out responsibilities of customers. Including that residents not plant large or fast-growing trees under or near existing power lines and that customers call Blanding City if they notice any tree within 10 feet of an electric line.

The policy also clarifies that customers should not attempt to trim any tree near a powerline. Blanding Electric will trim trees free of charge if work is deemed necessary, residents can also hire professional service companies to trim their trees for them. At the meeting the council also approved a contract with Tri-Hurst to repair damages on city property sustained by a hail storm. Tri-Hurst’s bid for the project was \$13,000 over the amount covered by liability insurance. City staff and the construction company worked through line items on the bid to remove duplicates and brought the price down by \$8,400; the remaining \$4,800 of work not covered by insurance will be paid out of city savings.

Council approved the contract with a stipulation that they’d like to see a timeline for the work from Tri-Hurst. Informal estimates at the meeting mentioned six months for the work. Blanding City also released a performance bond held by Tri-Hurst. The nearly \$100,000 bond was held by the city as the company created infrastructure improvements, including sidewalks, at the Meadowlark Subdivision.

With city staff signing-off on the work, the bond was released back to the company. City Manager **David Johnson** also reported on projects at the city. Including the award of a large grant for an update to the city general plan. The \$70,000 grant from UDOT was awarded based on a \$10,000 match.

A city's general plan acts as a guiding document to inform policies and ideals for cities to uphold. **Johnson** reports the request for proposal will go out in July with public input to follow. “They’ll work with the public to get probable surveys, public open houses to get opinions on things such as nightly rentals and addressing maybe gaps in our zoning.”

The discussion about nightly rentals, such as AirBnb and VRBO, was brought to the council via public comment from resident Shadd Christensen. Christensen has worked the past seven years in Page, Arizona where he’s seen the effects of too many nightly rentals and not enough housing for workers. “There are other city residents that are frustrated. If we don’t get something in place we will be a Moab and we will be a Page. The problem with those two locations is the locals are suffering and they get basically ran out of town.”

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Christensen also spoke about concerns with noise, trash, and traffic. **Johnson** said discussions about nightly rentals are an example of something that could be discussed as part of an update to the general plan. “One idea to address what Mr. Christensen talked about, is you could grandfather existing nightly rentals and then select a zone they are allowed in.”

**Johnson** did add that recently passed state legislation has tied the hands of how cities can restrict nightly rentals and may be a battle between the league of cities and towns and the legislature to come. **Johnson** emphasized that the city has not made any moves or decisions on the issue of nightly rentals and that the city ought to seek public feedback regarding the issue moving forward.

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**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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San Juan Record (UT)  
May 4, 2022

**Questions about water and airport dominate Blanding City Council meeting**

Author: David Boyle

Blanding City Council discussed airport policy, a sale of water, and approved a bid to repair hail damage at their latest meeting. At their April 26 meeting members of the Blanding City Council heard from six community members regarding a draft policy for the city airport. Discussions regarding the creation of a policy for use at the airport including rates and lease agreements have been ongoing for weeks. While the community that utilizes the Blanding Airport has generally been amenable to implementing policies, there has been push-back regarding increasing rates at the airport.

At the latest meeting city council directed staff to form an airport advisory committee to assist in the creation of policies and rates for the airport. Members of a committee would include a member of the city council as well as representation from pilots and businesses who operate out of the airport. Among those businesses is Guardian Flight. Regional manager Chris Ewald shared his approval of creating an advisory committee. Ewald pointed to a state-commissioned study that reported the airport generates \$11.1 million in annual economic activity. “I think our airport is big enough and has a big enough economic impact that we need to organize an advisory board.” Ewald was not opposed to a small increase in hangar rates, but thought too many other fees could make the airport unattractive to pilots. Ewald recommended the city increase revenue through the airport by aggressively pursuing grants. Hangar fees are currently \$100 a month at the airport.

After 30-40 hours of conversations with airport managers and comparing rates to 17 other airports City Manager **David Johnson** had proposed an increase over several years to somewhere between \$200 to \$300 a month. Other possible revenue sources included introducing tie-down, parking fees, and fines for planes illegally parked. The City Fixed Base Operator, Freedom Fuels, recommended parking violation fines to the city, with an option to waive certain fees if pilots purchased fuel. Freedom Fuels also expressed its desire to keep hangar fees as low as justified.

**Johnson** echoed a statement made in public comment saying that pilots are looking for the nicest and cheapest places to land. “Well I can say we’re the cheapest, and as many other comments made we’re definitely not the nicest. The maintenance issues have been because of a lack of funds.” **Johnson** noted that the roughly \$42,000 a year generated for the city at the airport did not cover the hours of payroll for Airport Manager Bret Hosler who also wears the Community Development hat. **Johnson** also noted the city street department fills potholes at the airport. “We’re taking money from other general funds to help supplement needs.”

The money generated by the airport currently goes into the general fund which maintenance is paid out of, city staff said they would look into setting up an airport revenue account. Regardless,

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**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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increasing airport rates will wait as the city explores how to establish an airport advisory committee to aid in policy and fee discussions. Blanding City Council also received a report and held a discussion regarding the city's recent sale of raw water to the San Juan Water Conservancy District. At the meeting, four community members questioned decisions made by city staff to approve a sale of 10 acre-feet or 3.258 million gallons of water at \$75 per acre-foot to the San Juan Water Conservancy District. Kelly Laws contended the city should not be selling raw water. “You cannot make enough money off of selling that raw water to compensate for what the citizens of Blanding have paid you in culinary rates. That was a total misappropriation of water and somebody ought to be held accountable for it, it's a disgrace.”

**Johnson** offered answers to two questions: why is water allowed to be sold without city council approval, and what is the reasoning of this sale. Historical precedence of allowing city staff to sign-off on water sales and purchases was given as the reason as to why the sale was allowed to happen. In an email report City Engineer Terry Ekker shared that in good water years the city has historically leased irrigation shares for agricultural use if the city didn't need the water that year and had no excess storage to keep it.

Another historical example is the city's agreement with Energy Fuel's White Mesa Mill. In September 2021 the council approved an annual agreement to sell 150 acre-feet or 49 million gallons of raw water to Energy Fuel's White Mesa Mill at a cost of \$75 an acre foot or \$11,250 annually. This was the first time the agreement had been approved by the council as it historically had been signed off between city staff and the mill.

**Johnson** explained while the city has a tiered system for culinary water based on use and supply, the city does not have a policy on water sales outside of city limits. “Because we don't have a policy in place and we have a precedence of not going before the council to approve that we didn't really have grounds to say no if we have some capacity.”

Plans to draft a policy for rates and approval of raw water sales have been in the works since September. Discussions about the policy included establishing a consistent price for anyone interested in purchasing raw water and also likely introducing a tiered structure of rates based on drought conditions. The question as to why city staff approved the sale of raw water during a dry year to the conservancy district was also discussed at the meeting. Members of the public asked why the city had turned down an opportunity to purchase water from Blanding Irrigation company while also approving the sale of water to the Conservation District in a year when residents are being charged an Orange rate three out of four tiers.

A proposed sale of water at \$300 an acre-feet from the Blanding Irrigation Company was turned down by city staff with **Johnson** reporting that if the company were to bring the level down to the cost for the city to pump their water (an estimated \$50-\$55 per acre foot) the city would consider purchasing some of the water.

Citizens in attendance estimated there were about 50 acre-feet of water for purchase. Ekker explained his reasoning for signing off on the sale of water to the conservancy district. After

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*(Articles are in reverse chronological order)*

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being approached by the Conservancy District in April, city staff evaluated reservoir storage and determined it had the capacity to sell 10-acre feet without significant impact to the water company or its customers. According to Ekker’s email the conservation district General Manager Tyler Ivins requested the city sell the district 10 acre-feet to sell to their industrial users as the district reportedly had no water to sell of their own. Citing seepage, evaporation, and stock taps, staff determined it would benefit Blanding water more to sell the 10-acre feet than to retain it since Recapture will be down into the conservation pool at the end of the season and the city will not be able to save it for next year. Staff also noted that since the conservancy district planned to resell to ready mix concrete businesses Holliday Construction and Sonderegger Inc.

Staff believes the sale would benefit local development in the community, such as Sunrise Outfitting construction, the remodel of the old Shopko building for the USU extension, and the Utah Food Bank project. “David Lyman and I evaluated where we are at with respect to reservoir storage and felt like we would be able to let go of 10 AF without any significant impact to our water company. Keep in mind this water will be gone either way at the end of the season.”

Ekker added, “I truly felt that this was a win-win for all stakeholders or I never would have made the recommendation.” Ekker also said **Johnson** and City Finance Director Kim Palmer concurred with his decision. **Johnson** added that it was his understanding that the sale would be presented to council as part of an administrative report.

Regardless, the city council expressed a desire to implement a policy to have them act as a pass-through for future water purchases and sales. City Council member Cheryl Bowers added, “We are the people that are responsible to our citizens and I don’t believe that decision is a decision that should be made lightly.”

**Johnson** added his agreement, “we need to figure out some sort of structure with the purchase and sell of water. What is administratively able to do versus what then needs to trigger to come to the council.”

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**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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San Juan Record (UT)  
April 19, 2022

**Blanding water citation due to computer failure**

Author: Admin

Members of the Blanding City Council received an explanation of a notice to water customers at their latest meeting. During their April 12 meeting, Blanding City Council received an explanation as to why residents received a notice regarding a violation of drinking water standards.

City Engineer Terry Ekker explained during the first two weeks of January and the first two weeks of February a computer hard drive failure meant the city was unable to record collected data about the cities drinking water. The city reports that the water produced met all drinking water standards, however, the records were not available to report to the Division of Drinking Water for January 1-13 and February 1-17.

The city is required to monitor and report turbidity, water flows, membrane treatment performance, chlorine, pH, and temperature daily to then be reported to the state. With the system failing they were required to send out a notice to residents about their drinking water.

Ekker explained that the city was monitoring the water at the time they were just unable to report those numbers. "The quality of the water never changed. There was never any concern with that."

City Manager **David Johnson** summarized that the violations were regarding reporting, not a violation of contamination. The council also approved their standard agreement with the Utah Fire Forestry and State Lands, spelling out reimbursement for any water the agency takes from Recapture to fight fires in the area.

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**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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San Juan Record (UT)  
March 30, 2022

**Blanding approves Westwater water project**

Author: Kate Boyle

Blanding City Council met twice last week to purchase an acre of land and approve a contract for the Westwater water project. Earlier this year Blanding city was awarded a principal forgiveness loan of \$380,984 from the Utah Division of Drinking Water for the purpose of designing and engineering a new deep well. The well is meant to provide additional water sources to Blanding in order to serve the Westwater community.

Westwater, a community of about 30 homes on Navajo Nation-owned land just outside of Blanding, does not currently have access to culinary water. The projects to bring water and electricity to Westwater has been funded in most part by the state of Utah through the legislature, with contributions from the Utah Navajo Trust Fund and the Church of Jesus Christ of Latter-day Saints.

The City of Blanding has not paid directly for the project, but City Engineer Terry Ekker has been involved as the city has been a partner by providing power and water to the Navajo Tribal Utility Authority to then provide the utilities to residents of Westwater.

At the March 22 meeting, the Blanding City Council approved a contract with a local engineering firm for the well. The well will be dug on property adjacent to the Blanding City water treatment plant and will be treated by the city.

Councilmember Erik Grover expressed concerns about a television interview where Utah Lt. Governor Deidre Henderson mentioned finding grants and loans for Blanding to fund the project. Grover said, “I will not vote for a loan for the city unless we’re willing to provide water to every home on this mesa.” City Manager **David Johnson** reported that communication with the city and Lt. Governor has been clear on the matter.

Ekker also explained the principal forgiveness loan is really a grant. Ekker said the project is structured so that the state Division of Drinking Water will reimburse the city each month for that period’s expenses related to the Westwater water project. While the state offered up to \$380,000 for the design engineering services, the actual contract to Jones and DeMille Engineering was awarded at \$326,000 by the city council.

Councilmember KD Perkins, Len Gasser and Kellen Nielson voted to approve the contract, while Councilmember Grover abstained from the vote. Councilmember Cheryl Bowers was not present at the March 22 meeting. The council also approved a five-year contract for airport engineering services with Armstrong Consulting Engineers out of the Grand Junction, CO office. Armstrong has been the engineering consultant for the city for over twenty years.



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**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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Last week the city council also approved purchase of land that neighbors the city's shop facility. In a special meeting on Thursday, March 24, the council approved the purchase of the one acre parcel near the corner of 550 N and 600 W for the price of \$50,000. The acre on a vacant lot to the west of the city property will allow the city to expand their facilities if needed.

The purchase was approved unanimously by the city council, excluding Councilmember Perkins who was not present at the March 24 meeting.

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**DAVID SHANE JOHNSON**  
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<https://www.iheart.com/content/2021-08-11-this-utah-town-is-about-to-get-electricity-for-the-first-time-ever/>  
August 11, 2021

**This Utah Town Is About To Get Electricity For The First Time Ever**

Author: Ginny Reese

One small community in Utah is about to get electricity for the first time ever! 2 KUTV reported that the small community of Westwater, just outside of Blanding, has never had running water or metered electricity. Westwater is owned by the Navajo Nation, but it isn't part of the reservation. The plan to bring power to the are was made possible by cooperation and funding from several different groups. The lights should be turned on by the end of the year.

Albert Cly, a resident of Westwater, told KUTV, "All these people out here's going to be pretty happy when they turn that switch on, see all that brightness in their houses, and turn their TV on." Cly said that he first moved to the town in 1948 when he was a child. He once worked in Salt Lake City, but returned to the community 18 years ago. People in the nearby community of Blanding have electricity and running water. Cly said, "People over there can take a shower every day. And out here we have to just go down there to get. bucket of water to take a sponge bath."

So what took so long to get the new amenities in the town?

According to **David Johnson**, Blanding city manager, it was jurisdictional dilemmas and funding. Johnson said, "Prior to this it's been, who's going o fund it? Who's going to build it? That's a difficult question to answer in small communities, in rural communities."

The project is now being funded by the Utah Navajo Trust Fund, the state of Utah, and The Church of Jesus Christ of Latter-day Saints.

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**DAVID SHANE JOHNSON**  
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San Juan Record (UT)  
August 3, 2021

**Blanding considers Wellness Center fire plan**

Author: David Boyle

An update on the Blanding Wellness Center fire suppression sprinkler system, preserving a historic building, and plans to possibly increase city involvement in a nuclear power plant were all items of discussion at the July 27 meeting of the Blanding City Council.

Several months ago, City Manager **David Johnson** discovered that the Blanding City-owned San Juan Wellness Center has a listed occupancy capacity of 299 people, which is low for the size of the building. In further conversations with the state fire marshal, the city discovered the occupancy is low because the building does not have a fire sprinkler system.

Along with that discovery, the city also learned that if an accident or fire were to occur at the Wellness Center and more than 299 people were in the building, the hazardous event would not be covered by insurance and the city could be liable for other injuries. Council and staff have since been at work determining how and when to implement any needed updates to the center. At the July 27 meeting of the council, **Johnson** reported the city had received a few additional estimates for the fire suppression sprinkler system, which fell generally in line with earlier provided estimates.

While **Johnson** reports they've received bids in the \$100,000 range, that does not include the cost for new alarms, underground connections, or patchwork. **Johnson** says they are still likely looking at anywhere between \$200,000 and \$400,000 to do the whole project. While Blanding City has funds adequate to cover the costs to install the system, city staff had previously asked if the council wants to hold off on planned upgrades to other parks and recreation systems.

The city council advised the staff to move forward with a planned shade structure at Centennial Park and a park pavilion installation. At their latest meeting, staff reported those items are moving forward as requested.

At their July 13 meeting, the council asked the staff to compile a list of facility uses that exceed the 299-person occupancy limit to see if the use justified the upgrade. That report was provided at the July 20 meeting. Blanding staff reports that events including youth volleyball and basketball tournaments, league nights, and the annual Tree for All event exceed the listed capacity an estimated 17 days every year.

Non-city entities also use the Wellness Center beyond its capacity throughout the year. This may include company Christmas parties, end of school year parties, the ATV Safari, and sportsman banquets, as well as other events that total 12 days annually. In all, the city estimates that events surpass the building capacity 29 days a year. The information gathered helps solidify the city's need to install the new fire suppression system. The discussion has also primed the city to revisit

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their recreation agreement with the San Juan School District. The agreement allows the two entities to share facilities between programs.

**Johnson**, school district Business Manager Tyrel Pemberton, city Recreation Director David Palmer, and Blanding school principals and athletic directors will meet to revisit the recreation agreement.

Also at the July 27 meeting, the Blanding council heard from Winston Hurst of the San Juan Historic Preservation Commission about a historic building known as the Swallow’s Nest. The stone structure near the Blanding Visitor Center was built in 1925 by Albert R Lyman as a one-room study. Lyman was the “Old Settler” of Blanding. The Swallow’s Nest is owned by the City and was placed on the National Register for Historic Places in 1996.

Hurst reported that efforts to preserve the small building run into a consistent issue – water running into the cabin has caused the floor to rot away. The moisture is dissolving sandstone at the bottom of the cabin walls.

One source of water into the cabin is the city sprinkler system on the east side of the visitor center park. Hurst says the slope causes water to run into the cabin. Hurst advocated terminating the sprinkler system on the easternmost 50 feet of lawn and replacing it with a natural landscape. “My role here is to bring attention to this and make sure everybody is aware that it really is a fairly serious thing out there if we’re serious about keeping that cabin,” said Hurst.

The Historic Preservation Commission also pledged their support to aid the city as they preserve the cabin. Staff committed to take a look at the area and explore solutions to preserve the cabin. The council also received another update on the Carbon Free Power Project. As a power utility provider, Blanding City is one of several members of city-owned utility systems in the West that are investing in the nuclear power project near Idaho Falls, ID. It is scheduled to come online in 2030.

Staff recommended, and the council expressed interest in, creating a resolution to increase the city buy-in from 2 to 2.5 kilowatts. City staff will bring back a resolution to increase the buy-in at their August 10 meeting.

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**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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San Juan Record (UT)  
May 5, 2021

**Blanding City Council welcomes volunteer effort to replace dirt at ball fields**

Author: David Boyle

More than a dozen Blanding residents have sent letters in the past few months asking that the infield dirt be replaced at the city ball fields in Centennial Park. The dirt has reportedly never been replaced, which is suggested every so often in part for safety reasons.

When Recreation Director David Palmer presented an estimate to the city council, the costs came in higher than anticipated. Since that time Palmer has researched and applied for grants. In the meantime, Blanding resident Jimmy Johnson met with Palmer, Council member Kellen Nielson, and City Manager **David Johnson** to look at some quicker alternatives.

At the April 27 city council meeting, **David Johnson** explained the city is constrained by budget, but Jimmy Johnson floated the idea of getting items donated, which would speed up the process and cut a lot of red tape.

As a result, community members are volunteering to donate time, resources and funding to cover the costs to replace the infield dirt. The council gave legitimacy to those efforts by providing consent to move forward with the project.

As a result, in the near future, probably in about a month, Palmer will provide an outline of the plan including the detail of the work to be done, where funding and resources will come from, and an outline of how much the city might be asked to contribute to the project.

**David Johnson** explained that the city will work to have future needs planned in advance so they can fall within the city budget. “We should have been planning for this,” said **Johnson**. “That’s why when I first got here I said we really need to focus on all of our departments creating long-term master plans and capital plans so that we can know, oh in five years, we need to save up for new baseball dirt, or for new sand in the filter for the pool or whatever the case might be.”

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**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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San Juan Record (UT)  
December 8, 2020

**New Blanding City Manager and family are excited to get started**

Author: McKall Adams

**David Johnson** is moving to Blanding with his family from Saratoga Springs, UT to work as the newly appointed Blanding City Administrator. He brings 13 years of experience in management, economic development, recreation, budgeting, and public engagement.

His background includes experience in the private, non-profit, and public sectors. He earned a Master's of Public Administration from the University of Utah and a B.A. in Communications from Brigham Young University.

**Johnson** currently works as the Economic Development and Public Relations Director for the City of Saratoga Springs. In this role, he brought Costco to the city, updated the park and trails masterplan, and worked with public safety officials to evacuate 13,000 residents during a wildfire this summer. He is also a member of several professional organizations and teaches in the School of Communications at BYU.

Prior to Saratoga Springs, **Johnson** worked for Haines City, FL and Bountiful City, UT. His experience with these cities includes preparing annual budgets, updating city code, establishing regional cooperatives, and addressing issues with invasive deer and environmental approvals for new businesses.

**Johnson's** career originally began with a public relations firm, focused on government contracts. He also worked in non-profit executive management, events, and grant writing.

**Johnson** and his wife, Corrine have been married for nearly 14 years. They have four children ranging in age from middle school to pre-school.

Corrine Johnson has an undergraduate degree in Biology from Utah State University and went to the University of Utah to become a Registered Nurse. She has been a nurse for over eight years, with vast experience at the U of U Hospital, VA Hospital, hospice, and also teaches for BYU instructing nursing students on Intensive Care.

Both David and Corrine are avid runners who enjoy running marathons. They are also outdoor enthusiasts who enjoy hiking and camping with their family. They share their insights on their personal blogs at [www.theaveragejoerunner.com](http://www.theaveragejoerunner.com) and [www.outdoorfamfun.com](http://www.outdoorfamfun.com).

Mayor Joe B. Lyman said, "Dave comes with a broad base of proven experience ranging from economic development; land use; human resource; utility billing including water, parks and recreation; planning; budgeting; and so on.

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“When I called his personal references I got more than a good reference. I got an extensive conversation about Dave and how he could benefit Blanding City,” Lyman added. “He and his family have been looking for a rural area to settle in and call home. I am confident they will make a great addition to our community. I look forward to working with him.”

The **Johnsons** expressed that they are looking forward to putting down roots and being part of a tight-knit community. They are also excited about the outdoor opportunities southeastern Utah offers. **Johnson** explained that during the interview process it became very apparent how much the Mayor and the City Council of Blanding care for their community and residents. Because of this, he and his family are looking forward to being part of such a community.

**Johnson** is the son of a 20-year military veteran. When asked what excites his family the most about moving to Blanding **Johnson** said, “Growing up in the military I became used to moving for occupational needs. I am most looking forward to putting down roots and being part of a community – for my children to be able to go to school from junior high to graduation.” He added, “I also feel like this community will give my kids a better opportunity as they learn and grow to help and serve others.”

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**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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KSL TV 5  
July 28, 2020

**One-third of Saratoga Springs evacuated due to fast-moving wildfire**

Author: Jared Turner

Around 3,100 homes in Saratoga Springs have been evacuated because of the fast moving Knolls Fire that broke out south of the city. Officials said some homes have sustained damages. City spokesperson **David Johnson** said the evacuations impacted over 13,000 people, which is about a third of the population.

Residents in the Lake Mountain Estates and Pelican Bay neighborhoods were first asked to evacuate as flames moved cover to the area. Fire officials later expanded the evacuation orders to all homes south of Grandview Boulevard on the west of Redwood Road. Those residents have been advised to head to Westlake High School in Saratoga Springs. The fire started around 2 p.m. Sunday.

Officials from the Utah Community Emergency Response Teams (Utah CERT) said the Knolls Fire was threatening structures Sunday afternoon on the south side of the city. Chief Jess Campbell with the Saratoga Springs Fire Department said the evacuations initially impacted around 100 homes. High winds, smoke and dust made the conditions difficult for firefighters. Air support was called off because of strong winds. Aerial crews were not expected to return to the area until at least Monday morning.

Utah CERT said the fire was behaving erratically in heavy winds with gusts of 40 to 50 mph moving through the area. State fire officials reported a wind gust of 57 miles per hour. They said the smoke and dust made it challenging to contain the fire. Redwood Road was closed going south at the spot of the fire. Chief Campbell said there were flames on both sides of Redwood Road. Details about how the fire ignited or how close flames have come to the structures were not available.

A shelter was first established at a building of The Church of Jesus Christ of Latter-day Saints at 2947 South Swainson Avenue. With the additional evacuation, officials asked people to move to Westlake High School at 99 North 200 West. Any who goes to the school has been asked to bring face masks and maintain social distancing.

Chief Campbell said the Red Cross had been preparing for around 1,000 people impacted by the fire, though that number increased dramatically in a short amount of time. A declaration of local emergency was issued in the city of Saratoga Springs shortly after 8:00 p.m. Sunday.



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<https://kslnnewsradio.com/1928230/saratoga-springs-hopes-to-prevent-future-traffic-jams-in-possible-evacuations/>  
June 20, 2020

**Saratoga Springs hopes to prevent future traffic jams in possible evacuations**

Author: Paul Nelson

City leaders in Saratoga Springs acknowledge they need more roads getting out of town. Some evacuees from the Knolls Fire tell KSL it took hours from them to get out of the restricted area because of traffic jams on Redwood Road. However, the city working to create more ways to get out in case of an emergency.

Officials know Redwood is the only road leading north and south out of Saratoga Springs, and they understood traffic would be at a dead stop if they evacuated thousands of people all at once. So, they staggered the orders as best they could. City Spokesman **David Johnson** says, “The homes in the most danger at first were evacuated first.”

Considering there was only one major road for thousands of residents, **Johnson** believes the evacuation went as well as it could have. “In this emergency situation and this evacuation, things went very smoothly. Yes, it took time to get people out, but we were able to get people out in a timely manner and a safe manner,” he says.

Even after the evacuation orders were lifted, **Johnson** asked all non-residents to stay out of the southern portion of Saratoga Springs and the Lake Mountain area. He says they didn’t want traffic to get any worse for people who wanted to come back home. He says they’ve been looking into expanding and creating new roads for a while, not just for emergencies and traffic jams but to handle the rapid growth in their city. To all the people irked over the fact that there’s only one major road out of Saratoga Springs, Johnson says the city agrees. **Johnson** says, “It’s very important to us, as a city, to get another means for north and south transportation.”

They believe the best option is going to be the Mountain View Corridor, which would tie into Foothill Boulevard. The city is working with developers and landowners to get the proper right of way and build additional infrastructure to speed up the extension. “The Mountain View Corridor has been in discussion for quite some time. It’s something that, as a city, we would like to see completed sooner rather than later because of the transportation needs that we have,” Johnson says.

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Daily Herald (UT)  
July 16, 2019

**Salute to fun: 15 fun things to find at Patriot Park**

Author: Kari Kenner

With population numbers leaping exponentially each year in Saratoga Springs and future growth predictions only adding more residential areas, to say there was a need for a new park like Patriot Park in the city is a pretty vast understatement. Just three years ago, the western Utah County boom town had a mere four recreation programs to cater to residents, making the need for something more exceptionally obvious. That's where the idea for the 30-acre park honoring not only America's favorite pastime but also its heroes began.

"The mayor and city council wanted to design Patriot Park to honor our veterans and those who are in military service, and baseball is kind of that all-American sport," said Saratoga Springs Public Relations and Economic Development Director **David Johnson** on the concept for the newly minted city park. "We were in need of our own baseball facility and thought this was a great opportunity to not only provide an extra amenity to our residents but also take the opportunity to honor those men and women in military who have served, especially with our proximity to Camp Williams."

Nearly four years ago, the concept was first cultivated, with the fruits of that labor leading to the April opening of not only a fantastic city park, but also sports complex with up to 100 acres nearby potentially available to accommodate future expansion. So what makes Patriot Park so great? Here are 15 fun things worth noting about the unique new park complex:

**Size**

One of the most important things to note about Patriot Park is its sheer size. The park consists of a 30-acre complex featuring six baseball/softball fields and eight pickleball courts, not to mention a lofty playground with areas for youth of all ages and parking that wraps around three sides of the park. A series of picnic tables also add to the allure of the complex, making it a great spot to hang out after a morning of playing ball, or even just playing in general, with a handful of netted areas for batting practice lining the walkways and an ample helping of benches. The park also features large, centrally located restroom facilities with ample space for future expansion both of the park itself and of other city amenities.

According to **Johnson**, there's a total 100-acre option on more fields to purchase with such growth already making its way into the city's Master Plan. "There's potential for a new city hall or library if voters vote for it, or a recreation center could go in that area," he said. "We already have the Radio Control Park there and the East Inlet Park where we host soccer games. The old hot springs are there and as the city looks at future funding over the next several years, they're likely to slowly phase and build that area to be central."

A dominant theme

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Not only does Patriot Park allow for a variety of baseball and softball programs, its six ballparks, playground and even common areas all offer tribute to the same patriotic theme. Each ballpark is named after a branch of the military, including a nod to first responders while the complex itself is in the shape of an oversized baseball bat, with bat-shaped light posts, baseball-themed playground equipment (think catcher's mask, mitt, bat and balls) and even a veterans monument at the entry to honor those who have served in the military.

Accolades are already rolling in  
If local response to the park isn't indication enough of the quality and effort put into its creation, a second witness would be the response of those who helped to create it. "The contractors we were talking to to help design the plaques said this is one of the best baseball complexes they've ever seen," **Johnson** said. "They've really been impressed with just the quality of the park."

And they aren't the only ones. Playworld, the national company that created the playground equipment for the uniquely themed park, has even taken notice of the things that set it apart, and, according to the city Facebook page, consider it "one of the premier facilities made with their play structures."

The company is actually coming out to photograph the area and use it in its marketing. The community response has also been positive and strong, according to **Johnson**. "We get nothing but great feedback from the community," he said, noting that before the park even opened officially they had people coming in to enjoy it. "It's been nothing but positive response. People are really finding it a fun park. It's a unique park and one that kids enjoy and can play on. It's a lot of fun."

The perfect place to pitch  
A majority of the complex goes to the six well-constructed baseball fields that open up the option for community recreation and also community collaboration, with scoreboards sponsored by Pepsi. "One of the things we really wanted to do was make this park something that would create a partnership so that we could benefit the residents and we really appreciate Pepsi. ... We want to recognize and thank them," **Johnson** said.

The giant electronic scoreboards are a highlight of each field, and denote on the back the branch of military the specific area is named after. "They're the 'Navy Field' or 'Army Field,'" **Johnson** said. "We didn't want 'Field 1,' 'Field 2.' We wanted to honor the military. There are military flags at each respective field and the First Responders Field is actually facing toward where the new police and court building will be."

The number of fields, combined with careful planning, spacing and parking options, make it so a variety of games can all take place at once without overcrowding, and covered bleachers will hopefully add a layer of comfort for those who come to watch the games unfold.

**Play (pickle)ball**

Though baseball is clearly the dominant theme at Patriot Park with a strong nod toward those

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who have served and sacrificed for our freedoms, it's fun to note that it's not the only type of ball you can hit at the complex. A series of eight pickleball courts have also found purchase in the park, due to growing popularity in the community. "It has become really popular among all ages," **Johnson** said of the game, noting that the addition of the courts has brought a wave of positive feedback. "We're getting residents who are just excited for it to be open." Pickleball courts are not yet in high supply in Utah County, so Saratoga Springs' addition of them to Patriot Park is something that can draw visitors from across Utah County to the unique amenity.

**A fun spot for kids**

Though the ball fields are definitely a large draw for Patriot Park, the unique playground area is probably one of the best features that caters to a need for community members of all ages. "You can tell when you come out to Patriot Park, the whole idea of creating a playground is because when people come out to baseball games and their kids are playing, there is nothing for the other kids to do," **Johnson** said. "We wanted to create a park kids could play at while their siblings were out playing baseball. We wanted to create something fun and whimsical and went with the baseball theme, including an oversized baseball mitt and catcher's mask."

A sea of completely round, giant baseballs embedded into a soft turf also add to the allure of the park, with a variety of slides, climbing equipment and even astroturf to give the feel of being in a ballpark. Though the central location of the playground makes it great for families to access during ball games, it can be a little bit of a hike to the center of the complex for those just seeking the park, especially if they have disabilities. The trek is well worth the end reward, though!

**Something for everyone**

Though Patriot Park isn't hyped as an all-abilities playground, there's still a lot there for everyone to enjoy, from the smaller playground equipment and slides geared toward younger children to the over-sized baseball-themed features that provide a perfect play area for climbing, sliding and running. The playground is not fully fenced, but its central location between the fields adds a level of safety for anxious parents, while ample benches offer a place for weary adults to rest while they watch their children play.

**An obstacle course**

Though there's no set start and finish, one of the most alluring features of Patriot Park's unique baseball-themed playground is the obstacle course area, offering a rock climbing wall, net climbing and narrow walkways including a suspended giant rope and trampoline-like path all leading to a central climbing area, essentially providing plenty of places to get up off the ground and move with fun platforms to stop and take a rest on.

**Field of dreams**

Though they've been mentioned before, one of the most popular features of the new playground is the unique field of giant baseballs naturally dividing the area for smaller children from the larger playground as a whole. A perfect fit for the baseball theme, the textured and turfed area provides chances to climb and run through a series of balls, while enjoying a soft and hilly turf

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that's great for playing.

**Catching a fast one**

Continuing to focus on the most obviously themed equipment, the catcher's mitt slide is a quick favorite for many visitors to the park. Not only is it just about the perfect size to catch the giant baseballs at the playground, but it also offers a unique climb into a fun-themed tunnel slide unlike anything at any other local playground.

**Batter up**

Taking the themed fun to the toddler area is a giant baseball bat and ball embedded into the ground of the smaller park, offering a chance to climb, run and play between spins on the small, flat merry-go-round or after bouncing out energy on a pair of bouncing rocker toys.

**Multiple structures**

Another unique feature of Patriot Park's playground is the fun variety of play structures all loosely connected to each other through ropes, bridges and climbing nets, with the catcher's mask area providing a fun central point with a curved slide and even a unique elevator style feature that carries kids slowly from its upper loft to the ground before automatically returning to the top again. Other structures offer different sizes and varieties of slides, not to mention unique climbing opportunities, from blocks and ropes to spirals and decorative clubhouse-style wood planks.

**A new spin**

Merry-go-rounds have long been one of the most popular, and most dangerous toys on the playground, offering a fun thrill with the ever present chance to go flying off. Patriot Park in Saratoga offers three styles of the thrill-seeking fun, including a flat, low version in the area for small children, a taller, more classic take toward the side of the main play area by the swings, and a spinning roped ring at the back of the playground where users can sit, stand or hang off at their leisure while the momentum of the initial push carries them around.

**Places to perch**

From landing pads in the middle of the rope climbing areas to the top of the play structures, another fun feature of the playground is that there are plenty of places to perch and rest, or even gear up for more fun. Smaller fabric pads provide great spots to stop while climbing, as well as a great view of the entire playground.

**Something new**

One of the most important things to note about Patriot Park's playground is the success that stems from the willingness to try something new. From a small hamster wheel-style spinning toy to uniquely shaped climbing points, the outdoor "elevator" and ample awnings to provide tidbits of shade, no expense or thought was spared in designing a playground that would be fun and different, or as **Johnson** put it, "whimsical." Rather than just your standard set of slides and swings, there's a chance to use a little bit of imagination, and a lot of places to climb, explore and literally have a ball.

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Daily Herald (UT)  
May 26, 2019

**Saratoga Springs adds new events like pickleball musical mixer to 2019 Splash Days**

Author: Michelle Barnes

Between Jedi training and a new "pickleball musical mixer," the city of Saratoga Springs has tried to think of everything and everyone in this year's Splash Days celebration. Activities take place between June 10-15 and kick off at Neptune Park as they have in past years. The chalk walk and concert open the week of festivities with chalk art of all levels covering the sidewalks of the park. Tuesday will bring the animal show and Lance Nielsen Magic for the kids at Neptune Park. Meanwhile, a new pickleball musical mixer will be going on at the new Patriot Park.

**David Johnson**, spokesman for the city, said, "We are excited to be adding a pickleball mixer to our list of activities for Saratoga Spring's Splash days celebration. This mixer is a great way to get outside, have fun, meet your neighbors, and engage in the events happening during Splash Days." On Wednesday, the Splash Bash will take place at Sunrise Meadows Park, which is a favorite for the little kids. The afternoon activity includes water slides, a water balloon and water gun fight, and the infamous foam and fire truck spraying. Later that evening the city has organized the "Search for Saratoga" which is a competition for couples, families, or friends, with a similar feel to "The Amazing Race." **Johnson** said that in addition to the pickleball mixer, the city added a Star Wars-themed night and a Battle of the Bands competition this year. The Star Wars evening begins with Jedi training for kids ages 5-12. The event invites kids to "join Darth Vader, Luke Skywalker, Rey and Kylo Ren, along with Jedi Knights and Masters for a Jedi Training course. Learn how to hold and fight with a lightsaber!" Following the training will be a battle on stage at the park. Thursday night ends with a costume contest and The Force Awakens at the first family movie night of the season.

Friday will open the Splash Days Boutique with local vendors and at 8 p.m. The Party Crashers will be performing their show in the park. The group consists of seven performers who say they "perform their show all over the world bringing their unique blend of energy, choreography, staging, impersonations, medley's and all-out fun!" They also add, "It's like having Katy Perry and David Guetta crash your party!" Their concert will end with a 9:30 p.m. firework show in the park. Saratoga Splash Days ends Saturday with a day packed full of activities and events. The day kicks off with an early morning volleyball tournament in the park, which participants can register for, along with other sports activities, on the city's sport registration page. At 10 a.m., the parade begins at 1200 North and Foothill Boulevard, turns left onto 400 North, heads east until Thunder Boulevard and ends at Westlake High School. After the parade, the day continues with a car show, boutique, food truck league, battle of the bands, a watermelon eating contest, and ends with a concert featuring the winners from the earlier competition.

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Deseret News, The (Salt Lake City, UT)  
January 30, 2019

**Conservation on tap for lawmakers**

Author/Byline: Amy Joi O'Donoghue

SALT LAKE CITY - Utah may be able to put its money where its mouth is and get the chance to try to prove locals can manage a forest better than the U.S. Forest Service. The Legislature this session will consider using \$20 million toward the purchase of Tabby Mountain in Duchesne County, picking up a 28,000-acre chunk of land that is premier habitat for elk, deer and big game.

Ashley Green, assistant director of the Utah Division of Wildlife Resources, said the property northwest of Duchesne is owned by the School and Institutional Trust Lands Administration, which is accepting letters of interest from potential buyers. Open space conservation, such as the acquisition of Tabby Mountain, water law reform and tackling air pollution are among the top environmental issues likely to surface during the legislative session that kicked off Monday. Utah Gov. Gary Herbert is recommending the purchase of Tabby Mountain in his budget and creating Utah's first state forest.

Top GOP leaders in the state have long complained that federally owned overgrown forests are at the root of increasingly catastrophic wildfire seasons that could be mitigated if Utah could manage those lands. Lawmakers may also pursue buying 2,000 acres of former mining lands in Big Cottonwood Canyon after the current owners indicated a willingness to sell.

Aside from the possible "first forest" for Utah, the state is poised to dive headlong into another first - a law requiring secondary metering of water - if Herbert and Sen. Jacob Anderegg's efforts prove successful. Anderegg, R-Lehi, is running legislation that would require the metering of all new secondary water connections after July 1, 2019, and for existing users by 2030. Herbert is recommending \$22 million to support metering, more informative billing practices and other water efficiency projects. Anderegg's bill, SB52, would require the state Board of Water Resources to make available \$10 million in loans each year through 2030 to water delivery systems transitioning to secondary water metering. "The status quo is untenable when it comes to the growth factor that we totally anticipate will happen in the next 20 to 25 years," he said. "What we have been doing to this point is not sustainable." Some communities already meter secondary water use. Washington Terrace, Anderegg said, saw its consumption rate drop by 38 percent.

In Saratoga Springs, which also implemented pricing to reflect "true cost" of delivery, secondary water consumption decreased by as much as 58 percent, Anderegg said. The move to secondary water metering gained momentum in Saratoga Springs in 2015 after city officials witnessed high irrigation water usage coupled with a rapidly growing population.

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**David S. Johnson**, city spokesman and economic development director, said the trend was not sustainable. "We knew we had to address this now and get ahead of the curve," **Johnson** said, adding that the behavioral hurdle was more difficult to overcome than the technical implementation of the system. "Culturally, here in Utah, we have used secondary water in an unlimited fashion."

State lawmakers are also expected to take up a trio of controversial bills dealing with surplus water contracts, extraterritorial jurisdiction and a proposal to amend the Utah Constitution to give cities more flexibility over their water supplies. Dozens of volunteers from cities, state agencies, water providers, attorneys and others worked together over the summer in meetings to fine-tune the proposals that may result in some of the most significant changes to water law in more than a century.

Utah residents can also look for new money and possibly new laws in the arena of air pollution, where Herbert has recommended \$100 million infusion of one-time money to tackle the problem. As part of this spending package, Herbert wants Utah state government to pursue implementation of an "action plan" for employees on days when air pollution is moving into the unhealthy, or yellow zone. Such a plan would allow employees to modify normal work routines in favor of telecommuting, mass transit or carpooling. For fiscal year 2019, as a jumpstart, the governor wants \$60,000 for the Utah Department of Administrative Services to pilot a teleworking program for employees with physical workspaces in the Utah State Office Building.

There are a number of ways that \$100 million, if approved, could be spent. Those include more funding for a replacement program for dirty wood-burning stoves and fireplaces. According to the Utah Department of Environmental Quality, there have been more than 1,500 wood-burning stoves and fireplaces in Cache, Utah and Salt Lake counties replaced so far, and there is a waiting list of 2,000 households. About 12,000 people are on the agency's list to change out gas-powered lawn mowers and snowblowers for electric tools.

HEAL Utah, a local advocacy organization, would like to use some of that money for a three-year pilot project for free-fare days on Utah Transit Authority mass transit during a set number of days. Jessica Reimer, a policy associate with the group, said the \$1.2 million program would compensate UTA for the lost revenue and track ridership to see if free mass transit is enough to incentivize people to leave their vehicles parked. The pilot program would take funding from participants like the Utah Legislature, local government and organizations likeUCAIR. "If the data shows it is not actually benefiting anything, you go back to the drawing board."

Rep. Steve Handy, R-Layton, is taking another swipe at providing some state funding to help pay for upgrades to freight switchers in local rail yards. Tearing down and rebuilding one switcher with more pollution-reducing components would result in an 89 percent reduction in nitrogen oxide - a precursor to fine-particulate pollution, and an 88.5 percent reduction in PM2.5, according to an analysis by the Utah Division of Air Quality. Handy wants \$2 million to leverage against federal funding and motivate railroad companies to make the change, which is a significant investment. His bill, HB98, echoes a similar effort he pushed during last year's



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legislative session and would resurrect a popular program that has not had a steady stream of funding since 2015.

The Legislature will also entertain a concurrent resolution urging the U.S. Environmental Protection Agency to update its regulations of the freight switchers. Utah has no authority to regulate the rail yard-related emissions and must depend on voluntary efforts by railroad companies.

Rep. Patrice Arent, D-Millcreek, wants to revisit a 2012 law approved in response to an anti-idling ordinance passed by Salt Lake City, eliminating the restrictions lawmakers imposed on cities. "This is a different world than in 2012 when this passed," she said. Gutting those restrictions, such as the requirement motorists receive three warnings before police could issue a citation, gives cities greater flexibility, she added.

In other pollution matters, Rep. Joel Briscoe, D-Salt Lake City, is proposing to take Utah where no state in the United States has gone before in the adoption of a carbon tax. The measure is promoted as revenue neutral, assessing a \$10 per metric ton of carbon dioxide on polluters, i.e., power plants, and in turn cutting the sales tax on grocery store food, elimination of the sales tax on electricity and home heating fuels, and elimination of the corporate income tax on mining and manufacturing businesses. The tax would generate \$500 million for the state, of which \$50 million would go toward local air quality programs and to boost economic development in rural counties.

According to the Carbon Tax Center, no U.S. state has implemented a carbon tax, and Utah is characterized as "very challenging" for its carbon tax readiness. But economist Yoram Bauman, who spearheaded the Washington state carbon tax ballot initiative in 2016, said Utah has a chance to lead out on the greenhouse gas measure and set an example as it jockeys to host the 2030 Winter Olympics. Bauman, who moved to Utah from Washington, is part of the Citizens Climate Lobby pushing the tax.

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Daily Herald (UT)  
September 22, 2018

**Abrupt street closure angers Saratoga Springs residents**

Author: Karissa Neely

Some residents are confused and frustrated about a recent road closure in the Harvest Hills neighborhood of Saratoga Springs. Crews from the Utah Department of Transportation closed the corner connection between 800 West and Aspen Hills Boulevard the night of Sept. 5. Traffic traveling west on Aspen Hills Boulevard can now not turn onto 800 West.

According to **David Johnson**, public relations and economic development director for Saratoga Springs, the City Council made the decision in November 2016 to close that intersection once Mountain View Corridor construction commenced. Council members and residents at the time cited traffic concerns about the intersection being so close to Mountain View Corridor. "It was never designed to be a freeway arterial road," said Councilman Stephen Willden, who was also on the council at the time of the decision.

**Johnson** said the city asked UDOT to delay closing the road until city crews completed 400 West just to the east of the intersection. City crews completed that road last summer, **Johnson** said, with the express goal that it would be an alternative route for residents during Mountain View construction, which is expected to last until late summer or fall of 2019.

The current design for Mountain View Corridor, as found on <https://www.udot.utah.gov/mountainview>, shows the road connecting Eagle Mountain at Pioneer Crossing northward to 2100 North in Lehi. The road skirts to the west around the Harvest Hills neighborhood, with a connection at Harvest Hills Boulevard, and connects into 800 West a bit south of Aspen Hills Boulevard.

"Once it's done, it will be so much better," Willden said of the project. But he also understands the frustration of residents in losing an access point, especially one that allowed the area's teenage drivers back road access to the high school, middle school and elementary school off 800 West and Pony Express Parkway.

Even though the UDOT and the city decided to close the road two years ago, some Harvest Hills residents feel the closure earlier this month was very unexpected. Jeneé Ricks used the Aspen Hills Boulevard and 800 West daily, and was surprised to drive down the road one day to a dead end. "Our kids used to be able to go out that way to get to school, to jobs and their sports. Now we're sending them out with everybody else on Pony Express or Pioneer Crossing," she said. "If they don't have to close it down, what does it hurt to have more access for the neighborhood?"

Ricks and others argue 400 West is not a safe route. Her neighbor, Audrey Barton said that access is trickier to navigate because there is no light at the intersection of 400 West and Crossroads Boulevard. This makes it difficult to turn left, and even adds problems for those

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*(Articles are in reverse chronological order)*

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going west. "If you have to go west at Crossroads, you have a short time before Pioneer Crossing to get in the left lane to turn left to the schools. You have to cross three lanes of traffic and you only have about 100 yards to do it in, to get to the left lane. I was almost hit the other day," Barton said. "And we're sending our brand-new drivers that way. It's scary."

Brian Ricks, Barton's neighbor and no relation to Jeneé Ricks, understands the need for closing the road, but said it's premature and adds traffic to an already traffic-laden town. "Closing it is fine, but wait until we have another access on the west side at Mountain View Corridor," Ricks said. "All this other traffic we were able to completely avoid, and we now have added to the city's traffic. That decision affects everyone in the city."

Willden said the decision on exactly when to close the Aspen Hills Boulevard/800 West connection was UDOT's. According to John Gleason, spokesperson for UDOT, the decision to close the road was tied to construction crews' safety. Aspen Hills Boulevard sits almost in the middle of the section of Mountain View Corridor between Pioneer Crossing and Harvest Hills Boulevard. "We had to close it at the beginning of our construction there. Because this project will be completed in only a year, crews need to be able work on all sections," Gleason said. "That is now an active construction zone."

Mountain View Corridor will eventually be highway that runs from Interstate 80 in Salt Lake County to State Road 73 in Utah County.

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*(Articles are in reverse chronological order)*

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Daily Herald (UT)  
July 13, 2018

**Dry winter can mean tan lawns in north Utah County**

Author: Karissa Neely

Utah had a dry winter, and with very little Utah summer precipitation, county lawns may be suffering. Lehi recently moved its watering restrictions to Phase II for its residents. According to Cameron Boyle, Lehi assistant city administrator, Phase II only allows residential and business watering every other day. Boyle said the city hopes homeowners and businesses would use best watering practices, and water less than every other day where possible.

Boyle said with "the historically low precipitation this past winter and with the recent above normal temperatures" city staff felt it was necessary to move from Phase I watering — which has no restrictions. Phase II restrictions help to spread the water use across the city, and maintain minimum levels of water in local storage reservoirs in case of fire. "Watering every other day gives our reservoirs the chance to refill. We're just trying to educate the public on smart watering practices," Boyle said. "We're concerned about using resources responsibly."

Lehi has a Phase III restriction step, which limits watering to just twice a week. "Our hope is we don't get to that point," Boyle said. "If everyone practices the Phase II restrictions, it won't be necessary to get to Phase III."

Boyle said this water restrictions process is a regular occurrence for Lehi. Most summers end up in Phase II restrictions. The only exception to that in recent years was last summer, due to last winter's record snowfalls. "This is a regular progression for the summer, given the dry winter we had. And given the climate we live in, this will be more normal," Boyle added.

All cities in northern Utah County have some sort of water restrictions in place. Eagle Mountain does not allow watering between the hours of 10 a.m. and 6 p.m. The city does not restrict residents to specific days.

Alpine, Highland, Cedar Hills, Pleasant Grove and American Fork all use an alternating day program based on address, similar to Lehi's. These cities also encourage residents to water during the evening or early morning hours to mitigate evaporation waste.

Saratoga Springs implemented a per-thousand gallon metering system on their pressurized irrigation in 2015. **David Johnson**, public relations and economic development director, said the city chose metering to encourage lower water usage, and it's worked. "Since we started metering secondary water, we've seen — even with our growth — a decrease in water usage," **Johnson** said.

While Saratoga Springs is the only northern city metering pressurized irrigation this way, they may not stay that way for long. Alpine Mayor Troy Stout told residents in a recent city

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newsletter that "metering for pressurized irrigation is a near certainty for our future."

The northern part of the county — especially in Lehi, Saratoga Springs and Eagle Mountain — is growing almost as fast as builders can construct houses. This growth is turning fallow fields or farmland into developed home sites, requiring water rights, piping and irrigation. That infrastructure and the pumping costs of moving water throughout cities adds significant costs to city budgets, while also tapping into limited water resources.

According to the Division of Water Resources, Utah receives the second-lowest average rainfall of all the United States, but has the highest per capita usage. In addition to city programs, many water conservation programs statewide are also educating the public on responsible water usage, including: a weekly watering guide through [slowtheflow.org](http://slowtheflow.org) and conservation tips through the Division of Water Resources.

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*(Articles are in reverse chronological order)*

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ABC4 News Utah  
April 19, 2018

**Saratoga Springs police investigating death of a baby**

Author: Staff Writer

One person has been arrested in connection with the death of a baby. Police say the child was declared dead after they responded to a call Wednesday morning.

“The family of the child are cooperating with our officers as they investigate the circumstances surrounding this case,” said Saratoga Springs Public Information Officer, **David Johnson**.

“Since this case involves an infant-child death, we are handling the investigation with the utmost sensitivity and care out of respect for the family and to ensure the integrity of our investigation.”

Police say there have been no formal charges filed.

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Daily Herald (UT)  
February 21, 2018

**Saratoga Springs council approves economic development plan**

Author: Colin Douglas

The Saratoga Springs City Council unanimously approved an economic development strategic plan Tuesday night that aims to create "a full-service community that retains the integrity of Saratoga Springs' lakefront community, while creating regional destinations."

The plan is nonbinding, but it provides a general guide to the development priorities of the City Council. "These are our priorities now," said **David Johnson**, public relations and economic development director, acknowledging priorities may change as the city develops.

The plan includes making the town center the focal point of the community, emphasizing commercial uses around the Pioneer Crossing and Redwood Road area, and envisioning a future transit hub at that area.

It calls for exploring development of a lakefront shopping and entertainment area, with shopping, dining, lodging and recreation along the Utah Lake shoreline and the Jordan River. Plans include water sports, improvements to the historic hot springs and transforming Marina Park into a landmark destination. Consideration is to be given to providing opportunities for appropriate home occupations.

The plan gives highest priority to office and business parks, data centers, hotels, big-box retail stores, shopping centers with 20 or more businesses, family-friendly entertainment, recreational destinations and class-A buildings. Class-A buildings "represent the newest and highest quality buildings in their market" according to the city's definition.

In other business, the council unanimously approved an increase of the impact fee paid by developers for parks and recreation facilities in order to serve the city's growing population. The maximum average fee for parks and recreation has been \$1,800 per new residence. The council raised that to \$2,388, and it will rise gradually annually to an anticipated \$2,825 by 2027.

Impact fees are paid by developers as part of the cost of building permits, as explained by **Johnson**. They are how builders pay a fair share for coming into the city.

An analysis presented to councilmembers explained the need for the increase. The city's current population of nearly 29,000 will grow to near 40,000 — or 38 percent— in five years, and near 55,000 in 10 years according to estimates. That would put considerable pressure on existing parks and recreation facilities.

The city currently has about 2.3 acres of park per resident. That will fall to about 1.2 acres by 2028 unless more parks are built. Only Marina Park and Patriot Park, both under construction,

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will have room to absorb the growth. "We're not trying to make money, we're just trying to cover costs," said Councilman Stephen Wilden, emphasizing that the purpose is to maintain the present level of service. The analysis estimates that the city will need to spend about \$5.6 million on park land and \$1.5 million on trails during the next 10 years.

The council also considered a proposed mountain bike park, to be located on the open space between Sunrise Meadows and the North Fire Station. It would include a beginners, intermediate and uphill trails and a skills track. Amenities could include a pavilion, tables and a bike maintenance station. A playground, basketball court and restroom facilities may also be possible.

According to a staff report to the council, the Westlake High School mountain bike coach has offered assistance from the team to create trails and help with other aspects of the park.



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*(Articles are in reverse chronological order)*

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Salt Lake Tribune (UT)  
October 6, 2017

**Saratoga Springs: No shooting threat at high school, but student brought gun earlier in week**

Author: Bob Mims

In the wake of the Las Vegas mass shootings, Friday's social media buzz about a shooting threat at a Saratoga Springs high school caught on like wildfire. Problem was, it was just plain not so.

And, said Alpine School District spokeswoman Kimberly Bird, it didn't help that an unnamed middle school principal added the words "threat of a school shooting" to an email meant to assure his own patrons that there was no danger. "There was not a shooting threat at West Lake High School today and there never was," Bird said Friday.

It apparently all stemmed from an incident involving West Lake High on Tuesday. Bird said that on Monday, a student had brought an undisclosed weapon to school, shown it to some friends, and then took it home. "The student didn't threaten anyone with it," she added, and the incident was, at the time, unknown to school officials.

Indeed, said Saratoga Springs police spokesman **David Johnson**, the male teen's gun was not loaded. "It didn't even have a magazine with it," he added.

It all may have gone unreported had not a fellow student posted a social media text mentioning the incident. Parents of yet another student, seeing the message, came to the high school to report it to the principal. Notified by the principal, Saratoga Springs police officers were on campus Tuesday and contacted the boy suspected of having brought the gun to campus.

Bird said the district's protocols call for a minimum of suspension for student weapon violations. She was not at liberty to identify the student or specify what disciplinary action was taken, but Bird did confirm that "our protocols were followed."

**Johnson** confirmed that officers were on the high school's campus Friday following up on the incident. No evacuations or other restrictions were in place, however. "But this is a suspected hoax," he stressed. "We have a few officers at the high school today, but it's just a precaution."

The matter remains under investigation, and police have not yet determined what, if any charges, may be brought against the student. The boy's parents reportedly were cooperating fully with both school officials and police.

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Fox 13 News Salt Lake City  
August 27, 2017

**Crews contain seven brush fires in Saratoga Springs; authorities believe fires were intentionally set**

Author: Rebecca Green

Firefighters contained seven brush fires in Saratoga Springs Sunday afternoon, and authorities believe the fires were intentionally set.

As of about 3:15 p.m., the city of Saratoga Springs says all seven of the fires have been contained, and five of those fires are completely extinguished. The fires are in the area of Redwood Road, mile marker 22.

As of about 7 p.m., six of the fires were completely out and the final fire was contained. Firefighters will remain on scene through the night to control hot spots.

**David Johnson**, a public information officer for the city, said there were seven separate fires. Six of them burned about 5 acres together in total, while the seventh fire burned about 100 acres. **Johnson** said the fires came close to homes, but there were no evacuations, injuries or reports of property damage. Fire crews and a helicopter are on scene to extinguish the fires.

**Johnson** said they believe the fires were intentionally set. Anyone with information about the cause of the fires is asked to call Saratoga Springs Police.

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Daily Herald (Provo, UT)  
July 7, 2017

**Northern Utah County cities' budgets tackle roads, infrastructure, safety and parks**  
Author/Byline: Karissa Neely

Saratoga Springs

Starting in the northeastern part of the county, Saratoga Springs — with a population of about 25,000 and growing — approved a general fund budget of \$16.6 million.

**David S. Johnson**, Saratoga Springs public relations and economic development director, said one of the city's major projects is a large sports complex. The city plans to break ground on this \$11 million project in August. The project will include six baseball diamonds, eight pickle ball courts, 12 batting cages, two different playgrounds, five picnic pavilions and concessions and restroom buildings.

The city's secondary water expansion projects already underway will continue in 2018. These drinking water and irrigation water capital projects are needed to support the continued residential growth in Saratoga Springs.

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*(Articles are in reverse chronological order)*

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Daily Herald (UT)  
June 26, 2017

**New Saratoga Springs administrators take the reins**

Author: Karissa Neely

Saratoga Springs city officials announced administration changes late last week, with one hire coming internally. Owen Jackson, who was previously the city's public relations and economic development director, was selected as the new assistant city manager. He replaced Spencer Kyle, who served as the assistant city manager for 13 years. Kyle is now director of administrative services for South Jordan. "I am grateful for the opportunity to serve in this new capacity as the assistant city manager," Jackson said in a statement. "I have seen the growth and progress of the city over the last few years and I look forward to what the future holds for the community."

Jackson has 10 years of local government experience, with four of those as Saratoga Springs' public relations and economic development director. As economic director, Jackson oversaw the development of the city's new Community Strategic Plan, worked with developers to bring The Crossing retail park to fruition and served on the Lehi Area Chamber of Commerce Board. Prior to that role, Jackson served as the public relations manager for West Valley City for six years.

**David Johnson** has been hired as Jackson's replacement, and he started working June 12.

**Johnson** also has 10 years of public relations, government and management experience. Prior to coming to Saratoga Springs, **Johnson** served as the assistant to the city manager of Haines City, Florida. In that position he created a Strategic Communications Plan, rewrote the city's utility code to increase revenues \$250,000 annually, and worked with businesses and residents in the community.

"I'm excited to join the team in Saratoga Springs and build on the tremendous growth and opportunity currently bursting at the seams in this area," **Johnson** said in a statement. "I look forward to representing this beautiful community and bolster its rich quality of life as we welcome new development and residents to the city."

**Johnson** is also known locally for his work coordinating public outreach for Utah Lake restoration projects and the Utah Lake Master Plan, quadrupling attendance for the annual Utah Lake Festival, and fundraising for Thanksgiving Point's Museum of Natural Curiosity. He also served as an executive director for the American Cancer Society and the communications manager for Utah Food Bank.

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<https://fccma.org/2016/11/david-johnson-assistant-to-the-city-manager-city-of-haines-city/>  
November 2016

**David Johnson**, Assistant to the City Manager, City of Haines City

**Are you an ICMA member and if so, how long?**

Yes. Since 2015

**Please describe your areas of formal/advanced education.**

Bachelors of Fine Arts, Communications, Brigham Young University  
Masters of Public Administration, University of Utah

**What got you interested in public service?**

I hate to give away my youth, but I first got interested in public service in 3rd grade when I read a children’s biography of President George H.W. Bush and his time in World War II. Since then I ventured into several areas of public service, but I ultimately found my home in City Management.

**What is your current occupation?**

I currently work for the City of Haines City, FL as the Assistant to the City Manager.

**Please give a brief job description.**

The Assistant to the City Manager role in Haines City is somewhat of a utility player. I work on initiatives by the City Commission or City Manager, and assist several departments with special projects. A few projects include rewriting the Utility Billing Code of Ordinance and RFQ’s for city-wide continuing services; tracking down ownership of blighted properties; managing press releases, social media and public relations; developing a three to five year strategic communications plan; and filling in as the Interim Parks and Recreation Assistant Director for six (6) months as well as an Associate Planner for two (2) months.

**Please describe your typical day.**

There is no such thing as a typical day. I have my routines of responding to e-mail, checking to-do lists and scanning the news every morning. From there, each day is a broad range of responding to citizen inquires, conducting policy research and analysis, attending meetings and working on any assignments directed my way.

**What is your favorite part of the job?**

My favorite part of the job is the variety each new day presents. I love problem solving. I love when it seems like the deck is stacked against you, but somehow you manage to find a way to make it work and get it resolved. I also truly enjoy helping residents who come in frustrated or upset over something and then helping them walk away feeling heard and resolved. It can definitely be exhausting, and some people never walk away happy, but I believe most people just want to be heard and have concerns resolved. I think public servants provide an excellent outlet to help citizens resolve whatever issues be on their minds.

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**What is your least favorite part of the job?**

I think my least favorite thing is something that exists in every position and in every organization—complaining. Nothing ruins moral, nor stagnates negativity longer than complaining. There is value in airing frustrations, but move on and seek solutions. “Spending today complaining about yesterday won’t make tomorrow any better.” – Unknown

**What is your most memorable experience on the job?**

I have had several memorable moments in Haines City, but I think that my most memorable moment was during a City Commission meeting when we honored the Alumni of the former Oakland High School. The Alumni Association worked diligently to have their former High School recognized by changing the name of a City Parks and Recreation complex where the former High School once stood. After changing the name of the building and honoring the alumni during a City Commission Meeting, I had the privilege of also recognizing an Alumni member who led the charge for the name change by wearing the school’s colors (orange and green) at every City Commission meeting until the name was changed. After presenting her with a plaque for the Alumni Association, as well as flowers and a certificate for her personal efforts, she gave me a big hug and said, “Oh **David**, I love you. Thank you so much.” That was a rewarding moment.

**What are hobbies/interests?**

I’m an outdoorsman and love sports. I’m a runner, a cyclist, (I try to be a swimmer), and most anything that includes the outdoors. I also play the guitar, sing and write all of my own music (when I can find time). More importantly, I devote most of my time to my wife, three children and faith in God.

**If you could give one piece of advice to young people interested in a career in public service, what would it be?**

Every skillset is needed in public service, but every part of public service requires working with the public. If you go into public service, make sure that you enjoy helping and serving the community.

**Who were your mentors and how have you passed this information down to other young public administrators?**

I have had several mentors professionally. Rather than name them all, I will say that my mentors have ranged from City Managers to Department Directors and Staff. I try to glean information, lessons and feedback from those who have more expertise in areas than I do.

**Have you always been in the public sector or have you had experience in the private sector?**

I started my career working for a public relations firm for nearly three (3) years. We focused primarily on government contracts. I worked on events and projects involving transportation, wildlife, and water resources. However, I also managed projects for two (2) oil refineries and two (2) pipelines, working closely with surrounding municipalities, media and the community. From there I went into non-profit management, writing grants for a campus of museums, managing communications for a statewide food bank and eventually serving as a District

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Executive Director for the American Cancer Society. During this time, I also managed and consulted two (2) consecutive campaigns for a state representative in Utah who beat out a 21-year incumbent. However, after spending time in non-profit management and politics, I realized that my real passion was serving in the public sector. So I went out on a limb, quit my job as an Executive Director and did an executive fellowship under the City Manager of Bountiful, Utah. This fellowship eventually led me to my current role as the Assistant to the City Manager in Haines City, FL.

**What career would you pick if you were to pick another?**

Most likely a high school teacher.

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The Ledger (FL)  
October 5, 2016

**Hurricane Matthew cancellations**

Author: John Chambliss

LAKELAND — Polk County officials closed schools for two days and shelters are expected to open this afternoon to prepare for Hurricane Matthew, a Category 3 storm expected to bring wind gusts of 55 mph to the county. County officials announced Wednesday schools will be closed today and Friday for its 100,000 students in anticipation of tropical storm winds expected to begin this afternoon and last nearly 24 hours in some parts of the county.

A tropical storm warning was issued for Polk County Wednesday morning with alerts that winds of 30 to 40 mph and gusts as high as 55 mph were expected from late today through Friday evening, said Dustin Norman, a meteorologist with the National Weather Service. Matthew had top sustained winds of 120 mph Wednesday and was heading toward the Bahamas at a speed of 12 mph. Matthew dropped from a Category 4 to a powerful Category 3 storm, with sustained winds of 130 mph, but some models had the storm reaching a Category 4 again when it was expected to reach the east coast of Florida.

Landfall and where hurricane-force winds will hit is difficult to predict, Hurricane Center Deputy Director Ed Rappaport said at 5 p.m. Wednesday, but at minimum tropical storm-force winds are expected along Florida's Atlantic coast, as well as a storm surge and heavy rainfall. Gulf coastal areas south of the Suwannee River are also under storm watch. Polk County officials urged residents to make sure they have adequate supplies of necessary medications and, if necessary, evacuation or shelter plans for families and pets.

Pete McNally, the county's emergency management director, said the tropical storm warning prompted the county to announce it will open its special-needs shelter at the Polk County Health Department in Bartow at 1255 Brice Road. In addition, the county plans to open shelters for residents at Alta Vista Elementary, 801 Scenic Highway in Haines City, Ridge Community High, 500 Orchid Drive in Haines City and Spook Hill Elementary, 321 Dr. J. A. Wiltshire Ave E. in Lake Wales. County officials aren't requiring residents to evacuate, but McNally said if people feel uncomfortable staying at home in those conditions the shelter will be available.

Tom Phillips, executive director of Citrus Connection, said bus drivers are organizing three runs to pick up the elderly and those with health-care needs.

McNally said that, based on the track of the storm, he would expect to open other shelters throughout the county this afternoon. McNally said it's the first time schools have closed for more than a day for a storm since 2004 when Hurricanes Charley, Frances and Jeanne ripped through the county. That year, schools were closed for 14 days.

The 2004 storms were responsible for the worst natural disaster in Polk County history, with



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more than \$1.2 billion in property damage from the three storms. Polk County has not experienced a hurricane since 2004, though Tropical Storm Fay in 2008 traveled through Central Florida and damaged homes in Polk. Schools nearly closed for Fay but the eye of the storm drifted away from Polk before it struck. In 2005, school closed for day for Hurricane Wilma, which caused minimal damage in the county.

This afternoon, the storm is expected to come within 20 miles of Florida as a Category 3 system near West Palm Beach, Norman said. "There are some models that bring it just in, and some bring it slightly east," Norman said. Norman cautioned Polk residents that the area could receive hurricane-force winds. "The center of the storm could take a westward track," Norman said. "Polk is still in the cone of the uncertainty."

McNally said he expected more wind than rain from the storm, with the eastern side of the county receiving most of the heavy winds. He said portions of the county are expected to receive 2 to 4 inches of rain. Lake Hamilton and Frostproof have closed administration buildings for Friday while other cities are talking with Polk County officials before making a decision. For the moment, Auburndale, Winter Haven, Bartow, Republic Services are sticking to normal trash pickup schedules.

"We're waiting until (today) to see whether the storm takes a turn," **David Johnson**, Haines City's assistant to the city manager, said Wednesday. "We'll probably wait until (this) morning to make a decision on whether to close City Hall or cancel our City Commission meeting."

Many cities have set up sandbag locations. Notable locations include the Lake Wales, Lake Alfred, Auburndale, Davenport and Dundee fire departments. Lake Wales has sand to fill the bags at a CSX facility, 450 N. Scenic Highway. Winter Haven has two locations: the Chain of Lakes Complex at 210 Cypress Gardens Blvd. SW and Fire Station No. 2 at 4700 State Road 544 N.

Joel Ivy, general manager at Lakeland Electric, said he is more concerned with high winds. A crew of 90 line workers is ready to repair any downed power lines that occur during the storm, and Ivy said he expected some already rain-soaked trees to topple onto lines during the storm. "With good steady winds, trees tend to take overhead lines down and the roots can dig up underground lines," Ivy said. Unless there is an emergency, such as a fire caused by a fallen line, Ivy said line crews will wait to work on downed lines until sustained winds are below 35 mph.

City officials in Lakeland said electric workers are notified within seconds of 90 percent of all outages in its coverage area. Still, any of the 125,000 Lakeland Electric customers are urged to call 863-834-4248 if they lose power.

Customers can sign up for outage notifications online allowing them to receive texts or emails. The notifications tell them their power was interrupted and a follow-up email notifies them

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power was restored.

Tampa Electric customers can report outages to 1-877-588-1010, online at [tampaelectric.com/outages](http://tampaelectric.com/outages) or by texting "OUT" to 35069. Customers can also monitor the outage map at [tampaelectric.com/outagemap](http://tampaelectric.com/outagemap). Duke Energy customers can report outages to 1-800-228-8485, online at [duke-energy.com](http://duke-energy.com) or by texting "OUT" to 57801.

The Salvation Army of East Polk County is collecting nonperishable items and water, and asking for volunteers to help with disaster relief. The nonprofit branch could deploy people to the East Coast to assist there. The Salvation Army expects to be able to provide aid for more than 1,000 people. For more information or to volunteer, visit the Salvation Army, 320 Ave. T NW, or call 863-294-7493.

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[CB&A Note: Only the information relevant to **David E. Johnson** is listed below.]

Polk News Sun (Bartow, FL)  
June 1, 2016

**SFSC recognizes students for academic excellence**

Author: Unknown

Assistant to city manager joins FPRA

**David S. Johnson**, assistant to the city manager of the city of Haines City, was introduced to members of the Dick Pope/Polk County chapter of the Florida Public Relations Association during its monthly professional development meeting on May 18 at the Cleveland Heights Golf & Country Club in Lakeland.

The Dick Pope/Polk County chapter is one of 15 professional chapters of Sarasota-based FPRA, the nation's oldest public relations professional organization.

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The Ledger (FL)  
 May 6, 2016

**Haines City dance team to perform in Dolly's Homecoming Parade**

Author: Mike Ferguson

More than 20 local dancers will be performing alongside one of country music's legends this evening in Tennessee. The 22 girls from 12 to 18 years old from Haines City's Studio C School of Dance will be performing tonight in the 31st annual Dolly's Homecoming Parade. "We've had an amazing year," said Marcia Legg, owner and dance instructor of Studio C. "I'm just so proud of these girls." The Pigeon Forge event tends to draw more than 50,000 spectators, with Dolly Parton being the parade's grand marshal. The event features decorative floats, dance teams and marching bands with the Great Smoky Mountains serving as the backdrop. This, however, isn't the first marquee event that Studio C has been involved in. In January, dancers performed in the main lounge of a Carnival cruise ship. Studio C dancers also have performed in the Macy's Thanksgiving Day Parade in New York City on three occasions and danced in a Broadway performance of the "Nutcracker" less than a decade ago.

"She's always looking for events to highlight the talent we have right here in Haines City," **David Johnson**, assistant city manager, said of Legg. "She's always a delight and cheerful and happy to see the kids." **Johnson's** 7-year-old daughter, Leah, takes ballet and jazz at Studio C. **Johnson** said the studio provides more than just dance lessons. "The great thing about Studio C is they're not only teaching our kids how to dance, but to be a part of the community as well," **Johnson** said. "(Legg) is welcoming to kids from all walks of life. They make it fun and it's really had a positive impact."

Jo Anna Padgett once took dance class at Studio C and now her two daughters, Lucy, 4, and Elly, 8, are doing likewise. Padgett said she looks forward to the day where her daughters can partake in something like Dolly's Homecoming Parade. Padgett said she never had such an opportunity while she was dancing, but her older sisters went to New York and performed on cruise ships with Studio C. "For my older sisters, it was a life experience," she said. "They had never been to New York or on a cruise ship, so this was a great opportunity for them as teenagers."

The studio has more than 100 students coming from a variety of social and economic backgrounds. Legg said the differences are something the students seem to celebrate. "I've never seen a group of kids that are so supportive of one another," Legg said. "I've had the most amazing year of students. These kids, they love one another." Padgett said much of that has to do with the way Legg runs her class. Padgett said Legg goes out of her way to challenge the students and tries to make sure they regularly work on routines with new people. "She teaches so much about dance, but one of the things that drew me back to her was she found the best in each child," Padgett said. "Her end-of-the-year recitals always have a theme and they're so well done and Marcia makes it so affordable. I really would not want my girls dancing for anyone else." Dolly's Homecoming Parade will begin at 6 p.m. and will stream live on Dolly Parton's Facebook page as well as the Lumberjack Adventure Dinner and Show Facebook page.

**Internet – Newspaper Archives Searches**  
**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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The Ledger (FL)  
October 19, 2015

**City staff proposing late fee, earlier cut off for utilities in Haines City**

Author: Madison Fantozzi

The city’s utility customers may soon see changes to the billing process.

In an effort to lower the number of customers whose utilities are cut off for nonpayment each month, city staff is proposing a late fee and shortening the amount of time customers have to make their payments before their utilities are stopped. “We’ve enabled our customers for too long,” City Manager Jonathan Evans said. “We’ve allowed them to build up debt that becomes too much of a burden — a hole they can’t get out of.”

Then the city has to write it off; \$380,000 in the last five years, according to Finance Director Donald Carter. The city cuts off 600 to 800 customers a month — about 7 percent of its 11,000 customers — after 45 days of delinquent bills.

“We want to lessen the burden on our customers, lessen the labor for our staff and lessen the write off the city has to do,” said **David Johnson**, assistant to the city manager.

In a comparison survey of about 20 municipalities, the average city cuts off before 28 days of delinquency. The number of customers whose utilities are stopped is also much lower — 85 percent of the cities cut off less than 3 percent of their customers. In addition to cutting off their customers sooner, 95 percent of the cities also have late fees.

Haines City staff is proposing a \$15 late fee after the first delinquent bill and cut off after 35 to 40 days of being delinquent. “By us not having these mechanisms in place, there hasn’t been any incentive for customers to pay,” **Johnson** said.

Staff also recommended crediting customers with their deposits after 18 months of good standing as an extra incentive, but commissioners Thursday did not agree with that part of the proposed policy change. There was an unanimous consensus from commissioners for staff to bring the proposal back to them without the good standing policy. Commissioners are expected to vote on the policy changes on Nov. 19. The changes would go into effect Feb. 1. “Right now (the utilities bill) is below the cell phone bill and the cable bill,” **Johnson** said. “It should be top priority and hopefully this corrects behaviors.”

**Internet – Newspaper Archives Searches**  
**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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The Ledger (FL)  
October 16, 2015

**City manager positive about future of Haines City during annual State of the City address**

Author: Madison Fantozzi

A fictitious Donald Trump came back from the future in his DeLorean on Thursday to give City Manager Jonathan Evans some insight at the annual State of the City. Played by **David Johnson**, assistant to the city manager, “Trump” told Evans what's next for Haines City: business and economic development. The message from “Trump” was appropriate as Evans delivered the State of the City address at the Haines City-Northeast Polk County Chamber of Commerce's breakfast. “We want to break away from the status quo of focusing on the here and now,” Evans said. “We want to focus on our future.”

Evans has said economic development will be the city's “saving grace” with more than \$450 million in prospective taxable growth. Property values in Haines City rose 8.75 percent from 2014 to 2015, leaving it with \$877.7 million in taxable property value. “It's still down from pre-recession years, but we're on a road to recovery,” Evans told The Ledger on Tuesday.

His address Thursday was one of optimism for the city's future considering a strong foundation that has been laid in the past, as well as just this last year, he said. He touted 2015 accomplishments including completion of Fire Station No. 1; healthcare and pension reform; and an employee compensation plan that brings all 260 employees up to market pay. He also outlined how the city met each of three main goals – personnel, environmental and communication.

Evans hired key staff members including City Clerk Linda Bourgeois, Public Works Director Addie Javed and Assistant Fire Chief Stuart McCutcheon. The city partnered with company BCR Environmental to build a composting facility on what was East Park Complex. And for communication, Evans started his “Take it to the Streets” initiative, where he and his executive team walk the neighborhoods of Haines City and knock on residents' doors for one-on-one conversations. “This is grass-root politicking,” Evans said. “We're going to roll it out to the businesses soon.” The air conditioning at the Lake Eva Banquet Hall wasn't working Thursday, but Evans said it was actually hot because things are heating up in Haines City. Projects next on his list include opening a dog park, restoring the health of Lake Eva and welcoming Balmoral Estates — an estimated \$68 million in property value. “There's a lot of potential here and together we can accomplish more,” Evans said. “It will take all of us beating the drum for Haines City.”

“Trump,” who had just returned from the future, assured there's exciting things ahead for Haines City. Evans had one final question for him, though. “Did you win the presidency?” “Let's just say we now all live in Trumpsylvania,” **Johnson's** character said.

**Internet – Newspaper Archives Searches**  
**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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The Ledger (FL)  
April 20, 2015

**City Manager Knocks on Doors to Get Residents Involved**

Author: Madison Fantozzi

Results of Haines City's third annual community survey are in, and one finding in particular disheartens City Manager Jonathan Evans. There were 509 respondents to the survey and, of those, 68 percent said they have never attended a City Commission meeting and 10 percent said they never plan to do so. Of the remainder, only 4 percent reported attending a meeting once a month, 7 percent said they attended every three months and 12 percent every six months.

Evans especially wants to target the 10 percent who reported no interest in ever attending a meeting. "That number tells us that there's someone out there who could help us or may have a good idea, but they're telling us they're not interested," Evans said. "Without civic engagement, there are problems we can't overcome," he added. "How can we get them to care?"

Well, he's taking it to the streets.

Evans and **David Johnson**, assistant to the city manager, knocked on doors Thursday to introduce themselves to residents — a tactic they say they hope opens communication between residents, staff and elected officials. "I'm going to bring the commission meetings to you," Evans said.

**Johnson**, who has a background in public relations, started his job March 30. He said he wants residents to know him and the city manager on a first-name basis. "We want them to want to communicate with us," **Johnson** said. They knocked on Mitch Gordon's door on Baker Avenue about 10 a.m.

Gordon, 70, hadn't previously met Evans or **Johnson** and said he's never attended a commission meeting. But that didn't mean he lacked constructive criticism for the team. "He asked for suggestions of things that need improvement, and I gave him some," Gordon said.

Gordon said he'd like to see recycling on his street. He commended Evans and staff members for improvements made to Lake Eva and the downtown area but said trees need to be trimmed and power lines cleared up.

Gordon said he's happy with Haines City overall, though, and was happy to get a visit from the city manager. "It's quite possible he could increase civic engagement this way," Gordon said. "It's good to see a city manager this active."

Most residents who took the survey reported that they're satisfied with the direction Haines City is going. But there were some contradictions.

"The survey shows that residents historically prioritize in order: public safety, public works,

**Internet – Newspaper Archives Searches**  
**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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utilities, leisure services and development services," **Johnson** said. "However, what people want to see ... in the next three to five years is job creation and economic development." He said development services create jobs and economic growth, but residents must not understand that because they ranked those services dead last.

In response to another survey question, respondents prioritized building an attractive community right below public safety and 81 percent agreed or strongly agreed with city efforts to add sidewalks, bike paths, recreational trails and bus shelters.

But leisure services ranked second to last. "These results tell us that residents are not connecting leisure services with building an attractive community," **Johnson** said.

**Johnson** and Evans said they hope their door-to-door efforts not only engage residents, but also educate them about these connections. Of the 509 who completed the online survey, 447 were either permanent or seasonal Haines City residents.

The rest were nonresidents who Evans suspects have an interest in the city because they live in unincorporated Polk County or neighboring cities.

The city's population is about 21,000 residents in its 19 square miles. "We can't be on every street every single moment," Evans said, "but tell us what your concerns are."

The City Commission meets the first and third Thursdays of each month at 620 E. Main St. There's typically a workshop at 6:30 p.m. followed by a regular meeting at 7 p.m. "You don't have to wait every two weeks, either," Evans said. "We're here every day."



**Internet – Newspaper Archives Searches**  
**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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The Ledger (FL)  
March 5, 2015

**Haines City Officials Approve Intern Request**

Author: Madison Fantozzi

The assistant to the city manager in Haines City hasn't even moved into his office yet, and City Manager Jonathan Evans is already looking for some extra help — an intern. This is part of a grass-roots effort, he said, to knock on a lot of doors and increase civic engagement. City commissioners Thursday unanimously approved the intern request.

The intern will be classified as a full-time, hourly employee eligible for benefits. Pay will be between \$14.93 and \$22.39 per hour with an estimated \$25,000 budget impact this fiscal year and \$49,338 in future years. Evans said there are adequate savings in the budget with current employee vacancies to pay for the position.

Commissioner Ronnie Cotton asked whether this would prevent a department head from filling a position in the future, but Evans said the intern, who would fill the position for two to three years, would be cut before a needed position goes unfilled. The intern will rotate and spend four to five months in each department to learn different jobs and provide some extra help in each area. "It allows us to home-grow some talent and farm that person out to different departments," Evans said.

Evans already has some prospects — those who applied for the assistant position who didn't necessarily have the work experience to fill the position but met education requirements.

Evans hired **David Johnson** as assistant to the city manager in February. He'll start March 30 with a \$64,000 salary per year.

City commissioners also unanimously approved a request for a building maintenance technician for the Leisure Services Department. The employee will perform preventive and routine maintenance. The position will have an estimated \$26,000 budget impact this fiscal year and \$51,919 in future years.

**Internet – Newspaper Archives Searches**  
**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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The Ledger (FL)  
February 8, 2015

**Haines City Hires Junior Executive**

Author: Madison Fantozzi

After almost two years without an assistant, City Manager Jonathan Evans has hired **David Johnson**, executive fellow of Bountiful City in Utah.

**Johnson**, 33, is to start his Haines City job in mid-March with a \$64,000 yearly salary. "You can tell the excitement in his voice, and that's something you can't teach," Evans said. "We're excited to get him on board and get some of the projects we've had on the back burner brought to the forefront." The assistant to the city manager is a junior executive position meant to prepare an individual for a municipal manager position, Evans said. "We're excited to prepare (him) for what Haines City needs and ultimately for the professional growth opportunity (he) needs to ascend to assistant city manager, city manager, etc.," Evans said.

Some of **Johnson's** first tasks as assistant to the city manager: establish relationships with local businesses; work with department directors to produce a report card of their goals and achievements; and participate with city officials in knocking on residents' doors to introduce themselves, Evans said.

**Johnson** said working on the front lines with the community is what he is used to doing, even if that means putting his personal cellphone number on websites or fliers for the public to call 24/7. "A lot of my experience has to do with going door to door, speaking to members of the community and bringing their concerns to the organization so we can build collaborative relationships," **Johnson** said

He has worked as an executive fellow for Bountiful City since December 2013 — a job he said has entailed conducting research and analysis for the city manager as an assistant would. He also has worked as a district executive director for the American Cancer Society and a communications manager for Utah Food Bank in Salt Lake City. He has a master's degree in public administration from the University of Utah and a bachelor's degree in communications from Brigham Young University.

In addition to acclimating to hotter, more humid weather, **Johnson** said, building relationships within the organization will be his biggest learning curve. "With any new job, you need to learn the culture and the priorities," **Johnson** said. "But outside of that, my experience aligns with what the position is meant to achieve, so I'm going to hit the ground running."

**Internet – Newspaper Archives Searches**  
**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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<https://www.theledger.com/story/news/local/2015/02/04/haines-city-manager-hires-an-assistant/27026406007/>  
February 4, 2015

**Haines City Manager Hires An Assistant**  
Author. Madison Fantizze

After almost two years without an assistant and a weekend to sleep on his decision, City Manager Jonathan Evans has hired **David Johnson**, executive fellow of Bountiful City in Utah. **Johnson**, 33, is to start mid-March with a \$64,000 yearly salary.

"You can tell the excitement in his voice and that's something you can't teach," Evans said. "We're excited to get him on board and get some of the projects we've had on the back burner brought to the forefront." The assistant to the city manager is a junior executive position meant to prepare an individual for a municipal manager position, Evans said. "We're excited to prepare (him) for what Haines City needs and ultimately for the professional growth opportunity (he) needs to ascend to assistant city manager, city manager, etc.," Evans said.

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**Internet – Newspaper Archives Searches**  
**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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Deseret News (UT)  
September 20, 2012

**Utah Food Bank gathers a mile of food to help beat hunger**

Author: Julian Reyes

Commuters were treated to a burst of color on State Street Thursday as the Utah Food Bank lined up a mile's worth of canned and boxed food in an effort to beat hunger. The Utah Food Bank began the food line at the Salt Lake City-County Building and gradually added food items throughout the day in an effort to reach the state Capitol by the end of the day. The goal was met by 3 p.m. "For those of us feeding hungry folks, the summer is the busiest time for us," said Ginette Bott, chief marketing officer for the Utah Food Bank.

The purpose of the event was to prepare for the upcoming holiday season, as summer food supplies have been depleted. Summer was one of the busiest times of the year, because children who usually receive free breakfasts and lunches at school were out for summer vacation. "Come September and going into the holidays we need to replenish the stock and fill the shelves again to get ready for the holidays," Bott said. "Those are special times for families," she said. "We want to try to have turkeys or hams for those holidays, so now it's an all-out effort by all of us to be ready for what we call our holiday season, which is October to January."

September is Hunger Action Month, which the food bank is using to make Utahns aware of the needs in the community. "About 472,000 Utahns do not know where their next meal is coming from, and that is 17 percent of Utah," said **David Johnson**, spokesman for the Utah Food Bank.

From the City-County Building to the Capitol, the food bank used an estimated 27,000 cans of food to make the mile. People curious about the project pulled up to the lines and donated food and money for the cause.

The line of food caught Pam Jolley's eye as she drove on State Street Thursday. "It's a great way to make people remember it's important to give to the food bank," she said.

The Utah Food Bank uses 134 pantries and agencies across the state, which then distribute the food to those in need. Last year the Utah Food Bank provided 26 million pounds of food to Utah families. This year it hopes to provide 28 million pounds.

The food bank particularly needs items packed with protein, things like peanut butter, tuna, canned stew and canned beans. "Just the basic things the families are interested in that you would buy for your family, that's what we need for these families as well," Bott said.

The Utah Food Bank is asking the public to take a bag with food to any Walmart store. The stores will have trucks ready to pick up the donations. For those areas that don't have a Walmart, the food bank has asked residents to take donations to a local food bank or soup kitchen.

**Internet – Newspaper Archives Searches**  
**DAVID SHANE JOHNSON**  
*(Articles are in reverse chronological order)*

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All the food collected during the Beat Hunger by a Mile event will go to the Utah Food Bank and will be distributed statewide.

Utah Lt. Gov. Greg Bell added the last cans of food up the stairs of the Capitol Thursday afternoon. "When you realize that you want to eat everyday — at least three times — this food, although it looks like a lot, it is not much," he said. "You tend to respond to fits of charity, but people want to eat 365 days a year."

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Research Compiled by: Christopher Nestman  
Colin Baenziger & Associates

COLIN BAENZIGER & ASSOCIATES  
EXECUTIVE RECRUITING

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*Section 12*

*David R. Williams*

*Belle Isle City Manager  
Candidate Report*

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*Cover Letter and Resume*

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**David R. Williams**

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63 Summer St. Framingham, MA 01701  
508.963.1705

July 31, 2023

Colin Baenziger & Associates

[Recruit24@cb-asso.com](mailto:Recruit24@cb-asso.com)

*Re: Belle Isle, FL, City Manager position*

Honorable Mayor and City Council:

Please accept this cover letter and resume as an expression of my interest in the City Manager position at Belle Isle. I am very excited about the possibility of working with the Mayor and Council Belle Isle's foundation of good governance and smart development; as well as helping to maintain a reputation of community engagement and protection of natural resources.

I believe that I am a strong candidate for this position due to my background of extreme multi-tasking in various municipal roles. This includes more than a decade of professional management experience supervising and directing a broad portfolio of departments and services in various size local governments. Over the years, I have learned that successful delivery of municipal services is dependent on clear communications, teamwork, responsiveness, and integrity, as well as accepting that there is always an obligation to do more, better, with less resources.

My most recent municipal management position was as Town Administrator at the Town of Sherborn, Massachusetts, for nine years – the longest serving administrator in Sherborn in modern memory. In accordance with the bylaws, I had many titles and duties as you can see in my resume. My resume includes details of my full municipal career, including positions, duties, and communities served. It does not include specifics about my most recent employment.

My most recent non-municipal position was as the Chief Financial Officer at Brockton Housing Authority, which is an Authority with sixteen properties and four thousand tenants. I was responsible for financial operations and funding of ongoing capital projects. The largest project was the financing and development of two mid-rise towers, with an estimated price tag of \$175 million. Unfortunately, the substantial urban commute was not something I could continue to do longterm, which is why I resolved that I was going to search for a position that would be more sustainable, either locally or relocating for a desirable opportunity.

Please contact me at anytime if you have any questions. Take care and thank you in advance for your consideration.

Sincerely,



David R. Williams

**DAVID R. WILLIAMS**

E: 247david.williams@gmail.com  
Ph/Txt: (508) 963-1705

63 Summer St., Framingham, MA 01701

**SUMMARY**

Proven municipal leader with expertise in the following areas:

- Financial and Personnel Leadership
- Buildings / Facilities Management
- Procurement, Contracts, Leases
- Capital Planning, Debt, Bonds
- Intergovernmental, Regional Cooperation
- Community Preservation and Land Use
- Transparency, Media Relations
- Grants, Alternative Funding

A creative and resilient local government executive with extensive managerial, financial, and decision-making experience. A proactive team-builder who leads by example and displays a great sense of humor as needed. Communicates efficiently and establishes credibility with employees and the public, so residents can feel informed, involved, and proud of their local government.

**RELEVANT LOCAL GOVERNMENT EXPERIENCE**

**Town Administrator, Town of Sherborn, Massachusetts**

**2013 - 2022**

Incorporated in 1674, Sherborn is a small, desirable, rural town of 16 square miles with more than half of it being classified as recreational open space and agriculture. It has a population of only 4,500, and is uniquely located in MetroWest Boston (Greater Boston metro population is roughly 8 million). Approximately 35,000 commuters pass through Sherborn’s primary commercial area each business day, which creates a high demand on public safety personnel and roads maintenance. Residents are highly educated, affluent, professionals, who are among the wealthiest residents in the Commonwealth. Sherborn was governed by an open town meeting and a Board of Selectmen consisting of three members for more than 300 years before expanding to five members in 2015. I facilitated this transition with no increase in budget or staffing.

Duties and Responsibilities as Town Administrator:

- Chief Administrative Officer of a municipal government with a \$26 million budget (including town schools) and 100 employees.
- Served as Human Resources Director, Chief Procurement Officer, Technology Manager, Buildings and Facilities Director.
- Supervisory responsibility for the following functions: emergency services, public safety communications, public works, environmental issues, beach, and strategic planning.
- Operations budget development. Also developed capital budgets for buildings, vehicles, and roads, and presented projects for consideration at an annual town meeting. Capital budgets annual total ranged from \$300k to over \$1 million.
- Served as a primary spokesperson to the media and the public, as well as received and responded to public document requests from legal entities and special interest groups.

Achievements:

- Served as Town Administrator longer than anyone in Sherborn’s modern history.
- Prior to my arrival in 2013, the community had a reputation of instability and residents

were paying the highest tax rate in the Commonwealth, which increased each year. Immediately addressed the Town's financial and organizational challenges, making positive changes that resulted in stability and a tax rate that has a downward trend since 2018.

- Facilitated the largest housing development the Town has ever supported (140+ units). Led multi-faceted affordable housing project involving a Legislative Special Act, complex utility infrastructure, multiple inter-municipal agreements, and memos of understanding with the two primary developers.
- Redeveloped public eyesore property containing dilapidated structure into affordable housing; maintained positive relations with developers of several affordable housing projects, formed affordable housing committee and trust.
- Negotiated shared water system between senior housing development and private condo association, utilizing \$180,000 federal ARPA funds to complete project construction.
- Obtained \$100,000 legislative earmark three years in a row to hire a Sustainability Coordinator and fund the creation of the dedicated department under the Town Administrator. The Coordinator provided internal and external consulting, as well as developed and managed its own website.
- Routinely identified, applied, and obtained grants, legislative earmarks, and other funding for projects exceeding \$1 million. Projects included technology upgrades at Town Hall; power surge protectors installed on all buildings; public safety traffic calming equipment; technical assistance for housing production plan, capital planning, and road projects prioritization; public safety equipment purchases such as Jaws of Life and air-packs; implemented full network connectivity between all town buildings; other safety and structural improvements.
- Coordinated funding of a 'community playground build', working with a local non-profit. Renovation was about \$250,000 using privately raised funds and in-kind labor.
- Transformed email system and accounting package to cloud-based, thereby enhancing remote capabilities long before the pandemic hit. Town Hall staff was immediately responsive with no loss in business when switching to home offices.
- Implemented an online document request system so the Public could have easier access to Town documents, thereby improving transparency and the Town's customer service reputation.
- Statewide award for best small-town website after implementing a major overhaul of website design and capabilities.
- Revised personnel policies and created new position rating and classification and compensation system, which saved consultant cost estimated at about \$50,000.

**Assistant Town Manager, Town of Framingham, Massachusetts****2010 - 2013**

Framingham has a population of about 70,000 residents, and a large population requiring public housing and services. It is an urban city about 20 miles west of Boston with dense residential, but also areas of farmland. It had a five-member executive body and was known as Massachusetts' largest town. Framingham has an approximate budget of \$300 million, and more than 3,400 employees with about twelve non-educational union contracts ( Police, Fire, Public Works, Recreation and Technical Staff). It is home to the world headquarters of Staples, Bose, TJX Corporation, as well as several large biotech companies, such as Genzyme.

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**Duties and Responsibilities as Assistant Town Manager:**

- Served as Human Resources Director, Chief Procurement Officer, Buildings / Facilities Director, and Disability Coordinator.
- Supervisory and Oversight responsibility for the following functions: town hall operations, capital projects (vertical), parking lots/garages, media services, information technology services, government channel, human services, veteran services.

**Achievements:**

- Integral member of team that analyzed and defended privatizing school bus drivers. This resulted in seventy-five terminations and more than \$250,000 in first year savings.
- Launched competitive bid process for property insurance and coordinated transition, which saved \$400,000 in first year.
- Maintained and negotiated twelve union contracts, concurrently, and maintained positive relations throughout. Held down increases to the same percentage as annual non-union cost of living adjustment.
- Supervised multiple projects involving restoration and renovation of dilapidated historic buildings while exploring suitable economic development options. The Maynard Building rehabilitation was an ailing, vacant, historic building that was renovated within four months and then leased to a local university. Return on investment was less than five years.
- Reorganized maintenance personnel to deliver services more efficiently and privatized certain custodial tasks, which improved building appearance and reduced complaints.

**Assistant Town Manager, Town of Weston, Massachusetts****2006 - 2010**

Weston is an affluent, rural suburb about 12 miles west of Boston. It has a population of 11,000 and is home to professional athletes and many of the best doctors, attorneys, and finance people in the Boston area. Schools were among the best in the nation. There is a very small downtown area of less than fifty businesses. Weston is recognized across the Commonwealth as being highly desirable and a leader in local government management. It is managed by a three-member Select Board, a 'strong' Town Manager, and an annual town meeting. Weston's non-education budget was around \$40 million, and had about 150 non-school employees.

**Duties and Responsibilities as Assistant Town Manager:**

- Served as Director of Finance & Administration, and Chief Procurement Officer.
- Oversaw the following functions: town clerk, information technology services, assessing, collective bargaining, enterprise operations, debt, investments.

**Achievements:**

- Teamed with economic development group to attract a corporate relocation that added more than \$100 million to the town's total valuation.
- Provided analysis and advised on \$22.5 million land purchase and presented several redevelopment options.
- Enhanced main shopping area with LED lighting that saved energy costs, lowered carbon footprint, and enhanced streetscape. Moved the entire town streetlight system to full LED

- using incentive grant funds. Negotiated cost to purchase street lights was \$1 (one dollar).
- Facilitated a switch in health insurance carrier that generated year-one savings of more than \$2 million.
- Consolidated dispersed technical services offices into an organization-wide Information Technology Department under a single Director.

**Finance Director, City of Bath, Maine**

**2003 - 2006**

The City of Bath is Maine’s smallest city, and is located on midcoast Maine, approximately 30 miles north of Maine’s largest city, Portland. Bath was managed by a nine-member city council and a ‘strong’ city manager. Bath had around the clock public safety personnel and operated its own paramedic-level rescue department with four ambulances so that it could also serve neighboring communities. Bath had a population of about 8,300. Streets are treelined with many large Victorian and Greek Revival homes dating back to 1835. The Bath non-education budget was about \$20 million, and there was about 110 employees. The largest employer was Bath Iron Works (BIW), a General Dynamics company, with about 6,500 employees. BIW was the largest employer in the state and built Destroyers for the U.S Navy.

Duties and Responsibilities as Finance Director:

- Tax Collector - Treasurer, Chief Procurement Officer.
- Supervisory and Oversight responsibility for the following functions: human resources, building services, city bus system, general assistance (welfare), economic development corporation, community development, midcoast center for higher education development.

Achievements:

- As Finance Director and Collector-Treasurer, I was responsible for maintaining positive relations with BIW, as well as issuing and collecting on its complicated property and personal property tax bill of around \$10 million, which was based on an assessed valuation of more than a half billion dollars.
- Researched, planned, and implemented an automated tax collection lockbox and payment system, saving enough time that I was able to reduce collection office staff by 20%.
- Initiated a plan to make the City Bus fully self-supporting by selling advertising located on the inside and outside of the busses, and replaced the small fleet through state grants.

**Town Administrator, Town of West Bath, Maine**

**2000 - 2003**

I started my career in municipal management at the small, waterfront town of West Bath, Maine, as it’s first Town Administrator in January 2000. West Bath was governed by a three-member Board of Selectmen and an annual town meeting. It had commercial aquaculture operations, and miles of Atlantic Ocean shoreline. The year-round population was about 2,200 people, with about an additional 800 seasonal residents each summer. Overall budget was small, and there were less than 22 employees, but a variety of motivated committees and boards formed for special purposes kept me very busy.

Duties and Responsibilities as Town Administrator:

- Chief Procurement Officer, General Assistance (Welfare) Director, Disability Coordinator.
- Supervisory and Oversight responsibility for the following functions: town clerk, tax

collector-treasurer, town buildings, building inspector, roads commissioner, public works, fire, ambulance, shellfish warden, harbormaster, and code enforcement.

**Achievements:**

- Applied for and managed a state grant program to clean up overboard discharge septic systems along the coastline. I utilized more grant funds than any other community along Maine’s more than 3,000 miles of tidal shoreline.
- Worked with local energy developer to establish a midcoast propane depot in proximity to the highway with no adverse impact to the coastline or residential areas. The depot began as West Bath’s most controversial business proposal, and eventually became West Bath’s most successful commercial business.

**EDUCATION**

**James Madison University Graduate School      Master’s in Public Administration (MPA)**

Internship: U.S. Social Security Administration - Healthcare Financing Administration’s Longterm Planning Division (HCFA/Medicare); Graduate Teaching Assistantship in Political Science Department

**University of Maine, Orono Campus      Bachelor’s in Public Management**

Internship: U.S. Senator William S. Cohen’s Office

**New England School of Communications      Certificate in Broadcasting**

Award: Writing for Broadcast

**Leadership Development Academy      Master Certificate in Cybersecurity Leadership**

Twelve-week course focused on cybersecurity leadership.

**PROFESSIONAL AFFILIATIONS (Current)**

- International City/County Management Association (ICMA)
- Florida City/County Management Association (FCCMA)
- Massachusetts Municipal Association (MMA)
- National Association of Housing Redevelopment Officials (NAHRO)
- Pi Alpha Alpha Honor Society

**PERSONAL**

Originally from Bangor, Maine. Interests include family time, exercise, golf, music, movies, photography, writing, travel/sightseeing, and fishing.



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*Candidate Introduction*

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**Section 12**

**David Williams**

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**EDUCATION**

Professional Degrees:

Master of Public Administration (MPA), James Madison University, Harrisonburg, VA  
Bachelor of Arts (BA) in Public Management, University of Maine, Orono, ME

Technical Training:

Master Certificate in Cybersecurity Leadership, Professional Development Academy, ICMA;  
& Certificate for Cybersecurity Threat Leadership Simulation, Nat’l Assoc. of Counties  
Certificate for Ethics Review, Florida City & County Management Association  
Certificate for Housing & Urban Development (HUD) Accounting, BDO USA  
Certified Public Purchasing Officer, MCPPO, MA Office of the Inspector General  
Designation as ADA/Community Access Officer, MA Office of Disabilities and Access Board  
Certified Maine Public Manager, Maine Municipal Association  
Certificate in Broadcasting, New England School of Communications, Bangor, ME

**EXPERIENCE**

Town Administrator/CAO, HR Dir., IT Mgr., Bldgs. Dir., CPO                      Sherborn, MA, 2013 – 2022  
Assist. Town Manager/HR Dir., ADA Coord., Bldgs. Dir., CPO      Framingham, MA, 2010 – 2013  
Assist. Town Manager/Dir. of Admin. & Finance, CPO                      Weston, MA, 2006 – 2010  
City Finance Director/Collector – Treasurer, CPO                      Bath, ME, 2003 – 2006  
Town Administrator/General Assistance Dir., CPO                      West Bath, ME, 2000 – 2003

**BACKGROUND**

The Town of Sherborn, Massachusetts, is located in the southwest corner of MetroWest Boston. Because of its close proximity to Boston, the community consists of highly educated, affluent, white-collar professionals. It is an easy twenty-minute commute into Boston along winding, tree-lined backroads. Even though the MetroWest area is considered to be densely populated, Sherborn actually has very rural characteristics, in that there is no public water supply, nor public wastewater utility. The lack of public utilities purposefully inhibits residential and commercial development. Growth is further curbed by most zones having a three-acre minimum lot size. Sherborn has a sensitive eco-system consisting of large open spaces conducive to farming and horse ownership, as well as delicate wetlands throughout town. There is a Great Pond completely bordered by waterfront properties, except for a small area of about six acres maintained by the Town for recreational purposes (water/beach access and parking). This area is home to the Farm Pond Reservation with Town-hired lifeguards and management staff reporting to the Town Administrator. The Town hosts the operations of the Sherborn Yacht Club at this facility by

## Section 12

### David Williams

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issuing a special operations license.

Sherborn has a population of about 4,500 year-round residents, with an annual budget of around \$26 million, including education budgets. The Town has about 100 Town (non-school employees). Sherborn is widely recognized in Massachusetts as having the top school system, which is nationally competitive. Due to the limitations on development, a high dependence on property taxes, and a high demand for public education and services, Sherborn residents were known to have the heaviest tax burden statewide. The tax rate was on a slow but steady, upward trajectory for years prior to my arrival. Recognizing this trend, I creatively held personnel and operational budgets nearly flat or reduced each year of my tenure without cutting services. These efforts resulted in the stabilizing and reduction of the tax rate. Prior to my departure from Sherborn, the town no longer had the highest property tax in the Commonwealth.

As you can see, the major issues facing Sherborn are controlling development, affordable housing, maintaining open space, and managing environmental sensitivities and challenges year-round. These are similar matters of concern to Belle Isle, in addition to maintaining a healthy and safe population, personnel, and infrastructure. As a juxtaposition to my time in Sherborn, and more relevant in scale to the Manager role at Belle Isle, I served as the Assistant Town Manager and Human Resources Director in neighboring Framingham. Framingham has a population of about 70,000 residents, and a large population requiring public housing and services. Framingham has an approximate budget of \$300 million, more than 3,400 employees (2020 data, including education), with about twelve non-educational union contracts (Police, Fire, Public Works, Recreation and Technical Staff). Framingham is home to the world headquarters of TJX Corporation, Staples, and Bose, and is home to several large biotech companies, such as Genzyme. Framingham has one of the highest corporate tax rates in the Commonwealth due to these corporations being highly dependent on modern infrastructure. I was a productive part of the Town's management team involved in maintaining positive corporate relationships.

I should note that I started my career in municipal management at the small, waterfront town of West Bath, Maine, as its first Town Administrator in January 2000. West Bath had a small commercial oyster aquaculture, and miles of Atlantic Ocean shoreline. The year-round population was about 2,200 people, with about an additional 800 seasonal residents each summer. While I was at West Bath, I applied and managed a state grant program to clean up overboard discharge septic systems along the coastline. I utilized more grant funds than any other community along Maine's more than 3,000 miles of tidal shoreline.

I left West Bath to go to the larger bordering community of the City of Bath, which had a population of about 8,300 residents. I served as the Finance Director and Collector-Treasurer. The Bath non-education budget was about \$20 million, and there were a little more than 100 non-school employees. The City of Bath was a full-service city where I was also responsible for managing the bus service, which operated on a citywide route. The City Bus became fully self-supporting by selling advertising, and I replaced the small bus fleet through state grants. The largest employer was Bath Iron Works (BIW), a General Dynamics company, with about 6,500

**Section 12**

**David Williams**

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employees operating over three shifts. BIW was the largest employer in Maine. BIW valuation was more than a half billion dollars. As Finance Director and Collector-Treasurer, I was responsible for maintaining positive relations with BIW, as well as issuing and collecting on its tax bill of around \$10 million.

In 2006, I left the City of Bath to become the Assistant Town Manager and Director of Administration and Finance at the Town of Weston, Massachusetts. Weston had a population of about 11,000 and a non-education budget of around \$40 million. Weston had top schools and was the richest town in Massachusetts. It’s high median household income made it one of the wealthiest communities in the nation. As the person in charge of the Town’s finances, including debt issuance, I had the luxury of having my financial management efforts scrutinized by a volunteer Finance Committee consisting of some of the country’s most successful business leaders.

Lastly, and certainly not least, in all of my positions since beginning my career in 2000, I have served as the Chief Procurement Officer (CPO), American with Disabilities Act (ADA) Coordinator, and directed or supervised departments of human services, buildings, facilities, and technology.

**GENERAL MANAGEMENT STYLE AND EXPERIENCE**

Due to the diversity of populations and personnel I have managed, I have developed an eclectic style of management that at its core is ‘lead by example’ and to treat everyone with respect. I always maintain that no matter what the issue is, if someone is taking the time to talk to me about it, I need to actively listen and parse out what unique perspective they can bring to the decision-making table. I believe in frequent and near continuous communications with Staff, as well as weekly ‘catch-up’ meetings so each department understands what the other is working on, and how they might be able to assist. Lastly, making sure all Staff understand how they fit into ‘the big picture’ so they can better understand what impact their day-to-day routines have on the whole Town is paramount to successfully developing an organization. Oftentimes, depending on the severity of the circumstances, I draw on a good sense of humor to pull people through difficult situations.

**SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF**

- Ethical
- Creative
- Resilient
- Responsive
- Succinct (in communications)
- Empathetic (as a leader)

**Section 12**

**David Williams**

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**REASON FOR DEPARTING MY MOST RECENT LOCAL GOVERNMENT POSITION**

My departure from the Town of Sherborn in January 2022 included personal (family) and professional reasons. In advance of leaving after the conclusion of my fourth consecutive employment contract, I began discussing an exit plan with the Board approximately six months in advance (July 2021). My departure was professional and amicable. I left Sherborn with no negative evaluations and without ever having any incidents that could harm the reputation of the Board members or the Town. I was the longest serving Administrator in the Town’s modern memory. I have a letter of recommendation from the Town’s longest serving Select Board member, who is a graduate of Harvard Law, has served on many state committees appointed by the Governor, and is a longtime, respected municipal attorney for several communities in the greater Boston metropolitan area.

[Note: My most recent employment at the Brockton Housing Authority, from June 2022 through April 2023, was as Chief Financial Officer. I was the fourth CFO in the prior two years at the Authority. This position was more desk-bound in accounting duties than I had expected, and due to the rigors and distance of the commute, it was not a sustainable situation. I informed my employer that I would be seeking employment back in local government management where my strengths are, and where I have spent the majority of my career. This was an amicable departure and the Executive Director is available to be contacted if needed.]

**Section 12**

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*CB&A Background Checks*

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**Background Check Summary for  
DAVID RAY WILLIAMS**

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**Criminal Records Checks:**

Nationwide Criminal Records Search	No Records Found
County Middlesex County, MA	No Records Found
State Massachusetts	<i>Records Maintained by County. See Above.</i>

**Civil Records Checks:**

County Middlesex County, MA	No Records Found
Federal Massachusetts	No Records Found

**Motor Vehicle**

Massachusetts	No Records Found
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**Credit**

Excellent

**Personal Bankruptcy**

No Records Found

**Sex Offender Registry**

Not Listed

**Education**

Confirmed

**Employment**

Confirmed

**Social Media**

Nothing of Concern Found

**Background Check Summary for  
DAVID RAY WILLIAMS**

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Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.



**Background Check Summary for  
DAVID RAY WILLIAMS  
Personal Disclosure**

**Personal Disclosure Questionnaire**

Name of Applicant: David R. Williams

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

**Please explain any yes answers on a separate sheet of paper.**

1. Have you ever been charged or convicted of a felony?  
Yes  No
2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?  
Yes  No
3. Have you ever declared bankruptcy or been an owner in a business that did so?  
Yes  No
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?  
Yes  No
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?  
Yes  No
6. Have you ever been charged with driving while intoxicated?  
Yes  No
7. Have you ever sued a current or former employer?  
Yes  No
8. Please list all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one.  
Deactivated Facebook; Active Yelp. No Twitter, Snapchat, Instagram.
9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?  
Yes  No

10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Named defendant with Select Board and a PD Lt. in a 2020 wrongful termination claim against the Town brought by former Police Chief. Defended by Town insurance carrier. FMI contact Atty. John Cioherty, Boston.

Attested to:  7/31/2023  
**Signature of Applicant**

**Please email this form via PDF DOCUMENT to [monique@cb-asso.com](mailto:monique@cb-asso.com) or via fax to (561) 621-5965 no later than 5:00 PM MST 08/03/2023.**

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*CB&A Reference Notes*

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## Reference Notes David R. Williams

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### **Michael Lee – Former Treasurer, Town of Sherborn, MA 781-492-2695**

Mr. Lee was a resident of Sherborn. He was elected to the School Committee, which is generally called the School Board in other communities. He worked with Mr. Williams in this capacity as the school budget and the town budget overlaps in some areas. At one point the Treasurer resigned, and Mr. Williams hired Mr. Lee to do some operations analysis and financial review. Mr. Lee did the analysis and brought information to him at certain intervals. Mr. Williams commented and suggested edits but gave Mr. Lee autonomy which was appreciated.

Sherborn has a Town Meeting form of government which dates back to prerevolutionary war times. Consultants who have reviewed their structure have recommended that they simplify it, it is very difficult to accomplish anything. The Selectman do not have as much decision-making capacity as one would expect. Financial and other major decisions are decided by registered voters who participate in the Town Meeting on the matter. Thousands of people can show up to any such meeting, which creates an interesting and complex structure. In addition, most of their Boards are elected, as well as Town Officials with day-to-day duties like the Treasurer, Town Clerk, and Board of Health official. Every elected official has its own fiefdom that Mr. Williams had to work with. In addition to dozens of elected officials, he worked with three committees in the school district. Mr. Williams had to keep the bus going down the road, and collaboratively work through issues. The Town Administrator position historically has a frequent turnover, and Mr. Williams' longevity in such a complex situation is commendable.

In the environment that Mr. Williams worked, making any change was a challenge. He understood what changes needed to happen but could not always move them forward because of the collective decision making. Transitioning the Treasurer from being an elected position to an appointed position took years. The more complex the government structure is, the more the position fits in Mr. Williams' wheelhouse. Managers or Administrators who came from a more conventional government structure flounder in Sherborn.

The Finance Committee was a group of nine people who analyzed the Town budgets, and they created a booklet to render their opinion on Town budget items. Employees had to defend their budget and answer odd questions from the public. When public works was giving justifications for the purchase for a new plow, anyone in the Town could ask questions about the purchase. Mr. Williams was always present at town meetings, and frequently presented on initiatives. He is excellent with the public.

Due to the nature of the personalities, and having so many people involved in Town governance, the situation was more than stressful. Some elected officials were not supportive of anyone at Town Hall being successful, which is no fault of Mr. Williams, it just shows the type of people that he worked with. They only seek to protect their fiefdoms and viewed any items from the Selectman's office as suspect. Mr. Williams did not create any controversy, but he had to manage it. Nothing in his background or conduct would concern a reasonable person.

**Reference Notes  
David R. Williams**

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Mr. Williams long tenure in Sherborn was extraordinary. Mr. Lee is currently trying to hire Mr. Williams for a short-term project while he looks for his next full-time position. If a community has a complex government and many perspectives to manage, Mr. Williams is the perfect choice. He developed a great skillset in Sherborn.

**Words or phrases used to describe David Williams:**

- Loyal,
- Great at dealing with complexity,
- Strong people skills,
- Experienced,
- Not a micro-manager, and
- Quick on his feet.

**Strengths:** Dealing with complexity and keeping the town moving forward. Strong at managing people and herding cats. Understood that managing water quality was a high priority as one third of the Town is a wetland.

**Weaknesses:** None identified.

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**Neil Kessler – Chairman, Conservation Chair, Town of Sherborn, MA 617-448-3982**

Mr. Kessler has known Mr. Williams for some time but they worked closely together on conservation matters for about eighteen months, from 2020 to 2021.

Mr. Williams was an excellent administrator; the job was busy and thankless. He had many stakeholders to consider and did a good job balancing the interests, taking care of what was most important, and doing the right thing in any given circumstance.

The Conservation Agent position was a part time position and had been vacant for ten months. They could not attract the quality of candidates that they wanted. Mr. Kessler spoke with Mr. Williams to ask for more hours for the position, in an effort to attract more candidates. Mr. Williams recommended that they turn the position from a part time, 19 hour a week job with no benefits, to a full time, 35 hour a week job with benefits. He then explained the process which was first talking to the personnel board and then presenting to the Selectboard. Mr. Williams was an ambassador along the way and validated their recommendation while also explaining how they could fund the position. The committee could not have achieved success without him, he was a real champion and guided them through a very complex process. The position was made full time, and a new conservation agent was hired who has been wonderful.

Decisions made by Mr. Williams are good. He likes to put processes in place and keep everyone functioning within that structure. He was at every event that Mr. Kessler attended. Mr. Williams

**Reference Notes  
David R. Williams**

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works very well with the public. He is very friendly and was always ready to talk to people and be an ambassador for the Town.

Mr. Williams was great about communicating any information that pertained to their committee. He has excellent financial skills, and he accomplished every task in a timely manner. He is a veteran of working in government and is very good at separating the noise from what really needs attention. He rolled with everything that occurred, knew what was important, remained cordial and respectful, but understood the priorities. He remained unflappable in the chaos of Town government.

Mr. Kessler is not aware of anything controversial that relates to Mr. Williams. Mr. Kessler does not know why Mr. Williams left for sure but heard that the Board had decided to have Mr. Williams reapply for the position while opening up the application process to others, without discussing the matter with him or explaining their reasons. Mr. Williams decided not to reapply, and he began looking for other opportunities. Mr. Kessler had a limited sphere in interacting with Mr. Williams but has never heard any criticism of him.

Mr. Kessler would hire Mr. Williams and misses him. While the interim manager is a fine person, she does not have the knowledge, background, understanding, or connections in the community that Mr. Williams had. Sherborn is a smaller town, and he did a good job. He is extremely knowledgeable and kind. He would be an asset to any municipality or organization. Mr. Kessler wholeheartedly endorses Mr. Williams for any role that fits his experience.

**Words or phrases used to describe David Williams:**

- Friendly,
- Knowledgeable,
- Practical,
- Dedicated,
- Loyal, and
- Ethical.

**Strengths:** He was driven to do the right thing in any situation, rather than satisfying any one person, and see every project through to completion.

**Weaknesses:** Tasks of a lower priority did not get as much attention, but that was more of a function of the job and the circumstances rather than a reflection of Mr. Williams. He could communicate better about what his priorities are.

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## Reference Notes David R. Williams

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### **Chuck Yon – Former Selectman, Town of Sherborn, MA 508-479-7826**

Mr. Yon was active in the community for several years. He was on the Selectboard for six years and also served on the Planning Board. He worked with Mr. Williams in both a professional and volunteer capacity.

More knowledgeable of municipal law than most administrators, Mr. Williams made good decisions. One Selectman's entire practice was in law, but Mr. Williams was a good second opinion and Mr. Yon trusted his recommendations.

Sherborn voted to increase the authority of the Administrator which Mr. Williams handled very well. Also, they went from a three-member Board to a five-member Board, which was a fairly major structural change, and he handled that implementation very well. The Administrators in the area unanimously felt that a three-member board was hard to work with. Mr. Williams could not and did not take a position, but he did a great job implementing and handling the change.

Mr. Williams was very active on the Council of Aging, and the members were positive and supportive of him. When dealing with personnel or volunteer staffing issues, Mr. Yon universally heard good things about Mr. William's involvement. The library community was critical of Mr. Williams, but they were in the middle of a very difficult project that was heading to litigation and will cost twice as much as the library trustees said it would. The situation was difficult and included a fair amount of finger pointing. Volunteers do not really know how things work and often feel like their agency has more autonomy than it does. Mr. Williams was much better at handling personnel issues than most managers. He was masterful in his handling of a particular personnel issue on the Council of Aging.

Staff in Town Hall dealt with the public more than Mr. Williams did. He was involved in town meetings. He was very good about keeping the Board informed. He tends to relay information to the Chairperson, which is the correct chain of command in Sherborn. He always tried to protect the town's interests and do a good job, and he was also very loyal to the Selectboard. He did not like stress all that much, but he handled it fairly well.

The selection of a Deputy Public Works Director became very political. One candidate was a prior Selectman and while he was a contractor, he had no experience in public works. Another had worked in the public works department in Framingham but then turned the position down when the process became political. Mr. Williams was very good during the assessment process and did a nice job handling a delicate situation. He was very non-emotional and matter of fact. He did an outstanding job.

The Police Chief was the subject of several allegations which the Town investigated with an outside lawyer and human resource consultant. The investigators found that the Chief lied on a few occasions. The termination of his employment was very political and controversial. While the Board took the lead, Mr. Williams was involved and handled it well.

## Reference Notes David R. Williams

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Sherborn is primarily made up of million-dollar homes, and the residents are very affluent. The Town approved a large condominium apartment project to create affordable housing. The initiative was passed at a special Town Meeting with a large turnout and 87% approval. Mr. Williams was an integral part of the process, as was the Housing Board and the Selectboard.

Mr. Yon is a lawyer for pharmaceutical companies. He believes that commitment is higher in the private sector than in the public sector. Mr. Williams's commitment level is good but not the best Mr. Yon has ever seen. Mr. Yon worked with several Town Administrators. Four were okay and three of them were good to very good. Mr. Williams was in the latter category, but he was not the strongest of the three.

Mr. Yon would hire Mr. Williams in the right situation. A smaller community is right in his sweet spot.

### **Words or phrases used to describe David Williams:**

- Knowledgeable,
- Personable,
- Good sense of humor,
- Great EQ,
- Good at reading and understanding people,
- Loyal.

**Strengths:** Good at working with people, good at handling human resource matters and issues, great with the complicated government structure in Massachusetts.

**Weaknesses:** He juggles many responsibilities and when his plate is full his performance is not as strong as when he has a routine workload, but that is true for most of us.

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### **Paul DeRensis – Selectman, Town of Sherborn, MA 617-840-2074**

Mr. DeRensis has been on the Selectboard since 1995. Mr. DeRensis was on the Board that interviewed and hired Mr. Williams. They worked together from 2013 to 2022.

Mr. Williams is very personable and very approachable. He is good with numbers and is thorough and methodical when working with the budget. He made good decision both in general and when hiring personnel.

Mr. Williams was visible in the community but not as much as Mr. DeRensis wanted, but Mr. Williams also has four young children and he needed to be there for his family, too. Also, there is no end to what the public wants, he could work morning, noon and night if he wanted. Everyone in the community who knows him, likes him. He is very personable.



## Reference Notes David R. Williams

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Communication can be complicated. Mr. Williams did not always keep the Board informed, but usually it was because the Department Head did not keep him informed. For example, a constituent called Mr. DeRensis about a road that was closed. Mr. DeRensis called Mr. Williams and he did not know the road was closed. He called the Police Chief and learned there was a fatality, and the newspaper already knew about the accident and road closure. Mr. Williams and the Board should know about matters before the local news. Communication needed to be better all the way around, but Mr. Williams cannot report what he does not know.

The conservation commission that regulates wetlands and storm water was led by a person in a part time position. The position had a high turnover, and the commission was not functioning well. Mr. Williams spoke with potential applicants and analyzed the situation. He felt that they needed to make an investment in the position, making it full time and offering benefits. He worked through the process and hired a wonderful employee who is happy and plans to stay. He changed the structure of the commission.

Numbers and finance are Mr. Williams' strongest skillset. He is usually very timely in completing assignments but sometimes disasters or higher priority items occur, and he has to divert his attention to those issues. Everything he was asked to do was ultimately done, but perhaps not always in the timeline first set out. However, the environment he works in did not allow him to focus entirely on projects. He is very personable and approachable, but he internalizes stress and loses sleep over it. However, his relationships with people were good.

Mr. Williams did not break any laws or do anything wrong in their community. He resigned from the position. Sherborn does not pay top dollar and they cannot attract the managers with the big degrees and awesome resumes. Mr. Williams rates a B on Mr. DeRensis' scale in comparison to other managers in the country. However, he stayed longer than anyone else and did better than any other administrator for the Town.

Mr. DeRensis recommends Mr. Williams, he did well for Sherborn.

### **Words or phrases used to describe David Williams:**

- Personable,
- Approachable,
- Methodical,
- Numbers oriented, and
- Observant.

**Strengths:** Personable, approachable, good with numbers and budgeting, methodical, thorough.

**Weaknesses:** None identified.

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## Reference Notes David R. Williams

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### **Judy Caron – Human Resources Analyst, City of Framingham, MA 508-532-5490**

Ms. Caron was the Assistant Human Resources Director and she reported to Mr. Williams when he became the temporary Human Resources Director while they were in the hiring process for a Director. They met in 2010.

Mr. Williams is very organized, and he can handle any type of pressure he is under. He made great decisions when hiring staff. They always discussed the applicants and he had great insight. He asked the right questions and checked references. He is a great people person. His decisions in general are also good. He is very innovative.

Mr. Williams was often out in the community, and he worked very well with the public. Residents listened to him and were attentive to what he had to say. He was a great communicator and there were no surprises when working with him. He does not show stress when a situation is very challenging, and he has a very calming personality.

Finance is a good strength of Mr. Williams. He is great at managing budgets. As interim Director he managed the human resource budget as well as dealing with budgets for all the departments. He promptly responded to inquiries and was always available to help the staff.

Mr. Williams dealt with controversial matters, like the pond and conservation lands. Nothing in his background or conduct would concern an employer. He left Framingham to advance his career. When his name comes up, everyone has good things to say about him.

Ms. Caron would definitely hire Mr. Williams; he is a good manager. He is a great pick for any community and will do good things for them.

### **Words or phrases used to describe David Williams:**

- Personable,
- Kind,
- Very motivated, and
- Very organized.

**Strengths:** Great communication, dependable, very organized.

**Weaknesses:** He is willing to take on more and sometimes takes on more than he should. However, he always got the job done and was available to sign paperwork or meet with the staff. He was very on task with whatever he needed to do.

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## Reference Notes David R. Williams

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### **Diane Moores – Assistant Town Administrator, Town of Sherborn, MA 508-651-7851**

Ms. Moores has known Mr. Williams since 2013. She is the Assistant Town Administrator and reported directly to him. His job performance was great.

Mr. Williams makes good decisions both when hiring and in general. He thinks matters through to avoid making a rushed decision, and he often sees factors that others miss. He believes in the adage “drink no wine before its time”. He is methodical and while he may have wanted to do something one way, he realized when the timing or circumstances were not ready for that initiative. He is also very innovative.

Many of the meetings in the community were attended by Mr. Williams, but the Town has so many volunteer groups that an administrator cannot spread themselves that thin and still complete their work. He attended advisory meetings, budget meetings, library construction meetings, Board meetings, and committee meetings. He works very well with the public.

They met every day and Mr. Williams was always good about providing information. He is both a leader and a manager for the organization. He is very customer service oriented. Finance is one of his strengths. He completes work on time and manages stress well. His sense of humor often helps lighten the load.

Mr. Williams has not been involved in anything controversial. His background and conduct are clear of controversy. He resigned because he felt it was time, he lasted much longer than most Administrators. Ms. Moores does not know anyone who would disagree with the statements in this reference.

Ms. Moores would definitely hire Mr. Williams; he is a good manager and a great person. He is very missed in Sherborn.

### **Words or phrases used to describe David Williams:**

- Personable,
- Innovative,
- Approachable, and
- Very methodical.

**Strengths:** He is likeable, and people gravitate towards him.

**Weaknesses:** He takes on too much and could delegate more.

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## Reference Notes David R. Williams

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### **Susan Tyler – Former Cemetery Commission Member, Sherborn, MA 508-314-3961**

Ms. Tyler has lived in Sherborn since 1968 and met Mr. Williams in 2013 when he was hired. She has served on the Traffic Safety Committee, the Cemetery Commission, the Agricultural Commission, the Conservation Commission and was an elected official for five or six years. Of all the administrators she interacted with in her years of community service, Mr. Williams was the most responsive and helpful. He was more than willing to make time and answer any questions that she had.

Sherborn is a small and very affluent community with old New England money. The community is younger now, but still has many old money residents. Mr. Williams has always been able to relate to everyone in the town, the people who want change and the people who do not. He is very easy to work with.

The Board has many strong personalities, and some members like to micromanage. Mr. Williams was tasked with human resource functions because they do not have a dedicated human resource person. The Board pushed for hiring a local resident who was not qualified. He listened to others and stated his opinion even though he was under great pressure.

Mr. Williams attended Traffic Safety meetings, many of the Planning Board meetings, annual meetings, Financial Advisory Committee meetings, and Selectboard meetings. He attended the luncheon for the Council on Aging to answer questions from the seniors in town. Everyone loved it when he attended, he is enjoyable to be around.

Ms. Tyler and Mr. Williams worked together on a \$410,000 project for new roads and storm drainage, which was the last project completed in Sherborn on budget and ahead of schedule. While she likes to take the credit for the project, she could not have done it without Mr. Williams' knowledge and assistance.

Sherborn has had many personnel issues, but Ms. Tyler does not have direct knowledge of them, just hearsay. Mr. Williams always seemed to bring the parties together to work through the issues, and the staff members who had difficulties with each other are all still employed by the Town. He handles stress by digging into his work.

Mr. Williams background is clear of anything that would concern an employer. Ms. Tyler is not sure why Mr. Williams resigned but feels it had to do with one Selectman. This Selectman never has a kind word for anyone and stated that Mr. Williams was the worst Town Administrator he had ever seen. Ms. Tyler found a newspaper article written in the early 2000s where this same Selectman said that that Town Administrator was the worst one they had ever had. Ms. Tyler sent Mr. Williams a copy of the article so he could see that this Selectman has said the same thing about every Administrator in Sherborn. Some may grumble when they do not get their way, but they do not say anything negative about Mr. Williams. He holds his ground when needed, particularly with municipal law. The rules are the rules, and they apply to everyone.

## Reference Notes David R. Williams

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Ms. Tyler has been involved in politics and knows the stakeholders. She would hire Mr. Williams. You cannot go wrong with him; he is very helpful.

### **Words or phrases used to describe David Williams:**

- Enjoyable,
- Comical,
- Business like,
- Responsive,
- Dedicated to the work and moving things along, and
- Quiet.

**Strengths:** Relates to everyone, helpful, responsive.

**Weaknesses:** He is always working with many people and projects, so his desk is often cluttered with paper which is not a great presentation when someone walks into his office. However, he knows where everything is and stays on top of his work.

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### **Zackary Fentross – Principal Auditor, Melanson Heath, Sherborn, MA 603-533-0727**

Mr. Fentross worked with Mr. Williams for six to seven years on the annual audit. The auditing staff does not work with Administrators in Massachusetts, they interact with the finance staff. However, Mr. Fentross and Mr. Williams generally met for an hour or two every year. If Mr. Fentross needed additional time, Mr. Williams was always available. He was a pleasure to work with. Mr. Fentross was not comfortable providing information about the audit, but states that management letters are a public record and can be requested from the Town.

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### **Alex Dowse – President, Sherborn Business Association, Sherborn, MA 508-479-1220**

Mr. Dowse was a Conservation Commissioner and had some interactions with Mr. Williams in this regard. When Mr. Dowse had a question or needed information, Mr. Williams was easy to approach and did his best to fulfill the request.

Success for an Administrator is often determined by the support they receive from the Selectboard. Mr. Williams had many responsibilities, but he did well and was very likeable. His decisions were good. He maintained the organization at the level set by the Commission.

Mr. Williams was most often found at Town hall or providing information to the Selectboard, rather than being out and about in the community. His plate was kept very full by the Board, and he kept them informed. He did not attend the Business Association meetings because they are

## Reference Notes David R. Williams

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private affairs. However, when the members were working on projects, he was always accessible to answer questions and assist.

For the most part their interactions were face to face and Mr. Williams was always very responsive. His entire job was stressful and challenging, but he handled it well every single day.

Everything in Sherborn was controversial and Mr. Williams was the focal point because of his position in the Town. However, he was always professional in his behavior and conduct. He enjoyed a long tenure, which is a strong testament of his ability.

Mr. Dowse would hire Mr. Williams for an administrative job, he needs the right situation where he can really show his skillset better than he was able to in Sherborn.

### **Words or phrases used to describe David Williams:**

- Attentive,
- Truthful,
- Committed,
- Accessible despite his workload,
- Genuinely nice person, and
- Well prepared for meetings.

**Strengths:** Diligence – he showed up every day and worked very hard to fulfill the mission.

**Weaknesses:** None identified.

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### **Sandi Charton – Former HR Director, City of Framingham, MA 781-789-5939**

Ms. Charton has known Mr. Williams since around 2013. Mr. Williams was hired in the position that Ms. Charton held and that is how they first connected. They have stayed in touch. Mr. Williams takes on challenging jobs and stays longer than anyone else.

In positions that are challenging and not very fun, Mr. Williams is easy to work with. He is a great listener, very thorough, is personable and has a great sense of humor. While they have not worked directly together, what Ms. Charton has observed based on her background in law and human resources, his decisions are reasoned, and he does not have a personal agenda or vendetta.

Mr. Williams has been innovative in Sherborn and has received some nice feedback for his innovations. He is always very responsive and if he cannot answer the call immediately, he responds shortly.

## Reference Notes David R. Williams

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Ms. Charton is not aware of anything in Mr. Williams' background that would embarrass an employer. She does not know anyone who has a negative opinion of him.

Ms. Charton would hire Mr. Williams; he would do well in a smaller community. He is a wonderful person.

### **Words or phrases used to describe David Williams:**

- Ethical,
- Personable,
- Fair,
- Hard working,
- Good listener, and
- Intelligent.

**Strengths:** Great listener, thorough, very personable, easy and fun to work with.

**Weaknesses:** He is too trusting and assumes the good in everyone, he believes that they will be as fair and as up front as he is which is not always the case. However, his long tenure in Sherborn is incredible.

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**Prepared by:** Lynelle Klein  
Colin Baenziger & Associates



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*CB&A Internet Research*

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**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **David R. Williams** is listed below.]

<https://www.amherstindy.org/2022/09/16/town-manager-nominates-twenty-for-appointment-to-town-committees-and-commissions/>

AmherstINDY  
September 16, 2022

**Town Manager Nominates Twenty For Appointments To Town Committees**

Author: Art Keene

In memos to the town clerk dated between August 31 and September 15, Town Manager Paul Bockelman announced his nominations of 20 people to be appointed to the following committees and Commissions. Community Preservation Act Committee, Conservation Commission, Council on Aging, Local Historic District Commission, Public Art Commission, Public Shade Tree Commission, Recreation Commission and the Residents Advisory Council

The nominations were endorsed unanimously by the Town Services and Outreach Committee at their meeting on September 16, and will now be forwarded to the full Town Council for approval with a likely vote at the council's next meeting on September 19. The individuals nominated were as follows.

Community Preservation Act Committee  
Appointed for one-year terms expiring June 30, 2023:

**David Williams** (representing the Housing Authority)

**Internet – Newspaper Archives Searches**

*David R. Williams*

*(Articles are in reverse chronological order)*

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<https://www.wickedlocal.com/story/thepress/2021/12/08/sherborn-select-board-sets-town-tax-rate/6434485001/>

WICKEDLOCAL.COM

December 8, 2021

**Sherborn sets Town Meeting warrant deadlines**

Author: Sarah Freedman

The Sherborn Select Board set a preliminary date to close the 2022 annual Town Meeting warrant at their Dec. 2 meeting and discussed several details such as how to facilitate the submission of articles like citizen petitions. The board voted to open the warrant that night and close it Jan. 10. The decision to extend the deadline past Jan. 6 was influenced by potential citizen petitions, as Select Board Vice Chair Jeff Waldron noted the petitioners are often surprised by the deadline.

Select Board Clerk Marian Neutra argued the time between opening and closing was too short, even for town boards who may want to submit a notice of intent. “They’re probably only thinking of it now, and it’s almost the deadline,” she said. She expressed a need to more widely advertise the deadline. Select Board member George Morrill suggested Nextdoor.com as an option.

At their next meeting, Morrill also said there should be discussion of what Select Board article they might want to submit, and Town Administrator **David Williams** noted it could be a reoccurring agenda item for the board.

Select Board member Paul DeRensis introduced the idea of sending out a form, or a notice of intent, to all departments and boards to see what they were working on. **Williams** said the NOIs can confuse the process of opening and closing, but could work if sent out much earlier than December.

Neutra raised the issue of citizen petitions being underdeveloped and failing at Town Meeting. “I wonder if we could just think about a way, when a citizen petition notice comes in, to maybe find a mentor who had been through the process of writing warrant articles to help them refine their warrant articles,” she said.

DeRensis said in other communities where he serves as Town Counsel, a time is scheduled for the public to talk to him and get advice about how to fix and refine their article ideas. “If you don’t have that process, and the only time you see that article is when it arrives with the signatures, you have limited options,” he said.

Select Board Chairman Eric Johnson said they could have an unofficial date for the legal review of CPs. Town Clerk Jackie Morris did note that she “highly encouraged” the petitioners at last year’s Town Meeting to talk to Town Planner Gino Carlucci and the Planning Board before the

**Internet – Newspaper Archives Searches**  
***David R. Williams***  
*(Articles are in reverse chronological order)*

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submission of their petition. “I counsel everyone to try to get a sponsor, but that is the best way to do the citizen petition because they cannot reach out to Town Counsel,” Morris said.

Johnson said that some of the citizen petitions they received are not written by professionals, but by well-intentioned people with ideas. He suggested having a mechanism for them to have the ideas reviewed prior to being submitted or an earlier deadline of Dec. 30 for this purpose. Morrill made the suggestion of talking to Town Counsel Chris Petrini about having office hours to talk to residents about their ideas and petitions, and DeRensis concurred.

**Tax Classification**

Town Assessor Wendy Elassy delivered some positive news about the town’s tax rate and property growth. She said the projected preliminary tax rate for Fiscal Year 2022 in Sherborn is \$19.03 per thousand , a 60 cent decrease from 2021. While the tax rate is down, the assess property values are up, meaning a higher tax bill in some cases. In 2021, 74 single family homes have sold with an average price of \$1,070,000, a statistic Elassy called “significant.”

The Select Board voted to have a single tax rate where all categories of taxable property would be taxed the same, meaning business and residential property were not taxed differently.

**Internet – Newspaper Archives Searches***David R. Williams**(Articles are in reverse chronological order)*

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<https://www.wickedlocal.com/story/thepress/2021/06/01/sherborn-select-board-discusses-end-pandemic-regulations/5278911001/>

WickedLocal.com

June 1, 2021

**Sherborn Select Board discusses end of pandemic regulations**

Author: Sarah Freedman

With the 2021 Annual Town Meeting accomplished on May 15, Town Moderator Mary Wolff shared her gratitude that a democratic tradition had continued even with a pandemic. “I would like to thank all those who took time on the season’s first beautiful Saturday to actively participate in one of our purist forms of democracy — the Annual Town Meeting,” she said. “The voters can be proud of the way in which they conducted themselves, and I am grateful to be part of this community.” It was with the same spirit that the Sherborn Select Board discussed the end the local declaration of emergency enacted on April 2020 and the reopening of Town Hall and other public buildings at its May 27 meeting.

At the beginning of the COVID-19 pandemic, Town Administrator **David Williams** said employees were able to work from home based on Governor Charlie Baker’s 2020 guidelines. In July, **Williams** started an effort to allow employees back into Town Hall, to which the Board of Health and members of the COVID-19 team advised that it was “too soon.” He decided to follow this recommendation.

Select Board Clerk Jeff Waldron explained the intent of the recommendation as “it was intended to cover all town issues” in public buildings due to COVID-19.

Select Board Vice Chairman George Morrill believed they should follow the guidance of the state. If the current deadline for the state of emergency ending was June 15, he said they should go by that guideline. Of an earlier date, he said, “We don’t need to have anything special in Sherborn.”

Fire Chief Zach Ward said the state of emergency gave certain town officials the authority to intervene on issues at a private place. Ward added he had such authority to act if needed.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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The Milford Daily News (MA)  
May 22, 2021

**State grant helps Sherborn get EV charging station for Town Hall**

Author: Sarah Freedman

Town officials recently learned they are receiving a \$7,200 grant to install a so-called "level two" electric vehicle charging station at Town Hall. Town Planner Gino Carlucci said Town Administrator **David Williams**, along with Administrative Assistant to the Select Board Jeanne Guthrie, initiated the effort two years ago. Eversource would install the infrastructure, which has a value of at least \$50,000, for free, but money was needed for the actual charging station.

Earlier this year, the Massachusetts Department of Environmental Protection debuted a grant program with four categories, including a public access category for a level two station. Carlucci said Sherborn applied for grants for both a level two and level three station, with the difference being the amount of time it takes to charge a vehicle. The level three station works faster, while the level two station "takes a while to charge." "You can get a pretty darn good charge in about 30 minutes with (the level three station)," he said.

Officials learned a couple of weeks ago that Sherborn won a grant for the level two station. "So that's moving forward," Carlucci said. "We're ready to go to have that level two station." In regards to the town's level three application, Carlucci received an inquiry from Mass DEP for more information about the infrastructure needed for installation. With the infrastructure being installed by Eversource, the other grant is "in process." "I'm hopeful on that one," the administrator said.

In what he called "a great benefit to have" in town, the station would have two ports, which would occupy two parking spaces. Carlucci said the station would be installed late this summer, as engineering is expected to take eight weeks. "I'm very pleased, and actually proud of Sherborn having a charging station here," said Select Board Chairman Eric Johnson. Carlucci said Eversource would own the station, and the town would have to sign an agreement with the utility.

Sustainability Coordinator Dorothea von Herder has set up a sustainable Sherborn website, [www.sustainable.sherborn.org](http://www.sustainable.sherborn.org), where information about lowering one's carbon footprint can be achieved, such as facts about EVs and the options available for one. Fifty-four EVs are registered in Sherborn and even thoughts about doing an electric car show. She discussed with the Energy Committee the idea of an information calling service for Sherborn residents so they could get facts about "the (EV) models out there."

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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The MetroWest Daily News  
May 15, 2021

**Ousted Police Chief Richard Thompson files suit against Sherborn**  
Author: Norman Miller

Former Sherborn Police Chief Richard Thompson said the allegations used against him by the town to fire him in October have made him “unemployable” to ever work in law enforcement again. “This has been an extremely trying experience,” said Thompson on Friday. “I’ve dealt with and fought cancer twice in my life. Without question, this was far more taxing on myself and my family, my friends and my colleagues. I’ve never been more uncomfortable, sick to my stomach, embarrassed belittled.”

Through his attorney Joseph Sulman, Thompson filed a lawsuit in Middlesex Superior Court earlier this month against the town of Sherborn, Town Administrator **David Williams**, Interim Police Chief David Bento, the then-members of the Selectboard who terminated his contract – Jeff Waldron, Charles Yon, George Morrill and Paul Derenis – as well as an attorney hired by the town, Maura Gallagher. Thompson became Sherborn chief in 2009 after more than a decade with the Framingham Police Department.

Thompson alleges he was targeted

The complaint alleges Bento and **Williams** worked together to get Thompson fired. The suit claims they forced a female police officer to be a “pawn,” to discuss “wrongdoings” by the chief. She never wanted to make reports about alleged wrongdoing and believed she was being questioned anonymously. That led to 11 different allegations brought by the town to fire Thompson in October of last year after he had been on paid administrative leave since February. The allegations were:

- Violating the equal opportunity policy.
- Sexual harassment policy.
- Violating the department’s policy on ethical conduct.
- Violating the state’s conflict of interest law.
- Violating the department’s Rule 4:02 – conduct unbecoming of a police officer.
- Violating Rule 4:03 – conflict of interest.
- Violating Rule 4:06 – undue influence.
- Violating Rule 4:15 – abuse of position.
- Violating Rule 6:1 – incompetence.
- Violating Rule 7:1 – truthfulness.
- Violating Rule 10.10 – cooperation with investigators.

The allegations included that Thompson ordered a sergeant to place the female officer on a less desirable shift and replace her with a male officer; that he singled out the same female officer based on her gender when he repeatedly communicated with her, including by sending her a copy of the department’s sexual harassment policy and equal opportunity policy; and commented

**Internet – Newspaper Archives Searches**

*David R. Williams*

*(Articles are in reverse chronological order)*

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about her appearance to the same female officer and later repeated the comments to other officers. In addition, Sherborn officials alleged Thompson “placed pressure” on the same female officer to file a complaint against another department head and undertook the investigation himself. Thompson and the other department head have a “well-known history of negative interactions.”

**Bento angered over succession plan**

The suit alleges that problems with Bento surfaced in 2017 when Thompson asked Bento’s son, Will Bento, to resign as a special police officer in the town. The problems were exacerbated in 2019 when Bento learned about the department’s succession plan. “In September 2019, Chief Thompson discussed an on-going staffing study with Bento and a five-year succession plan for the Department,” according to the suit. “The plan did not call for Bento to take over as Chief, but for Sergeant (Luke) Tedstone to assume the leadership role. Upon information and belief, Bento was upset with learning that he was not in the succession plan.”

Thompson, in 2017, had verbally questioned whether it was a conflict of interest for then-Selectboard member Sean Killeen to be a candidate to become the town’s new public works director, which he was eventually hired to do so. Thompson also filed an Open Meeting Law complaint with the state Attorney General when he heard Killeen and two selectboard members discussed Killeen’s contract outside of a meeting. Killeen and Thompson often butted heads, and eventually **Williams** ordered the chief to undergo management training. The suit alleges several different counts:

- Violation of the Massachusetts Whistleblower’s Act.
- Two counts of Tortious Interference with Contract Negotiations
- Breach of Contract
- Negligence.

Thompson said he was forced out from the department after modernizing it, including rewriting the policies and procedures that had not been updated since 1977; joining a regional jail diversion program and having all officers wear body cams. “I had an outstanding working relationship with my personnel,” said Thompson. “I had many opportunities to move on from Sherborn, but I chose to remain. That all came tumbling down. I’ve become unemployable in my profession.” Although filed in court, the lawsuit has not been served to any of the defendants. **Williams** and Bento did not return emails seeking comment.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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Wicked Local  
December 27, 2020

**Employee reviews**

Author: Sarah Freedman

In the Select Board comments, Morrill raised the issue of personnel evaluations of employees who report directly to the board and whether the reviews, which are in some contracts, are getting done “in a timely manner.” He suggested having a subcommittee to look at the process of completing these evaluations. Select Board Clerk Jeff Waldron believed they should set goals for each year so there can be an expectation, such as doing certain training, to meet in a review.

Morrill inquired if a two-person subcommittee could collect data from the other board members in order to do a review, and Johnson said they would have to be cautious about that approach in terms of the open meeting law. **Williams** did note that the form for reviews by elected committees and department heads do include a component where goals are identified and then followed up in the next year. He agreed there needs to be a focus on setting goals for these reviews. He added, “I would recommend that if you have a concern about it, to express the concern to the Personnel Board to be looking at it.”

Johnson made the suggestion that they have two members talk to **Williams** about the performance review issue and put it on the agenda for a future meeting. DeRensis said they should designate one Select Board member to look at the issue so the open meeting law would not apply, but with the understanding this person could bring in other people if necessary. He added, “We’re designating one person to come back and report to us.”



**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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Wicked Local  
October 7, 2020

**Sherborn police chief fired**  
**Terminated by selectmen while facing 11 different allegations**  
Author: Norman Miller

After two weeks of hearings totaling more than five hours, the Select Board on Tuesday voted to fire Police Chief Richard Thompson, alleging abuse of power, harassment and creating a climate of fear within his department. Thompson had been chief in Sherborn since 2009. His contract, which was extended last year, runs through June 30, 2022. “The chief remains on paid administrative leave until he is formally notified of the results of last night’s decision,” Town Coordinator **David R. Williams** said Wednesday.

Thompson, a former Framingham Police Department sergeant, has been on paid administrative leave since February due to an investigation started stemming from internal complaints. The investigation, conducted by Clifford & Kenny, a Pembroke law firm, was delayed due to the coronavirus, **Williams** said. The Select Board met with Thompson and his lawyer for three hours on Oct. 1 and another two to three hours on Oct. 6. He was facing 11 different allegations:

- Violating the equal opportunity policy.
- Sexual harassment policy.
- Violating the department’s policy on ethical conduct.
- Violating the state’s conflict of interest law.
- Violating the department’s Rule 4:02 – conduct unbecoming of a police officer.
- Violating Rule 4:03 – conflict of interest.
- Violating Rule 4:06 – undue influence.
- Violating Rule 4:15 – abuse of position.
- Violating Rule 6:1 – incompetence.
- Violating Rule 7:1 – truthfulness.
- Violating Rule 10.10 – cooperation with investigators.

In a Sept. 15 letter, **Williams** informed Thompson of the allegations and of the hearing. “Police officers are held to a higher standard of conduct than other employees,” **Williams** wrote. “As the Chief of Police, you are held to an even higher standard of conduct, as it is critical that you set an example at all times for all of the supervisors and patrol officers who are required to follow your lead. “Furthermore, above all else, as the highest-ranking police officer in the town, you are required at all times to obey and to comply with all laws and department rules and regulations,” **Williams** continued. “If proven, the above alleged conduct and/or violations, independent, as well as collectively, constitutes just cause for termination of your employment pursuant to the terms of your employment allegations with the town.”

The allegations include that Thompson ordered a sergeant to place a female police officer on a less desirable shift than a male officer; that he singled out the same female officer based on her

**Internet – Newspaper Archives Searches*****David R. Williams****(Articles are in reverse chronological order)*

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gender when he repeatedly communicated with her, including by sending her a copy of the department's sexual harassment policy and equal opportunity policy; and commented about her appearance to the same female officer and later repeated the comments to other officers.

In addition, Thompson is alleged to have "placed pressure," on the same female officer to file a complaint against another department head and undertook the investigation himself. Thompson and the other department head have a "well-known history of negative interactions," according to the letter. Thompson was also alleged of creating a "culture within the Sherborn Police Department of fear of retaliation for coming forward and complaining of discrimination and behavior that violates the town policies and employment laws relating to discriminatory harassment," **Williams** wrote in the letter.

After the conclusion of the hearing on Tuesday, the board voted 4-1 to terminate Thompson's contract. Chairman Eric Johnson voted against it. Thompson could not be reached for comment on Wednesday. Lt. David Bento has been leading the department since February and will continue to do so at least on a temporary basis, **Williams** said.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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The MetroWest Daily News  
June 6, 2020

**Sherborn weighs senior center - Town considers buying commercial building**  
Author: Sarah Freedman

The Select Board is exploring the idea of acquiring a Washington Street property for the purpose of opening a senior center. Following an executive session at its May 28 meeting, the board authorized Town Administrator **David Williams** and Chairman of the Land Acquisition Committee Frank Jenkins to begin negotiating a potential purchase of 5 Washington St. The property, listed as a 2,642-square-foot antique Victorian that's zoned commercial, has not yet been looked at by the LAC, according to **Williams**. The asking price is \$599,000.

"Our senior programs are well-attended, but out of necessity, these programs are housed in many different locations throughout the town," said Chris Winterfeldt, a Council on Aging member. "We have made do because historically we have lacked the dedicated building and the funds to bring this goal to fruition."

The Friends of the COA was founded with that goal in mind, Winterfeldt added, and with an available property within walking distance of Woodhaven, the library, Community Center, Town Hall and the Abbey Road condominiums, the Friends have raised funds to that end. She stressed that "time was of the essence," as this is a private property transaction.

COA Director Sue Kelliher said the current COA office, within Town Hall at 19 Washington St., measures just 420 square feet, with 56 of that for file cabinets. The organization shares a conference room with the Cemetery Commission, and its space is "very limited and cumbersome."

In addition, the current center is not handicapped accessible and must store medical equipment at the Pilgrim Church on South Main Street. Kelliher warned it's possible local seniors will move to other communities that have adequate senior centers. She also noted the cost to build a new center would be "well over \$1 million," an amount that would be difficult to raise. "This building would help answer immediate and future needs for those 60 and over," she said. "We couldn't build a new center for the price of this building."

Select Board Vice Chairman Chuck Yon called it a great opportunity, considering the cost of a new center and asked about parking. Maryann Clancy, the listing agent for the property, said there is no covered parking, but plenty of outside lot space. Clancy noted that the price of \$599,000 is "nothing for an office building," as the current owner paid \$700,000 for it in 2008. With the layout, she said there could be three places to enter the building.

Select Board Chairman George Morrill worries that a COA purchase would make it a municipal building, and thus take it off the tax rolls. He said the property generates about \$10,000 in taxes annually. Select Board member Paul DeRensis said a senior center has been discussed for more

**Internet – Newspaper Archives Searches*****David R. Williams****(Articles are in reverse chronological order)*

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than 10 years, and that seniors have supported the schools, even though many of them do not have children in the system. "I think we owe it to the seniors," he said. COA members said they could contribute \$200,000 in funding, and pointed to a state earmark of \$100,000 for which they could apply with an extension.

Select Board member Eric Johnson asked whether the building complies with the Americans with Disabilities Act, to which Kelliher responded, "We are getting a quote." She said the bathroom would need to be re-fitted for wheelchair access, and several doorways would need to be widened.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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<https://www.patriotledger.com/story/thepress/2020/05/19/sherborn-looks-at-lip-project/64664504007/>

The Patriot Ledger  
May 19, 2020

**Sherborn looks at LIP project proposal**

Author: Sarah Freedman

The Sherborn Select Board discussed a number of housing items on its agenda, including the right of first refusal for 31 Hunting Lane and a potential Local Initiative Program via the Department of Housing and Community Development with Coolidge Crossing and Meadowbrook Commons. Town Counsel Barbara Carboni of KP Law explained the LIP process versus a traditional 40B project. She noted that LIP projects are “generally considered an alternative to the 40B process.” She said the town has more negotiating power with a LIP project than one that is “driven solely by the applicant.” She said, “They’re intended to give cities and towns more of a role in shaping the project than is typical for a 40B project that’s ... developer-driven.”

There are two types of projects involved, Carboni noted. One is going through the comprehensive permit process with the Select Board’s support, usually in the form of a letter, and the other is creating housing using conventional zoning in town, i.e. a special permit project with affordable units. “There really are all kinds of LIPs, and it just depends on the needs of the town,” she added.

Select Board member Jeff Waldron asked if there is a difference in the timing of the projects, and Carboni said the review process by the state agencies tend to be more streamlined with a LIP project done by comprehensive permit. She said the steps are the same, as there are appeal opportunities, and timing is not “a large factor.” Select Board Chairman George Morrill said of the Coolidge Street projects, “We are making progress.” He believed the next step is to see a final plan from the developer Pulte Homes and for the Select Board to give a letter of support after reviewing it. Town Planner Gino Carlucci said of the current plans for both developments that “it’s been a tremendous improvement from earlier versions.” He believed a LIP project is “certainly worth considering.”

Town Administrator **David Williams** said the notices of intent were to negotiate an intermunicipal agreement for water and sewer from Framingham and Natick. He noted they have not gotten a direct response from either community yet. At some point, Pulte Homes would be returning with a letter from Framingham and Natick, according to **Williams**. As for the right of first refusal for 31 Hunting Lane, Carboni said it has not yet been triggered. The issue has not gone away, she said, and Town Counsel has informed Mass Housing of this status. She said when a bonafide purchase-and-sale agreement, meaning the price is realistic, is made the town has the opportunity of meeting that agreement. Dr. John Halamka, an abutter and founder of Unity Farms Sanctuary, said he was strongly interested in the issue and would like to stay

**Internet – Newspaper Archives Searches**

*David R. Williams*

*(Articles are in reverse chronological order)*

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involved. Select Board member Paul DeRensis said this “provides a wonderful opportunity for the town to have a nonprofit to whom we can assign our right of first refusal.” Halamka, who is the president of the Mayo Clinic Platform, also updated the board on his efforts co-leading the nation’s private sector response to COVID-19 from Unity Farms and told them to contact him if anything was needed. He added he is involved with the governor on contact tracing issues on the state level.

In development news, Morrill said they received letters from Mass Housing for the initial approval of the sites for Apple Hill Estates at 31 Hunting Lane and Pine Residences at 41 North Main St. Carboni called them “the tickets for the applicant to apply to the Zoning Board of Appeals for a comprehensive permit.” She said they were standard project eligibility letters. DeRensis thanked everyone who contributed to the town’s letters to Mass Housing, and said even though eligibility was found, the points in those letters have been noted as things that need to be addressed by the developer. He added, “We have made progress. We were able to get those issues on the table.”

Select Board Clerk Eric Johnson said the letter was good for two years and asked about extensions that the developer could receive from Mass Housing. Carboni said she has “never seen an applicant unable to get an extension.”

**Town Meeting update**

The Select Board also addressed COVID-19 related items. While the Select Board kept its vote not to have a town meeting before June 30, they did discuss the possible dates and having only one night for the Town Meeting. Town Administrator **David Williams** said they could set it for Aug. 25 with the understanding that date could move up. Morrill believed they did not need to set it for August yet, and DeRensis said they could set a fall town meeting any time and then postpone the spring town meeting to July and then August. This would be dependent on Governor Charlie Baker’s stay-at-home order regarding COVID-19, he said.

DeRensis said, “It might be easier to do it that way.” Since the Town Moderator can move TM dates by 30 days, he added this is what they could do. He explained this could be the procedure to get to that date. Johnson supported pushing the Town Meeting date as well as adjusting the quorum. He added, “It’s more and more clear that, you know, that a lot of these dates we have for opening and reopening is just going to continue to get pushed, and it’s going to be more and more restrictive.”

As for the concern of Town Moderator Mary Wolff had about complications to the budget, Town Accountant Sharon MacPherson said she was OK with whatever approach they take: having an August Town Meeting or one in the fall. “I’m not afraid of the challenge of what it’s going to bring, so if you want to push it off until the fall, that’s perfectly fine with me,” she said. Select Board Vice Chairman Chuck Yon said, “I think it makes sense that we try to do it in one day if possible.”

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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WickedLocal.com  
April 27, 2020

**An Eagle Scout project that soars**  
Author: Maureen Sullivan

You could say that Dover-Sherborn High School senior Andrew Guillette made his project fly like an eagle. With help from Town Administrator **David Williams**, Guillette used his own drone to capture images of Sherborn, then edit the footage into a video of the town. The results may be seen on the homepage of the town’s website, sherbornma.org. “In less than a month, the video has more than 3,400 views on YouTube and about 100 likes, which is a better result than we had expected,” said **Williams**. “We are currently working with the town’s website provider to make the link to the video a permanent part of the town’s website banner.”

According to **Williams**, Guillette contacted the office about six months ago about his idea for an Eagle Scout project. “His idea was to film and edit a video for the town’s website that would introduce Sherborn to the world via the Internet and hopefully make residents feel proud to live in Sherborn.” Guillette said he originally wanted to focus on the town’s cemeteries for his project; he then saw a “Kid California” video that promoted the beauties of the state, and decided to use his skills in videography. “I’ve been interested in photography since I was a kid,” he said; his first recordings were of his brother and friends “jumping off bridges.” He then became interested in drones; his first one smashed into a bridge. Guillette then obtained a commercial drone “with really good video,” he said. Along with the drone, he has received a pilot’s license from the Federal Aviation Administration that allows him to use the drone for commercial projects. When Guillette decided on his Eagle Scout project, he first had to get the idea past the Boy Scouts board that oversees potential projects. Once the board approved the idea, it was time for Guillette and **Williams** to go to work. According to Guillette, the project took about 300 hours, with about 150-200 hours editing. “Andrew and I met about six times to go over video clips and different versions of the video to reach this final product, which I think came out pretty well,” said **Williams**. “It was an unorthodox Eagle Scout project,” he said. “But it was cool, and it has a lasting impact,” said Guillette. This spring, Guillette is working in the Town Administrator’s office for his senior project. “He has volunteered to take additional video footage this spring of some town departments, buildings, and areas of town during a different season. The new footage can be inserted into the original video, replace pieces, or be held as a video record for other purposes,” said **Williams**. “On behalf of the Sherborn Select Board, the town of Sherborn is grateful for Andrew’s dedication and effort in making this project successful.” Like every other student, Guillette has been taking online classes from home because of the coronavirus situation. “It’s been hard for teachers, too ... they have kids. But it hasn’t been terrible, and it’s been nice to be around family,” he said. After graduation, Guillette will be attending Fairfield University in Connecticut. View Guillette’s work on his website, [acgaerial.com](http://acgaerial.com).

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**David R. Williams**  
*(Articles are in reverse chronological order)*

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WickedLocal.com  
March 3, 2020

**Sustainability Coordinator**  
Author: Sarah Freedman

The Select Board has pared down the candidates for the Sustainability Coordinator position to two. At the last Annual Town Meeting, Article 26 was passed to create the role, and after a search process, two candidates, Town Planner Gino Carlucci and Dorothea von Herder, are being considered.

Town Administrator **David Williams** said they used an outside HR consultant, Mary Beth Bernard, as well as a screening committee of Michael Lesser and Fred Cunningham of the Energy Committee, and Planning Board Chairman John Higley, to narrow the field.

**Williams** said that von Herder will send something to the board as she was unavailable that night. He added they could schedule her interview for another night. Lesser said there are two candidates who have “gotten very strong recommendations.” He said, “They have some comparative strengths.”

In his interview, Carlucci said he has been doing a great deal of the work a Sustainability Coordinator does already and that “it’s a part of my job that I enjoy quite a lot, and I would very much welcome the opportunity to expand that part of my job.” Carlucci worked for the city of New Orleans in a similar role overseeing environmental affairs. He added, “It’s something that’s near and dear to my heart, so for these reasons, I’m very interested.” DeRensis noted that Carlucci is “excellent at what you do,” but the idea of the citizen’s petition was to focus on sustainability. He asked if Carlucci could focus on one aspect with his job as Town Planner. Carlucci believed that he could as his hours would be increased, and he could “devote that additional time to those specific duties.”

Waldron said he believed they needed to move on the issue since it has been 11 months since the article’s passage, and suggested a motion to authorize **Williams** and those involved in the search to make a decision. As there is interest in both candidates, He said they could consider a team approach where they give Carlucci additional hours and hire von Herder “for a number of hours.” By hiring two people, it would give the town more flexibility, said Waldron. They have complementary expertise as well, he noted, and the town would not be held to the 19.5 hours as the time could be split up. He added the screening committee is supporting this approach. Lesser said, “There is probably a way to work it out amongst the four of us.”

**Williams** believed the group had “fulfilled their role” of bringing the candidates forward. He said the approach Waldron endorsed could work, but they have to sit down with the Finance Director Sharon MacPherson. **Williams** said, “I want to get the position working with the Energy Committee as quickly as possible, and I think that’s where it should be.” Lesser wanted the screening committee to have more input, and **Williams** said the person will be working with the



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**David R. Williams**  
*(Articles are in reverse chronological order)*

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Energy Committee, not himself. Lesser clarified that he just wanted more communication on the final hiring process. The Select Board voted to delegate the authority to **Williams** to decide who will get the Sustainability Coordinator job with the idea that both could be hired.

In other news:

- In regard to the Pine Hill access road near the Pine Hill Elementary School, **Williams** said they went to State Rep. David Linsky with the request to carry forward the previous fund request for \$1.3 million to finish the road and resolve safety issues. At the time, Linsky said they need a signed letter from all five Select Board members. **Williams** presented a draft letter to that end for comments from the board. They tabled the item until the next meeting so they could review the letter.

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**David R. Williams**  
*(Articles are in reverse chronological order)*

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The MetroWest Daily News  
January 28, 2020

**Sherborn fires library expansion contractor - Town terminates contract with Five Star Building Corp. due to shoddy work, delays**  
Author: Maureen Sullivan

The library on Sanger Street still stands empty, with an expansion left undone. There is no work currently being done on the project, which began in early 2017 and was expected to be completed by the end of that year. As the project entered its third year, with no completion date in sight, the Select Board decided to terminate its contract with Five Star Building Corp., the contractors for the expansion, on Jan. 16. As a result, Five Star and its subcontractors were ordered off the site.

"Five Star was terminated by the town and the bond insurance company, Travelers, was notified," said Town Administrator **David Williams** in a Monday email. "We then notified the Attorney General's office and Massachusetts Library Building Committee, issuer of the grant. "The bond company will investigate the town's complaints, and hopefully will be amicable in working with the town to replace the contractor and get construction under way again," **Williams** wrote. "Things are at about 70 percent completed right now, but town officials were in agreement that we needed to make some changes immediately.

"At the same time as calling the bond, we are replacing the OPM - Owner's Project Manager. The replacement OPM has already been lined up and I am processing that contract now. This OPM was the second lowest bidder when it was originally bid three years ago. We received permission from the Attorney General's office to use the results of the original bid process in order to not have a procurement delay. The original architect remains unchanged. "I am hopeful we will have a new, updated construction timeline and cost estimate within 60 days. But that timeframe is based on my desire, and not a guarantee made by anyone."

'Repeated failure'

The reason for the termination, according to a letter sent by the Select Board, was due to Five Star Building Corp.'s repeated failure to supply enough property skilled workers, failure to perform the work timely and in a workmanlike manner, disregard of applicable laws and codes, performance of and failure to correct defective work, poor workmanship, and other material branches of the contract. The letter provided further details of Five Star's deficiencies on the project, including:

- failure to properly install the foundation and footings;
- failure to properly install granite curbs, requiring replacement;
- improper fabrication and installation of the library's windows, which required removal;
- substantially defective masonry work, and failure to correct that work;

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*(Articles are in reverse chronological order)*

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proceeding with interior work in violation of the contract and building code, failing repeatedly to maintain adequate weather protection and heat for the building, resulting in water infiltration and significant water and mold damage;  
failure to properly install flashing at the skylight/chimney interface, resulting in water damage;  
improper installation of roof decking;  
failure to comply with its obligation to procure property insurance as required by Article 11 of the General Conditions and Supplementary Conditions; and failure to keep the building weather tight and maintain and enforce a no-smoking ban, making it impossible to procure adequate property insurance for the library building and work.

"FSBC's poor workmanship has resulted in substantial delay in completion of the project and significant monetary damages to the town," the letter said. The town may have to spend \$1 million for additional costs for architectural, project management, and expert/consultant services, according to the letter.

**What happens now**

According to an update provided by the Sherborn Library Board of Trustees, town officials are working with the town counsel at KP Law on the next steps, and the library trustees and **Williams** have notified the Mass. Board of Library Commissioners on the project's status. The town is expecting the final portion of the \$3.6 million grant from the commission. The library continues to run out of the first floor of the Sherborn Community Center; its lease runs through February. For updates on the project, visit [sherbornlibrary.org](http://sherbornlibrary.org).

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**David R. Williams**  
*(Articles are in reverse chronological order)*

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The MetroWest Daily News  
September 8, 2019

**Sherborn mulls \$50K sustainability grant - Plan to expand town planner's hours draws some criticism**

Author: Cesareo Contreras

Town Planner Gino Carlucci may soon have more work on his plate. Over the last few months, the Sherborn Select Board has contemplated how to bring a sustainability coordinator to town after residents at Town Meeting in May supported a petition article authorizing the board to create the position. In July, the town was given access to \$50,000 from the state for a sustainability coordinator to serve both it and neighboring Holliston. But instead of creating a new position, the Select Board is contemplating expanding the town planner's job description to include the responsibilities of the sustainability coordinator.

That has members of a local climate change advocacy group that successfully put the petition article on the warrant to believe the board has lost sight of the article's intent. They believe the board should conduct a thorough candidate process to ensure the best person for the job is hired. During its meeting on Thursday, the Select Board will hear from that group and from the public before voting on whether to update the town planner's job description. The Upper Charles Climate Action Node, the group that successfully put the article on the warrant, provided a four-page job description with its petition article that outlines what it believes the sustainability coordinator's responsibilities should be.

The coordinator's main purpose would be to help the town be more environmentally conscious and sustainable. Some of the ways this would be accomplished include working with various town and school employees to promote green projects and initiatives; seeking outside grant funding from the state and other sources; and writing regular reports outlining the town's progress in becoming more sustainable, the group wrote. The group recommends the coordinator work 20 hours a week and be paid an annual salary of \$30,000, with \$9,000 in benefits.

Town Administrator **David Williams** said Carlucci, who works for the town part-time at about 22 hours a week, is already doing some of the work a sustainability coordinator would perform, such as applying for grants. **Williams** said that by expanding Carlucci's role and working hours, the Select Board will not have to go through the lengthy process of conducting a candidate search and training a new town employee. "Although the Sherborn Select Board is still exploring its options, I believe the proposed structure is an expeditious, yet incremental, way of getting the sustainability effort off the ground utilizing the \$50,000 grant from the state for the benefit of both towns, and is a responsible use of the public's tax dollars," **Williams** wrote in an email to the Daily News.

But resident Fred Cunningham, who is part of the Action Node, said it's important the Select Board have more of an official candidate search. He said many in town don't know about the town planner's qualifications, or if he is fit to serve in the position. "So our request on (Sept. 12)

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*(Articles are in reverse chronological order)*

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is for them to change their focus a little bit and not just put (13) hours on the town planner on top of his part-time job, but to do the right thing, which is complete a job description, post it and get candidates," Cunningham said. **Williams** said as part of the updated job description, he would recommend the Select Board allow the town planner to work up to 35 hours a week, with the added 13 hours to be spent solely on sustainability efforts. Sherborn would use about \$30,000 of the \$50,000 of state money to pay for that increase for the remainder of the year. Holliston would then be able to use the remaining \$20,000 for its own sustainability consultant, he said.

Holliston has not approved any of this in public yet and the two towns are still in the middle of the drafting process of their inter-municipal agreement, which will outline how the money and services are shared, **Williams** said. Carlucci touted his years of experience and his ability to take on the new role, noting he had previously served as director of environmental affairs in New Orleans and that he holds a master's degree in urban regional planning from the University of New Orleans. "I have written millions of dollars worth of grants," he said in a phone interview. "I think I am certainly more than qualified. I have been doing virtually all of the tasks that were listed already and that I have significant qualifications for that position."

Should the board vote in support of the updated job description, it will then be reviewed by the Personnel Board on Sept. 18, **Williams** said. More than a dozen other Massachusetts communities have hired sustainability coordinators in the last decade, including Natick, Framingham, Newton, Medford, Greenfield, Northampton and Somerville.

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**David R. Williams**  
*(Articles are in reverse chronological order)*

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The Herald News (Fall River, MA)  
September 23, 2018

**‘The whole system is just a nightmare’ - Frustrated residents trash the system**  
Author: Eli Sherman

The easy-to-remember slogan, along with the iconic logo of three green arrows chasing each other around Earth, still sticks in the minds of residents across the country. The public-awareness campaign, albeit simple, originated out of the 1970s, and helped fuel a movement to become more environmentally conscious. The slogan still carries weight today, but the last part, “recycle,” has become more complicated, leaving Massachusetts residents confused and frustrated. “Suddenly, the collectors stopped picking up recyclables,” said Sheila Holland, a Malden resident. “No notice, no explanation, but week after week, they skipped collecting them. Finally I went down to the Public Works Department to find out what was going on.”

A town employee told Holland the city had switched to a “dual-stream” system. “I didn’t know watersheds had anything to do with recycling collection,” Holland said. Dual-stream does not in fact relate to water systems, but rather is a model of recycling where different types of material is separated into different containers; paper in one bin, plastic in the other. The approach differs from “single-stream” recycling, which allows residents to combine or comingle different recyclables into the same bin; paper and plastic together.

Ultimately, municipal leaders decide how they want to do it, but the process from there is typically the same. Residents drag the recycling to the curb, a hauling company takes it away to a recycling center where it’s processed and sold as a commodity on the global market. The end part, however, is largely what’s complicating the system. The United States’ biggest buyer of recyclables, China, earlier this year announced it would purchase fewer recyclable goods. The Asian country, which purchased about 40 percent of recyclables from Massachusetts, also said the goods it continues to purchase must be much cleaner than what it accepted in the past.

The impact has squeezed the bottom line of those in the U.S. recycling industry, which in turn impacts the haulers, the municipalities and ultimately the taxpayers. There are roughly 2,000 recycling business employing more than 13,000 people in Massachusetts, according to the Mass. Department of Environmental Protection. Some municipalities, like Malden, pay a flat fee, regardless of the global market price of paper or plastic. Robert Knox Jr., Malden public works director, estimates the flat-fee contract is saving the city roughly \$1 million more on an annual basis than some of the neighboring communities. “Recycling is very difficult right now, and the market is very bad,” Knox explained. “As part of our contract, our hauler owns the recycling for the good or bad, whether the market is up or down.”

The city’s 20-year contract with the Peabody waste-management company JRM Hauling and Recycling Services is helping the community cost-wise, although residents have complained about a decline in services. The company did not respond to a request for comment. On the expense side, other municipalities are not so lucky. In Sherborn, a shipment of recyclables is

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*David R. Williams*

*(Articles are in reverse chronological order)*

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costing the town about 30 percent more than it would to haul it straight to the trash. For most cities and towns, the difference of 30 percent can make elected officials think seriously about weighing environmental goals with financial realities. “We don’t want to do that. We care about the environment. But we need help,” Town Manager **David Williams** told the State House News Service.

Sherborn has a single-stream system, meaning residents commingle recyclables into a single bin. Since China has become pickier about what it will buy, however, a lot of the single-stream recycling — unless residents are hyper-meticulous about cleaning and sorting — ends up in a landfill or incinerator anyway. “I like that we have single-stream recycling, but I’m not confident that it actually ends up being recycled because it contains so many non-recyclable products,” said Erin McConaughy, a Medford resident. “People are still confused about what can and can’t be recycled.”

Indeed, nearly five decades of after “reduce, reuse, recycle” first started, uncertainty still swirls around what can and cannot go into the recycling bin. And the mix-up is getting expensive. In May, The Patriot Ledger reported Braintree went from earning \$20 a ton for recyclable material to paying \$50 a ton to have it removed, fueled largely by reduced demand and more non-recyclable contamination. To complicate matters further, The Ardagh Group, an Irish packaging company that owned a bottle manufacturing plant in Milford, recently closed operations, citing a decline in revenue from the beer industry. The closure has had a significant impact on regional outlets’ ability to collect recyclable glass, which the company purchased and repurposed into bottles.

In Wellesley, the town went from earning about \$4 to \$10 per ton for glass recyclables to spending between \$40 and \$50 per ton. To try and address the overarching issues, state officials in August announced Massachusetts would disperse \$2.6 million in recycling grants to 247 cities and towns in an effort to strengthen recycling programs. It also introduced a new initiative called “Recycle Smart,” designed to teach residents what’s allowed in the recycling bin and what’s not. “We know that Massachusetts residents are committed to recycling, but many don’t realize that when they throw items that are not accepted for recycling in their recycling bins and simply hope that they get recycled, they are causing more harm than good,” said Edward Hsieh, executive director of MassRecycle, a nonprofit focused on recycling and waste reduction across the state.

Whether the concerted effort will yield any measurable improvement to the overall system, however, will largely be proven by the practical experience of Massachusetts residents and whether cities and towns can balance recycling budgets. Wicked Local interviewed more than two dozen residents about recycling from across the state. Issues varied somewhat community to community, and a handful of residents detailed some positive experiences. Overall, however, responses were mostly filled with frustration. “Honestly, the whole system is just a nightmare,” Holland said.

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*(Articles are in reverse chronological order)*

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<https://www.wickedlocal.com/story/thepress/2017/07/25/sherborn-8217-s-complete-streets/20083721007/>

WickedLocal.com  
July 25, 2017

**Sherborn’s complete streets policy wins national award**

Author: Staff Writer

Editor’s Note: The following was submitted by the town of Sherborn.

The National Complete Streets Coalition, a part of Washington, D.C.-based Smart Growth America, has released its list of “The Best Complete Streets Policies of 2016.” Sherborn’s complete streets policy tied for second in the nation with a score of 98.4.

According to the National Complete Streets Coalition, 222 new policies were adopted in 2016, more than ever before, and the 2016 policies are the strongest ever. Only 13 policies were cited for recognition. “This award is a tribute to our staff, who worked together to craft the policy in a manner to address diverse interests on a controversial topic,” said Mike Giaimo, chairman of the Board of Selectmen. “We thank the National Complete Streets Coalition for recognizing our efforts.” Two other Massachusetts communities, Hull and Mansfield, tied with Sherborn for second place, while Brockton tied with Missoula, Mont., for first place. The Massachusetts Complete Streets program encourages municipalities to adopt and implement such policies, which was factor in so many of the state’s communities ranking so high.

John Higley, chairman of the Planning Board, said, “We are honored to receive this award. As the Planning Board works to update the town’s General Plan, the Complete Streets policy helps support our goal of improving pedestrian and bicycle access as well as the needs of the disabled. We want our streets to be safe and convenient for everyone.”

The town has also submitted an application to the Massachusetts Department of Transportation for funding an evaluation of our streets in order to prioritize potential projects that will then be eligible for implementation funds, according to Town Administrator **David Williams**. Among the high-priority projects is a sidewalk on the east side of North Main Street, a long-time goal of the town. The Complete Streets program provides a potential funding source for that and other pedestrian and bicycle-friendly projects.

The town has also been selected as one of the grant recipients for the Municipal Vulnerability Preparedness Program. This program is the initiative of the Department of Energy and Environmental Affairs to assist communities in identifying and preparing for future climate risks. The grant will pay for a consultant to come to town and review our buildings and facilities for opportunities to make improvements that combat ore prepare for climate change. The end product will be a report from the consultant on opportunities and recommendations for Sherborn.



**Internet – Newspaper Archives Searches**

*David R. Williams*

*(Articles are in reverse chronological order)*

<https://www.wickedlocal.com/story/thepress/2017/03/09/sherborn-sees-temporary-spike-in/21992192007/>

WickedLocal.com  
March 9, 2017

**Sherborn sees temporary spike in free cash**

Author: Sarah Freedman

The Sherborn Board of Selectmen had a fruitful and in-depth discussion about the fiscal 2018 budget at its March 2 meeting, tackling the town building capital budget and insurance budget. Town Administrator **David Williams** said that the Capital Budget Committee reviewed the town building capital budget, and noted that when comparing the projects listed, it is a small number compared to what the overall need is. He said the concern was if they “kicking the can down the road.” He did note while this was true for some things, there were some high-priority items being addressed like the Police Department HVAC system. In addition, they did organizational work to put all of the recommendations made by the Onsite Insight firm into a master sheet. As they have separated all of the maintenance items to develop a maintenance plan, he said they need someone who can handle it on a daily basis. **Williams** explained that he had a larger number in the fiscal 2018 budget before so he bumped some items to the following year.

**An 'unusual spike' in free cash**

Selectman Chuck Yon inquired about being more aggressive with the capital building numbers as the free cash number was projected to be good for this year. The free cash number, which has been reviewed by the Department of Revenue and interim Finance Director Sharon MacPherson, is \$3,085,000. “Normally, we’d be projecting about a million-and-a-half for free cash,” **Williams** said. Selectmen Vice Chairman Paul DeRensis said the number is “an unusual spike,” essentially double what they have previously seen. He asked if it was a one-time event, and **Williams** said that they were projecting \$1.5 million in their models for the next fiscal year.

Chairman of the Advisory Committee George Morrill said with the switch to trend budgeting last year they would not have the turnbacks they have been seeing. Between lower turnbacks and an \$800,000 correction, the \$3 million number was a “blip.” Morrill said the Regional and Sherborn schools would not have those large turnbacks and have gotten back to budgeting where they should be. At the Advisory hearing on Mar. 18, he added they should discuss as a board to figure out how the town wants to use the free cash.

One idea he said the Advisory Committee has been talking about is increasing the amount in the Special Education Stabilization Fund because they have a large increase in out-of-district costs coming in, and they would not have to scramble for money in a year with a lower free cash number. Selectman Mark Brandon said he believed that the number for capital building projects should be higher than the current approximate number of \$300,000 with Yon being of like mind on the subject.

**Internet – Newspaper Archives Searches**

*David R. Williams*

*(Articles are in reverse chronological order)*

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**'We need a facilities manager'**

Selectman Sean Killeen spoke about the bigger picture and said they do not have anyone to handle the project list. He said they needed to look at the mechanism of how to manage the projects. He added that it has been **Williams** and Assistant Administrator Diane Moores working on the capital item list with no experts who have been working on them. Brandon asked how the schools handle capital projects, and Killeen said they have a staff and Facilities Manager for the Regional Schools Ralph Kelley, as well as a committee who meets regularly to vet projects. To that end, DeRensis asked if they should create a town building task force. “We need an employee. We need a facilities manager,” Killeen said.

**Spending more on capital items**

On the matter of the amount for projects, Selectmen Chairman Michael Giaimo recommended increasing the town building capital items number of \$400,000 on the Annual Town Meeting warrant. He suggested that **Williams** come up with a number based on their discussion and work with Killeen on it. The consensus among the selectmen was to bring the number up to the \$500,000 range.

**Water and sewer for Sherborn Center**

One highlight of the warrant discussion regarded the capital items for the Town Center Water Options Committee. Water Commissioner Roger Demler was on hand to speak to the two items: one to build and test a full-scale well for \$100,000 and another for site engineering for the recharge of wastewater at an amount of \$40,000. Demler, who heads that committee, said they have been doing a lot of work and have engineers who have come up with better estimates for what it would cost to put in water and sewer in Sherborn Town Center. The question, he said, was “what do they do next,” and the two items in the capital requests article was the result.

He noted in order to be sure a well could be put in, money has to be spent on a test well, and if one wants to do a shared septic system for areas of downtown, the next step is septic system digging and boring. However, he said there were many details the committee had not worked out yet. “When they have a position on where they want to be, we’ll be able to tell them: ‘This is what you’re going to need to do with the water and septic to make that possible,’” Demler said, noting that the planning board is looking at the master plan for the town.

He added that the Planning Board is not expected to have a full report on the General Plan out until this fall with a possible special Town Meeting to look at the report. At that time, Demler believed they would be in a better position to figure the costs for whatever the planning board may want to do. “I think Roger’s suggestion of waiting until the master plan ... is in shape to be revealed and discussed by the town is a really good idea,” Giaimo said. He said they should still leave the articles on to facilitate a discussion at the advisory hearing and possibly the annual Town Meeting floor. Giaimo said, “The town ought to know that this isn’t just a pie-in-the-sky idea. This is something that a lot of really smart people have focused on and figured out most of how we could do it, if we wanted to do it.”

**Internet – Newspaper Archives Searches*****David R. Williams****(Articles are in reverse chronological order)*

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**In other news**

The selectmen reviewed the general insurance budget for town property, auto, required bonds for finance employees and workman's compensation, which is estimated to be \$245,903, according to **Williams**. Their carrier, Massachusetts Interlocal Insurance Association, recommended estimating a 10 percent increase.

The Board of Selectmen also finalized the 2017 Annual Town Meeting warrant with the Advisory Committee hearing set for March 18. Selectmen recognized Frank Hess and Stacey Brandon for their volunteer service to Sherborn. Brandon has been a trustee of the Sherborn Library since 2001, and Hess has served on the Sherborn School Committee and the Disability Advisory Committee.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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<https://www.wickedlocal.com/story/thepress/2017/02/20/sherborn-selectmen-consider-next-step/22425369007/>

WickedLocal.com.  
February 20, 2017

**Sherborn selectmen consider next step regarding General Chemical site**

Author: Sarah Freedman

The ongoing effort to clean up the General Chemical site in Framingham has been a topic of note for the Sherborn selectmen, and, at their Feb. 15 meeting, they considered the next step in participating in the Massachusetts Department of Environmental Protection’s process. According to Town Administrator **David Williams**, they have worked with the TRC Environmental Corporation, a consulting firm, to respond to the MassDEP in regard to General Chemical. “There’s more work to be done, and DEP is reviewing the responses, and we really have to have somebody sitting at the table representing our interests,” **Williams** said. He said he asked TRC to put together a proposal for a contract.

Members of the Board of Health were present to speak on the subject, namely Daryl Beardsley, chairman of the board, and Health Agent Ethan Mascoop. Beardsley noted the discussion was about where things stand with the General Chemical cleanup and the need to quickly address some items. The issue of leadership was a part of going forward as she said there has been some “back and forth” about who would lead an effort to look at General Chemical, and whether it would be the selectmen or the board of health. “The Board of Health is certainly willing to be involved, and we’re also willing to take over more,” Beardsley said.

In an update on the remedial process, Mascoop said Beardsley wrote a response to DEP, as did parties in Framingham and Natick, that went in a couple of months ago, and a response from DEP was received “approximately a month ago.” Mascoop explained the bottom-line about the response and material received from them. He read one of their concluding statements: “Thermal treatment has the potential to provide a faster cleanup of the GCC facility property.” He also read their opinions that it could reduce concentrations more effectively than the other strategies they evaluated, but the Environmental Protection Agency’s recommendations do not consider cost for this treatment. The issue, Mascoop added, was they did not know if MassDEP would require that level of cleanup. If they did require a lesser standard of cleanup, Mascoop said part of the reason would be that Framingham does not use groundwater for drinking water as their water comes from the Massachusetts Water Resources Authority, or MWRA.

Another factor, he said, was that General Chemical, for a number of years of his involvement in the process, has not admitted the small amounts of contaminants picked up in Sherborn is related to the site’s plume. “We believe, or I believe with the consultants, that it is connected to General Chemical,” Mascoop said. “If General Chemical were to accept that, then obviously the cleanup would be much more extensive and costly than what it is right now, and that’s part of the issue.” He said he believed that Sherborn’s place at the table was “critical.” “I believe that General

**Internet – Newspaper Archives Searches***David R. Williams**(Articles are in reverse chronological order)*

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Chemical has to be held responsible for the contamination and the resulting cleanup," Mascoop said. "If DEP chooses not to require such an extensive cleanup to the more strict standards, I would also suggest that we need to have TRC as a consultant to advise us, advise the town." The advice would entail what kind of sentinel well systems should be placed around the site to monitor the cleanup's effectiveness and if and when contaminants continue to move into Sherborn, according to Mascoop.

He also suggested the need for an early warning system, which currently does not exist "to the extent that is necessary." MassDEP is considering Phase Three of the process, which concerns the decision on what kind of cleanup will be done. Mascoop called this "a critical point in their process," and said Sherborn needs to be a "very, very loud voice, a very strong voice at that table."

Beardsley said she believed without Sherborn advocating for clean drinking water in town, MassDEP is not being pushed to that standard. Framingham cannot make that argument, she said. Selectman Chuck Yon agreed that Sherborn needs to be at the table, but he disagreed in that he noted the MWRA and Natick both have similar issues regarding the groundwater standard. "They are very actively involved now," Yon said, of the MWRA.

Beardsley suggested that Sherborn try to coordinate with both Natick and the MWRA, to which Yon was in agreement. "I think we need to stay in it," said Selectman Mark Brandon, who participated in the meeting remotely. Selectmen Vice Chairman Paul DeRensis said it was "the single most important time" to have a consultant because the issue at hand is the remedy for the General Chemical site. "Our intervention being strong right now is really the moment of truth," DeRensis said. "If we get the remedy we want, that's going to produce benefits for the town. If we try to hold back to some later part of the process, some other remedy will be chosen." He added, "So this is the time to spend the money."

Selectmen Chairman Michael Giaimo asked what the timeframe for the MassDEP decision is, and Mascoop said there was no absolute timeframe, but they have been talking to MassDEP informally about these issues. Mascoop said the goal is for Sherborn to weigh in on the process over the next few months or so. "There is no firm deadline from DEP on this," he added.

DeRensis made a motion to engage TRC to present Sherborn's concerns, such as the thermal treatment and sentinel wells, and provide professional consulting services for an amount to not exceed \$10,000, which would come from a previously approved Town Meeting article. The motion passed by roll call vote. There was also a general consensus among the selectmen to invite MassDEP to another open selectmen's meeting after submitting comments, but prior to any decision on a cleanup remedy.

Selectman Sean Killeen said of Mascoop's knowledge of the General Chemical site, "We're lucky to have him helping us."

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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The MetroWest Daily News  
September 13, 2016

**Sherborn Board of Health- Late-night vote criticized - After-midnight action on health agent raises transparency concern**

Author: Bill Shaner

Town Administrator **David Williams** criticized the Board of Health for voting after midnight and without public notice to allow Mark Oram to return to his role as part-time health agent. The vote, which took place between midnight and 1:20 a.m. last Thursday, has sparked at least seven written complaints from residents, **Williams** said. “Late-night voting is never in the best interest of serving the public,” said **Williams**. The discussion about Oram was not even on the posted agenda, he said.

Though 28 people were on hand when the meeting started at 7 p.m., only three remained by the time the board moved to a discussion of Oram, according to draft minutes of the meeting. Board member Rebecca Hunnewell is quoted in the draft minutes as saying she “didn’t want to put him through the harassment of all these people.” The vote was the last piece of business on a 21-item agenda. After the board voted 3-0 to allow Oram to work again, the meeting adjourned at 1:20 a.m.

Chairwoman Daryl Beardsley said she considered postponing the health agent discussion given the late hour and dwindling presence of residents, but opted not to because “the board has an administrative duty to ensure the provision of timely Board of health services.” They had the discussion last, she said, because time sensitive and scheduled appointments had first priority. Further, she said the board plans to repeat the key points of the health agent discussion at the next meeting.

While **Williams** contends that a vote on allowing Oram to work was not on the agenda, Beardsley said it was listed, just in an "intentionally broad way," to allow for a wide range of discussion. The item read "Health Agent discussion - job posting update," which is a reference to a separate hiring process for a permanent part-time health agent (a job Oram will have to apply for to continue working in the future).

Oram, who had served for more than 30 years as the town's part-time health agent, was suspended in May after a report by the state Inspector General’s Office found he may have committed time fraud while working full-time in Ashland and part-time in Sherborn and Norfolk. The suspension was conditioned on having approval from Ashland officials to work in town, which he received in mid-August. The permission came after an internal investigation in Ashland that cleared Oram of wrongdoing.

During the Sherborn Board of Health’s discussion of re-employing Oram, Beardsley is quoted in the draft minutes as saying, “We desperately need him.” Dick Dailey, one of the three residents who was around for the finish, spoke on Oram’s behalf, calling him a hard worker who’s already

**Internet – Newspaper Archives Searches*****David R. Williams****(Articles are in reverse chronological order)*

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been through months of scrutiny. Oram could not be reached for comment Monday. With the vote, Oram now serves as the temporary part-time health agent. Meanwhile, the town administrator has launched a hiring process for a permanent part-time health agent. He posted the job on Aug. 23 and will close it on Sept. 23. If Oram wants the job, he said, he'll have to reapply. He said the town has received several applications, but citing confidentiality laws, he declined to say whether Oram applied. **Williams** is collecting applications, but the Board of Health is the hiring authority for the health agent in Sherborn, and will ultimately make the decision.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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The MetroWest Daily News  
July 25, 2016

**General Chemical- Towns want extensive cleanup**  
Author: Jim Haddadin

Saying a tentative plan to clean up pollution at the former General Chemical site in Framingham doesn't go far enough, town officials are urging the property owner to undertake a more extensive remediation effort. Trinity General Corp., a parent company that owns the 133 Leland St. property where General Chemical formerly operated, recently finished a draft plan to clean up the site. Its proposals include \$1.8 million worth of remediation work and efforts to meet regulatory requirements.

However, health officials in both Framingham and Sherborn fear those measures won't be sufficient. They argue the proposals don't address contaminants that may have already seeped into the bedrock aquifer that supplies drinking water for Sherborn, which relies entirely on groundwater for its water supply. Town officials also fear the remediation plan won't adequately clean contaminated water entering the Sudbury aqueduct, which serves as a backup water supply for the MWRA, or address the potential for contaminants to reach Lake Cochituate in Natick. "We have taken issue with a lot of information that they've put into the (draft plan)," said Carol Bois, an environmental site assessment officer working for the town of Framingham.

General Chemical previously stored and distributed petroleum-based chlorinated solvents at the Leland Street facility. The business closed in 2012, but its parent company only recently finished assessing the environmental damage left behind at the site under a five-phase cleanup program mandated by the state. In a May 31 response sent to DEP, officials from numerous town departments in Framingham outlined their concerns regarding a draft remedial action plan for the site. The town's goals include protecting nearby wetlands, ensuring the site can be redeveloped and protecting the neighborhood, which is home to an Environmental Justice population — a legal classification for communities of color and lower-income residents, who often bear the burden of living near polluted sites.

The town is also working to ensure the contamination doesn't reach the nearby Woodrow Wilson Elementary School. At a public meeting earlier this year, a consultant hired by the property owner said there is no risk to the school. The contamination does pose some future risks for construction workers and others working inside buildings at the site, however. The main contaminants of concern are chlorinated volatile organic compounds and 1,4-dioxane.

One of the main points of contention now is whether contaminants have seeped into the bedrock aquifer beneath the site. Members of Framingham's Board of Health have asked the property owner to install monitoring wells as deep as 75 feet underground to serve as an early warning system.



**Internet – Newspaper Archives Searches*****David R. Williams****(Articles are in reverse chronological order)*

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In Sherborn, the area of concern that could be affected by groundwater contamination includes 29 existing homes and an additional 124 units that have been proposed in two developments, The Fields at Sherborn and Coolidge Crossing. Officials fear the state Department of Environmental Protection will allow General Chemical's owner to carry out a lower-cost cleanup that doesn't sufficiently protect the town's well water, according to Town Administrator **David Williams**. "We will be requesting a meeting with MassDEP and the EPA to discuss that timeline as soon as possible," **Williams** wrote in an email Friday, "because we need to stay involved in the process and cannot allow the short and long term safety of Sherborn's drinking water to be lowballed."

Trinity General Corp.'s environmental consultant is currently reviewing comments received from the public. The company's draft remediation plan will then be forwarded to the state for consideration.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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The MetroWest Daily News  
May 27, 2016

**Alleged time card fraud- Sherborn suspends health agent- Follows critical report by state inspector general**

Author: Bill Shaner

The Board of Selectmen voted to suspend part-time health agent Mark Oram until the town receives written permission from officials in Ashland and Norfolk, the two other towns where he has worked at the same time. Oram's work as health agent in Sherborn without written permission from Ashland, where he works full time, and Norfolk, where he works on a contract, violates state law, according to Sherborn Town Administrator **David Williams**.

Ashland isn't handing its permission over very quickly. Town Manager Michael Herbert said he won't give Sherborn written permission until his office carries out a thorough investigation of the state Inspector General's allegations of time fraud on the part of Oram. Herbert said he won't "take any action on Oram's status" until the investigation is over. The IG's report, sent May 17, said Oram made well over \$100,000 spread across work in three towns for at least the past three years, but, because of poor record keeping on the part of the towns, the IG wasn't able to determine whether he double-billed for his time. The IG calls on the towns to launch independent investigations and make policy changes.

Ashland and Sherborn officials have been aware of Oram's work in both communities since 2014, and officials confirmed he has worked in both towns for at least 20 years. The Sherborn Board of Selectmen voted unanimously at its meeting Wednesday to halt Oram's work in Sherborn until written permission comes from Ashland, Norfolk, and any other town Oram has been working in about which the town is not aware, **Williams** said.

Oram, a Marlborough resident and city councilor, said via email that, after consulting with his private attorney, he doesn't believe the Sherborn Board of Selectmen properly interpreted the legal statute they used to suspend him. He said the allegations about his work, which prompted the IG's report and the suspension by Sherborn officials are politically motivated, sparked by a complaint filed by a disgruntled developer years ago. Oram said he may pursue legal action "in the near future," but didn't get into specifics about who, or what, that might involve.

In Sherborn, Oram has worked for at least five years under two separate contracts with the Board of Health, signed on the same day. In one contract, he goes by Enviro-Tech Consultants, a name that was never registered as a business with the Secretary of State's Office or the City Clerk's Office in Marlborough. The Enviro-Tech name links back to Oram's personal tax ID, Oram said in a previous interview. The IG report points to the use of Enviro-Tech Consultants to collect on those contracts as possibly being illegal. It calls for the towns that signed contracts with Oram via Enviro-Tech to investigate the legality.

**Internet – Newspaper Archives Searches*****David R. Williams****(Articles are in reverse chronological order)*

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Bringing in roughly \$4,500 a year via Enviro-Tech, and about \$57 an hour under his own name, Oram made \$45,469 in 2013 from the town of Sherborn, \$27,296 in 2014 and \$51,290 in 2015. The money collected in Sherborn is on top of full-time pay in Ashland that in 2015 was \$85,243, according to the IG's report. Earlier this month Sherborn officials reclassified the health agent role as a part-time municipal position, as opposed to being contracted. Oram will have to apply if he wants the job, said **Williams**. See below for copies of Oram's dual contracts with Sherborn.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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<https://amp.statesman.com/amp/64729886007>  
November 27, 2013

**Officials in Sherborn are working to put a halt to speeding.**

Author: Sarah Freedman

The selectmen held a public hearing on Nov.21 to garner feedback about the recent installation of two stop signs at the intersection of Woodland and Mill streets. The issue at hand was whether to make the signs permanent pending a vote from the Board of Selectmen and a favorable general consensus from the people in attendance, as well as the general public via feedback received by Town Administrator **David Williams**. Located at the northern most corner of Deerfield Road, the two stop signs are an addition to the one already set up at the intersection.

Brad Van Brunt, chairman of the Traffic Safety Committee, explained the incentive for the proposal. He said about Woodland Street, “it’s a downhill slide from west to east, and traffic just tends to pick up speed as it hits the lower part. There have been numerous complaints about the corner of Woodland and that ... mile stretch of road heading toward Route 16.” The committee came to the “unanimous conclusion” that the key to slowing drivers down would be to have the intersection properly examined by engineers. Following that step, the idea was to use stop signs to reach their goal because there were not a lot of options “short of having a complete redesign of the intersection.” Board of Selectmen Chairman Peter Caruso said, “So we have an all-way stop intersection, is that the term for it?” Van Brunt said it was technically a three-way stop.

During the process of putting up cones to designate stop lines and installing signs, Richard Thompson, the Sherborn police chief, said the police department has monitored the intersection. He added, “We continue to monitor the intersection.” Thompson said there has been “more plusses than minuses” in the feedback received about the stop signs. **Williams** said he has received a few complaints, but that one person changed their opinion. Selectman Michael Giaimo said that he uses the intersection every day and that he “thinks it’s great.” He added, “Just anecdotally, what it does is it creates a full stop at the end of Mill?”

In addition, Thompson said, “The Traffic Safety Committee had at least three meetings that were attended by 20 to maybe even 30 Woodland Street residents who shared concerns about traffic issues there. I would say strongly that the residents in that area are very supportive of this.”

Eliot Taylor, a resident, said he would endorse going even further and making it an all-way stop. He said, “I am all in favor of this being an all-way stop, and we should have quite a few other all-way stops.” Chuck Yon of the Planning Board said, “Kudos to the Traffic Safety Committee. This is a simple, low-cost solution.” There is also a fiscal benefit to the stop signs, which the selectmen voted to make permanent, as it cost \$225 plus labor to install them.

Ed Wagner, the Community Maintenance & Development director, said, “Us installing these two stop signs and not spending the money on the engineering and construction, we’ve saved approximately \$10,000.” He said the \$21,000 approved at the 2013 Town Meeting is being

**Internet – Newspaper Archives Searches***David R. Williams**(Articles are in reverse chronological order)*

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redirected for other resident concerns. Caruso said of the signs, “This forces people to stop. That alone is good.” Vice Chairman Paul DeRensis said the Traffic Safety Committee made a good case for the two stop signs. He added, “It would improve public safety.”

In other business:

— **Williams** reported on the status of the free cash certification and Town Meeting warrant process. According to Caruso, the notices of intents for warrant articles include money expenditure, approximately \$1 million collectively, or bylaw changes, with the biggest item being the request for a fire truck. He said, “It just gives us a good sense of what we’re in for.”

**Williams** said there is a list of 27 potential warrant articles, with six more he expects to see. He added, “There are a number of capital items that will probably be thinned out.” In regard to the free cash certification, **Williams** said the goal is to have it done by the end of November. With both Dover and Millis not certifying their free cash as of that evening, he noted, “We’re not behind in any way with the other towns.”

— The selectmen voted to approve a warrant for \$291,081 for configuring payroll period changes to the fire department and the CM&D department.

In accordance with the selectmen’s vote, it would be approved pending the signature of the CM&D Director Ed Wagner and an explanation of overtime for the same department. In regard to the fire department, Caruso explained that employees are paid biweekly, like other town employees, just on an alternative week. He said, “They’re not weekly. They’re just off-cycle.” Caruso added, “We need to have a good sense of what it will take to get the fire department on cycle with everybody else.”

**Williams** said the parties involved in union discussions have been notified because “we want to hear their issues, and then we’ll make a decision.” He added, “That’s the only real hold-up in there.”

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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MetroWest Daily News, The (Framingham, MA)  
February 15, 2013

**Assistant town manager's final day**

Author/Byline: Danielle Ameden

FRAMINGHAM - Assistant Town Manager **David Williams** departs today for a new job as Sherborn town administrator, and the search for his successor continues.

Town Manager Robert Halpin said he is starting to interview candidates over the next two weeks "and will be moving the process along quickly after that." **Williams** has been Framingham's assistant town manager for three years. He also headed up Human Resources until Halpin recently hired a full-time HR director, and was the town's chief procurement officer and Americans with Disabilities Act coordinator.

"He has been a very good contributor here in Memorial Building and the town and is well liked and respected by staff," Halpin said. "He is going to be missed and everyone wishes him the best (in) Sherborn." **Williams** was one of five finalists in Sherborn and selectmen unanimously picked him for the position.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
(Articles are in reverse chronological order)

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The MetroWest Daily News  
January 8, 2013

**Framingham assistant town manager accepts Sherborn job**

Author: Danielle Ameden

Assistant Town Manager **David Williams** has accepted the Sherborn town administrator job, and plans to depart Feb. 15. **Williams**, who marks three years in Framingham next month, said he's looking forward to taking the reins in the small community. "I was the first administrator in West Bath, Maine when I started my career and that was a small town, and Sherborn's a small town and you get to wear a lot of different hats," he said Wednesday.

Sherborn Selectmen Chairman Tom Twining said his board is thrilled that **Williams** has accepted the position, and given his notice in Framingham. "We are extremely pleased to have **David** coming aboard," Twining said. Framingham Town Manager Robert Halpin, who has only worked with **Williams** since last June, said the town will make transition plans next week and start taking steps to recruit a replacement. "I'm happy for him and I think it's a good move," Halpin said.

**Williams**, 44, served as Framingham's human resources director until recently, and is chief procurement officer. He also serves as the town's Americans with Disabilities Act coordinator and oversees building, media, veterans and human services. **Williams** lives in Framingham with his wife and four children. The new job will bump his salary from \$115,000 up to \$129,000. He said he plans to start in Sherborn by March 4. "My experience in Framingham has been great, and I'm looking forward to working with Sherborn's Board of Selectmen and serving the residents of Sherborn," **Williams** said.

Before coming to Framingham, **Williams** worked most recently as Weston's assistant town manager and finance director. He also worked as town administrator and then finance director and collector/treasurer for the city of Bath, Maine.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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The MetroWest Daily News  
November 28, 2012

**Sherborn board divided over pick for administrator**

Author: Sarah Freedman

Framingham's assistant town manager **David Williams** remains in the running for the job of Sherborn town administrator, but selectmen remain divided over their first pick. On Wednesday night, the board whittled the candidate pool by two, dropping Edward J. Gibson and David Marciello. Besides **Williams**, the remaining candidates are Timothy Gordon and Michael Dutton. Unable to narrow the field to two, the selectmen decided to conduct a second round of interviews on Dec. 3 and Dec. 6. **Williams** has been the assistant town manager, human resources director and chief procurement officer for Framingham since February 2010. He was the first town administrator of West Bath, Maine from January of 2000 to June of 2003, as well as its finance director, treasurer and collector.

Gordon is the chairman of the Holbrook Board of Selectmen and has been the associate director of MIT's audit division since October 2003. Dutton is an attorney who was chief administrative officer for Oak Bluffs from June of 2006 to August of 2011. He has a Certified Trust and Financial Advisor (CTFA) from the Institute of Certified Bankers at Northwestern University.

Selectmen gave their top choices for the job. Chairman Tom Twining and Vice Chairman Paul DeRensis picked **Williams** as their top choice, followed by Dutton and Gordon. Selectmen Peter Caruso's first choice is Gordon, with Dutton as his second choice. Caruso's reason for his choice was that **Williams** was "woefully unprepared" in regard to the interview questions about Other Post-Employment Benefits (OPEB). He did say that **Williams** was a "terrific candidate" with good experience. Caruso said, "I wish he was more prepared. I'd be having a different conversation."

He believes Gordon has greater potential. "Gordon brings a fresher perspective to things," Caruso added. "He was a problem-solver." DeRensis agreed he would be "a fighter for change." Twining disagreed with Caruso in that he believes **Williams** was the stronger candidate, despite his unpreparedness. "I saw the same thing you did," said Twining. "On the other hand, I think that his level of experience is tremendous. His understanding of the process, I thought, was also very good."

Twining said Gordon was impressive in the interview, but is concerned about Gordon's youth and relative inexperience. He believes Gordon has impressive academic credentials. Contrasting that with running the town, he said, "That's not this at all." Twining encouraged a swift selection to avoid losing a good candidate who might take a job elsewhere. He said, "I don't want this to happen to us – to lose our prime candidates because we're dragging our feet."



**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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MetroWest Daily News, The (Framingham, MA)  
September 21, 2012

**Town auctions off two houses - Third one withdrawn after owner pays \$52,000 in back taxes**

Author/Byline: Danielle Ameden

Shelley Frantzen and the Framingham Housing Authority got lucky Thursday. Both landed deals on fixer-upper homes by outbidding competitors during a municipal auction that drew a standing-room-only crowd to the Memorial Building. A teary-eyed Frantzen received a round of applause after placing the winning bid of \$245,000 for a single-family home at 8 Westview Road, a property valued at \$372,600. She said she felt "scared and exhilarated." "I just knew what my limit was, and was just playing the game until I reached my limit," she said.

The town also scored big by selling the Nobscot home to Frantzen and turning over the keys to a two-family home on the Southside at 45 Arsenal Road to the Housing Authority's development arm for \$160,000. Framingham strove to get the homes back on the tax rolls after foreclosing over a combined \$106,000 in unpaid back taxes and fees, auctioneer Paul Zekos said.

With \$7,500 assessments and 8 percent buyer's premiums added on to the winning bid prices, the town raised just over \$450,000 by selling the two homes. The town's total proceeds for the day exceeded \$500,000. The owner of a third home at 210 Grant St. paid off his \$52,000 bill in full at the 11th hour, pulling that home off the auction block. "On a scale of 1 to 10, this was a 10 - it was hugely successful," Zekos said after bidding ended. "I believe this was a great day for the Town of Framingham and its taxpayers."

More than 40 qualified bidders gathered in the Ablondi Room at noon, interested in the two homes up for bid. The town sold them with clear titles, with winning bidders responsible only for paying fiscal 2013 taxes up front to get the properties back on the tax rolls. Assistant Town Manager **David Williams** said the proceeds go into the town's general fund. "I'm very pleased with the results," he said.

Peter Brown, the town's tax title attorney, said he was happy with the level of interest. "I think it was a stellar auction and an extraordinary process that was put into place by the town officials," he said. Like with Westview, there was competition for the property at 45 Arsenal Road, advertised as "ideal for a handyman."

Housing Authority Executive Director Kevin Bumpus and Deputy Director of Operations Paul Landers kept flashing their yellow card, wanting to add the home to their portfolio. The property, valued at \$319,900, sits on the corner of Arsenal and Oran roads, near the Housing Authority's flagship Musterfield complex and other public housing. "This is certainly a strategic corner that we want to beautify," Bumpus said. "It's just a natural fit for us." The home needs \$100,000 in renovations, from a new roof and two new kitchens to siding, insulation and a heating system, Landers said. "We're hoping to start work on it in November," he said, estimating the project will

**Internet – Newspaper Archives Searches***David R. Williams**(Articles are in reverse chronological order)*

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take six months. "We were very excited to win," Bumpus said. "We think that it's really going to complement that neighborhood for us."

Frantzen said she wants to move into her new home as soon as possible. She brought friend Paul Schiloski of Framingham, who has experience making home repairs, to a morning open house and then to the auction. Before bidding began, Schiloski chatted with competing bidder Michael Flaherty of Holliston, who was eyeing the place as a firsttime home for his daughter, or as a project. He said the home just needed "a little bit of TLC" and said he could easily flip it with partners. "There wasn't a lot to do there," Flaherty said. Schiloski rattled off a list of problems. "It needs a roof, it needs windows," he said. "It has ants, it has mice." Afterward, he confessed, "It wasn't that bad. I was just trying to scare some people."

Flaherty, a roofer, congratulated Frantzen after Zekos yelled, "Sold." He said he wasn't disappointed with the results, since it wasn't a total loss. "I might be giving them a bid for the roof," he said. The winning bidders must close with the town by Oct. 23.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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MetroWest Daily News, The (Framingham, MA)  
July 3, 2012

**Hr Director Search Deemed A Top Priority**

Author/Byline: Danielle Ameden

FRAMINGHAM-The town's search is on for a new human resources director. It has gone without a permanent HR professional since former Town Manager Julian Suso fired Sandra Charton in 2009. Assistant Town Manager **David Williams** is serving as acting director.

Filling the post is one of selectmen's top priorities, and one of new Town Manager Robert Halpin's first tasks. "I'll be looking for a very qualified human resource professional," Halpin said. "I really see this as a leadership position within the town." The town posted the job Friday, advertising the salary as \$89,395 to \$109,261.

The director oversees recruitment and orientation, labor relations, performance evaluation and management, training and development, employee retention, position classification and compensation, employee benefits and employee communications.

The town's ideal candidate would have a master's degree in human resources, public administration, business administration, labor relations or a related field, and five to 10 years of work experience, preferably in a town or city of a comparable size to Framingham.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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The MetroWest Daily News  
May 2, 2012

**Framingham Town Meeting approves 1% raises**  
Author: Danielle Ameden

Town Meeting last night awarded the librarians, deputy fire chiefs, Parks & Recreation and Public Works supervisors 1 percent yearly raises after hotly debating whether it’s something the town can afford. The question divided voters, who supported the three negotiated union contracts, 99-38. The Finance Committee and Standing Committee on Ways and Means were opposed. “We’re very concerned about the cost of government” and the impact on taxpayers, Finance Committee Chairwoman Betty Funk said. “This is collective bargaining, and collective bargaining we all know is a compromise between sides,” selectmen Chairman Charlie Sisitsky said.

He called the 1 percent cost-of-living increase per year “very modest” and fair. “I don’t see anything in this proposal that’s extravagant,” new Precinct 4 Town Meeting member Adam Steiner said. Steiner said it would be dangerous if Town Meeting were to reject deals that the town and unions negotiated in good faith. “That could come back to bite us,” he warned.

Precinct 17 member Richard Baritz, who said he’s a federal employee, spoke out against pay increases. “I have not gotten an increase in two years because of budget restraints,” he said. “If you look at it per employee, it’s really next to nothing,” Precinct 5 member Jeanne Bullock said. Assistant Town Manager **David Williams**, who led the negotiating team for the town, said the deals contain details that will benefit the town.

The town will pay the deputy chiefs \$1,400 at the end of each year, up from \$700, for not using any sick leave, and \$500, up from \$350, if they use less than 24 hours of sick time. “The town benefits from that because we don’t have to call someone in on overtime if they’re not calling in sick,” **Williams** said.

Among the changes in the new library contract, the town will start issuing bi-weekly paychecks to cut down on administrative costs, he said. The 37 members of Local 1116, the supervisors with Parks and Recreation and the DPW, agreed to a contract that only covers fiscal year 2011. One percent raises will cost the town an extra \$22,000. It will cost the town an extra \$15,000 a year, on average, to fund the new deal with the 45 librarians in Local 888. Their contract is for fiscal 2011-2013. The five deputy fire chiefs in Local 1652 agreed to a three-deal for fiscal 2012-2014 that will add about \$6,300 per year to the budget.

Town Meeting member Ed Cross of Precinct 12 said the town’s efforts are “worth supporting.” Town Meeting shot down member George Dixon’s request to table the article until the Personnel Board has a chance to review it. Town Meeting resumes tonight at 7:30.

**Internet – Newspaper Archives Searches**

*David R. Williams*

*(Articles are in reverse chronological order)*

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The MetroWest Daily News

March 15, 2012

**FSU, museum eye space in vacant Framingham building**

Author: Danielle Ameden

Framingham State University and the Danforth Museum of Art have hatched a plan for both institutions to move into the town-owned Jonathan Maynard Building on the village green. The town received the cooperative proposal yesterday for two overlapping leases of the vacant building at 14 Vernon St. Framingham State proposes to use the former schoolhouse as a community education center starting in September. FSU would stay until fall 2015, and then move the classes back onto campus across Rte. 9. “We’re only interested in a very short-term lease,” FSU Executive Vice President Dale Hamel said yesterday. Danforth proposes to move its modern American art collection and museum school to the Maynard Building in phases starting in September 2014. It’s now in another town-owned building at 123 Union Ave. Museum officials want to sign a 30-year lease in the new spot. “We’re obviously very hopeful that it works out,” said Katherine French, the museum’s executive director. The deal is the only submission the town received by yesterday’s deadline after it issued a call for lease proposals.

FSU proposes to pay \$200,000 for its three-year lease, which it says would cover the cost of renovations the town needs to take care of. The town recently renovated the exterior of the stately brick building but left work to be done inside. The Framingham School Department housed administrative offices in the Maynard Building until the discovery of mold forced the department to evacuate in 2010. Hamel said there’s a water infiltration problem that the town needs to fix. “They’ll need to resolve that no matter who the tenant,” he said. Danforth proposes to pay for its utility costs and make \$6 million worth of building investments in lieu of paying rent, French said. The town declined to take the museum up on its proposal last year that involved teaming up on extensive repairs to the Danforth Building. French said Danforth needs to seal a long-term deal in order to undertake a major fundraising campaign. The move to a new space, which is about two miles from the museum, could help Danforth realize its strategic goal of integrating studio art education and the “experience of coming to a museum,” French said. “I’m very excited,” she said. “We’ve been just thrashing out the details and working really closely with my finance committee. I’m just so confident that this is a good solution.”

French said she reached out to Framingham State to suggest they share the Maynard Building. Hamel is a museum trustee. “I personally feel this is a very good public use of that facility,” he said of the proposal. Assistant Town Manager **David Williams** said he will share the plans with interim Town Manager Valerie Mulvey and selectmen. Selectmen could sign off on the short-term Framingham State lease, **Williams** said. “The Danforth piece of their proposal would require Town Meeting approval,” he said. “Both of these look very promising and doable and look like they are in the best interest of the town to discuss further,” **Williams** said.

**Internet – Newspaper Archives Searches**

*David R. Williams*

*(Articles are in reverse chronological order)*

<https://www.metrowestdailynews.com/story/news/2012/02/18/framingham-building-services-head-draws/37922075007/>

MetroWest Daily News  
February 17, 2012

**Framingham building services head draws praise**

Author: Danielle Ameden

Six months after Eric Heideman became boss of the Building Services Department, the Memorial Building is cleaner, brighter and safer. Town officials credit the 26-year-old with quickly making positive, noticeable changes at the helm of a reorganized and more efficient department.

Heideman started last August as building services foreman, a supervisor position the town created to cut costs after longtime Building Services Director Jim Egan retired. Around the same time, the town hired Ashley Borges in a new administrative role to replace assistant director Walter Premo, who also retired. “It’s worked out great,” Assistant Town Manager **David Williams** said. “They’re both new to municipal government and didn’t have a lot of experience. But they’ve done so well in those roles.”

Once on the job, Heideman sought quotes and hired a cleaning company to empty wastebaskets and mop floors in the Memorial Building. That outsourcing frees up his nine-man staff to complete bigger projects and catch up on preventative maintenance. “Like any other change there were hiccups,” he said, but, “they do a good job for less money.”

At Tuesday’s Board of Selectmen meeting, interim Town Manager Valerie Mulvey praised Heideman and his team for tackling a laundry list of projects, including:

- Cleaning out all the storage areas inside the Memorial Building. “There was garbage in every corner,” Heideman said.
- Hauling out four Dumpsters full of junk that the town stored in the Danforth Building.
- Replacing steam trap parts throughout the Memorial Building to better control the building temperature.
- Replacing two 1997 pickup trucks that Heideman said were unsafe and cost thousands of dollars to repair.
- Completely painted and repaired all interior hallway walls inside the Memorial Building a bright shade of gray called Manchester tan. Staff is now painting Nevins Hall, “which we hope to have done before Town Meeting,” Heideman said.
- Quickly reacting to a ceiling collapse at the Police Department about a month ago. “Luckily no one was hurt,” Heideman said. To make the Memorial Building safer, Heideman said he doesn’t allow electric space heaters, since there is no sprinkler system.

**Internet – Newspaper Archives Searches**

*David R. Williams*

*(Articles are in reverse chronological order)*

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Heideman, who served as a Navy Seabee with a construction battalion unit, is finishing a master’s program in public administration at Framingham State University. “I’ve actually got to use the skills I’ve learned in school,” he said.

Borges, who was born and raised in Framingham, has a degree in hospitality management from Johnson & Wales University. In addition to day-to-day administrative duties, she rents out the town’s halls and Cushing Chapel and handles the parking pass program for commuter lots. “(We make) a pretty good team,” Heideman said. “We work,” Borges said.

**Williams** said budget cuts over the years shrunk Egan’s staff as demands increased. Outsourcing the job of cleaning and hiring Heideman and Borges paid off, he said. “They’ve gone above and beyond what we envisioned,” **Williams** said. “They’re functioning at a director and assistant director capacity although their titles don’t reflect that. ... The demands of the facilities in Framingham are significant enough that there should be a director. Hopefully they’ll continue to grow into those roles and we can continue to organize as needed.”

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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MetroWest Daily News, The (Framingham, MA)  
December 2, 2011

**Sellers says he may sue the town - DPW director was investigated over department's hiring procedure**

Author/Byline: Danielle Ameden

FRAMINGHAM - Department of Public Works Director Peter Sellers is threatening to sue the town, selectmen say, following its recent investigation of his hiring practices. Selectmen met behind closed doors on Tuesday to discuss "potential litigation from (the) Department of Public Works Director," according to their agenda. Town Counsel Chris Petrini confirmed Sellers has notified the board in writing that he may file suit, but Petrini declined to say why. "Yes, it appears there could be a lawsuit filed," he said. Sellers, who lives in town, declined to comment on the matter yesterday. The legal threat follows a recent investigation former Town Manager Julian Suso led into the DPW's hiring practices. Suso enacted immediate townwide policy changes before his tenure ended at the end of October to correct what he said were "improprieties exposed" by the inquiry. The town has refused to release an independent investigator's report or provide information on the exact focus of the investigation, or any action taken as a result. The Secretary of State's office is now considering the Daily News' appeal of the town's denial of that public records request. While the town has been mum, several documents filed with the town clerk's office show the investigation may have been related to an appearance of nepotism. Selectman Dennis Giombetti filed an appearance of conflict of interest form last December, disclosing that his son-in-law Thomas Bannon was a candidate for a job with the DPW, but noting, "I have no input in this process." Giombetti later sought an ethics opinion from Petrini after Sellers hired Bannon as an equipment operator. In an April 13 opinion, Petrini wrote he didn't believe Giombetti had a conflict of interest under the law, since his son-in-law is "not an immediate family member and (Giombetti) did not participate in his hiring."

The Daily News obtained the Oct. 27 letter Suso wrote to Assistant Town Manager **David Williams**, which also went out to department and division heads, in which Suso ordered immediate policy changes. Among them, "whenever a relative (regardless of whether through birth or marriage) of an existing town employee or official of the Town of Framingham is interviewed for any permanent position, this information shall be expeditiously passed up through the chain of command to the town manager, assistant town manager and human resources director."

Suso also revoked the practice of permitting new employees to qualify for their jobs during a six-month probationary period by obtaining any required licenses, permits or certificates. The changes that Suso ordered were put on hold after he left, however, pending their review by the Human Resources Department and town counsel. Giombetti hasn't returned calls on the matter, and selectmen Chairman Jason Smith could not be reached yesterday.



**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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The MetroWest Daily News  
November 4, 2011

**Assistant Town Manager won't run for Framingham top job**  
Author: Danielle Ameden

Assistant Town Manager **David Williams** has taken himself out of the running for the town's top job. **Williams** said he notified the town's search consultant today that he's no longer interested in succeeding Town Manager Julian Suso. "Without my involvement in the search process as an applicant for the position, I believe I will be able to better serve the residents of Framingham," he wrote to consultant Richard Kobayashi. "Withdrawing from the process allows me to focus on performing the duties of Assistant Town Manager, Human Resources Director, and Chief Procurement Officer without distraction during this transitional period."

A search committee started working last week to review 11 applications Kobayashi recommended out of a pool of about 30. Town Clerk Valerie Mulvey is serving as interim town manager. Suso, whom selectmen voted in March to let go, left this week for a job in Falmouth.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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The MetroWest Daily News  
November 2, 2011

**Town clerk subbing in as Framingham town manager**  
Author: Danielle Ameden

Town Clerk Valerie Mulvey stepped in as acting town manager yesterday as selectmen seek a permanent successor to Julian Suso, who left this week for a job as town manager in Falmouth. As interim manager, Mulvey will handle the oversight of day-to-day business until selectmen hire someone. Mulvey performed the same tasks for several months in 2006 after George King left the job and before Suso came on board. She will receive a stipend under a contract she signed with selectmen, based on an annual salary of \$126,000, compared to the \$90,000 she makes as clerk. Suso was paid \$153,000 per year. Mulvey met with Suso last week to go over a transition plan. "I have a list, of course, of priorities," she said. Mulvey said she will immediately start working on preparing next fiscal year's budget. Also on her plate: paying attention to the Board of Health's ongoing review of General Chemical Corp.'s operation on the Southside; ensuring the state's Fountain Street bridge project wraps up soon; meeting monthly, as Suso did, with the human services providers in town; and pushing for economic development downtown and at shopping plazas.

Mulvey said she will rely on Assistant Town Manager **David Williams** - who has applied for the town manager position - and the experienced division heads for help in the next couple of months. "I feel very well supported going forward," said Mulvey, who is not interested in taking on the job permanently. Mulvey's husband, Martin, is one of 10 members serving on a search committee that selectmen set up to compile a list of town manager finalists or semifinalists. The town's search consultant Richard Kobayashi received about 30 resumes and is recommending that the committee look at 11 of them, said Audrey Hall, the group's spokeswoman and vice chairwoman.

Suso's five-year tenure ended Monday when his interim agreement expired. Selectmen voted 4-1 in March to let him go, citing their desire for a leader with a new vision for the town. Suso reflected on the term in a statement this week, saying it was an honor and privilege to serve Framingham. "As a credentialed professional municipal manager, I thank the Board of Selectmen for the opportunity you have afforded me to serve," he wrote. Suso is headed to Falmouth, where that town's selectmen chose him over 77 other candidates in September to be their next town manager. In March, selectmen Dennis Giombetti, Jason Smith, Laurie Lee and Charlie Sisitsky said they wanted new leadership, while Ginger Esty wanted Suso to stay. Suso came to Framingham from Mentor, Ohio, where he served as the longtime city manager. Suso steered the town through several years of budget cutbacks and championed an effort to rein in the town's spiraling employee health care costs. In his statement, Suso said he appreciated an excellent working relationship and "spirit of collaboration" with his colleagues in the School Department, and he called the commitment and support from the town's division and department heads "extraordinary."

**Internet – Newspaper Archives Searches**

*David R. Williams*

*(Articles are in reverse chronological order)*

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MetroWest Daily News, The (Framingham, MA)  
November 1, 2011

**Danforth contemplating move - Art museum weighing options as town mulls whether to spend \$100K on asbestos removal**

Author/Byline: Danielle Ameden

FRAMINGHAM - As the Danforth Museum of Art considers moving, Town Meeting must decide whether to spend \$100,000 to get rid of asbestos in the town-owned building the museum occupies. Inspectors with the town's new insurance carrier haven't been able to examine the boilers in the Danforth Building basement because of the potentially harmful fibers in surrounding insulation, officials say. The inefficient, circa-1911 heating system has long been a problem in need of fixing. "This immediate thing is to get them inspected so they can be insured," Doug Goddard, the town's capital buildings project manager, said yesterday Town Meeting will consider the spending request tonight when it reconvenes for the special fall session to make adjustments to the town's current operating budget.

Officials with the modern art museum, the biggest tenant in the building at 123 Union Ave., are deciding whether to stay - and have given themselves a deadline. Museum leaders in January proposed signing a 50-year lease as part of a deal that the town and Board of Selectmen have essentially ignored. In a written proposal, museum leaders said the Danforth would start paying \$1,000 a month rent if the town agreed to help complete \$4.2 million in needed repairs. As a tenant at will, Danforth currently only pays for the utilities it uses. On a tour last December, museum leaders pointed out problems with the building, including the boiler as well as leaking pipes that have damaged ceilings and floors.

Assistant Town Manager **David Williams** said yesterday the town isn't in a position to invest in repairing a building that it already runs at a loss. "Saving the building is going to have to be a policy decision made by the Board of Selectmen," he said.

The museum has drawn up elaborate renovation plans, and sought the lease so it could have control over the building and seek grants and donations for the bigger project. Without any assurances of support from the town, Danforth is looking at moving. Mary Kiely, Danforth's director of finance and operations, said the board of trustees has set a target date in March. "Not that we'd have anything wrapped up by March, but we'd be on a pathway," she said yesterday. "Our preference is to stay in Framingham," Kiely said. "We are a museum that was founded by Framingham people. Framingham is a good location. It's very central to MetroWest."

But Danforth officials say it can't continue to go it alone in its old, rundown home. "We're also a community museum, and we feel that we'd like the participation of the town in our future. So to the extent that we can renovate this building or find another building and have the town participate in some way, that's important to us," Kiely said.

**Internet – Newspaper Archives Searches*****David R. Williams****(Articles are in reverse chronological order)*

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Goddard said a licensed company would take out the asbestos in the basement for \$100,000 or less. The mineral fiber, which was commonly used years ago, can become airborne and get into lungs, causing serious respiratory problems. The crew would perform air test samples before and afterward, he said. Eventually, the boilers should be replaced with a system that has digital controls, he said. "The heat in the building is problematic," Kiely said. "It's an old building, so the heat's either on or off, and it's either very hot or very cold, and that's just a function of its age."

Town Chief Financial Officer Mary Ellen Kelley will present the \$100,000 request as part of a package of proposed budget changes for this fiscal year, which started July 1. They include closing a recently discovered \$1.5 million budget gap caused by an accounting error, and meeting other requests, including more than \$200,000 for the schools and \$28,000 for the town to hire a financial analyst. The meeting starts at 7:30 p.m. in Nevins Hall.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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The MetroWest Daily News  
January 2, 2011

**Framingham stretches to make up for unfilled non-priority positions**  
Author: Danielle Ameden

Working through a budget crisis, the town currently isn't filling non-priority positions, which is forcing other staffers to pick up the slack. With the town's chief financial officer forecasting a \$6.9 million deficit next fiscal year, Assistant Town Manager **David Williams** said it doesn't make sense to bring on new non-critical employees until at least next spring. The fiscal picture should be clearer then, he said. "We can't just hire people to lay them off - if that's the potential," **Williams** said last week.

Chief Financial Officer Mary Ellen Kelley projects that more than 200 school and town positions will need to be cut as a worst case scenario to bridge the budget gap. Despite the crunch, public safety is a priority, **Williams** said, and the police and fire departments have the go-ahead to fill vacancies. Police Chief Steven Carl said he has a new patrolman who hit the streets last month, filling a hole on the roster created when a police captain retired earlier in the year. "The selectmen have been very supportive of public safety, as is the town manager," Carl said.

Positions will remain "on hold," **Williams** said, in other municipal divisions, including Tech Services, and Economic and Community Development. All requests are scrutinized for cost benefit, he said. A part-time night watchman will be hired for the Department of Public Works, but a new assistant conservation agent, for now, will not be, he said. The town recently lost a planner in Economic and Community Development who left to work in another community. "We're not posting that position to be refilled yet, and I don't want to say that's not a vital position, because it actually is," **Williams** said.

The job entails research, grant writing and aiding the Zoning Board of Appeals. Division director Alison Steinfeld said the hole in her staff is noticed, but she agreed with Town Manager Julian Suso that it isn't fair to hire someone and then possibly have to hand them a pink slip. "Obviously it will be difficult, but we'll manage," she said. Town Hall is gaining a couple of new faces, though. Ted Fields has taken charge of the Community Development Block Grant program in the Economic and Community Development division. Fields comes from Waltham, where he spent 10 years as the city's assistant planner. Taking the job of Framingham's community development coordinator, he replaces Sam Swisher, who retired in November. The salary for the job is paid by a federal grant the town receives to complete projects that benefit the community and low- and moderate-income residents.

Also, a new administrative assistant is scheduled to start this month in the selectmen's office. That new hire fills a void left by Suso's executive assistant Scott Morelli, who left in March to take a city manager's position in Maine. **Williams** said the position was downgraded to save the town money. Meanwhile, management is exploring ways to consolidate government to save money, **Williams** said. The way things are, not filling positions is putting a burden on staff, he

**Internet – Newspaper Archives Searches*****David R. Williams****(Articles are in reverse chronological order)*

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said. For instance, **Williams** said, the town fired the applications manager, who provided programming support for the town's accounting system. Weighed against public safety, that position is not considered essential and will remain open for now, he said. The town still needs that technical support, however, so **Williams** said other staff members who don't necessarily have the expertise must step up. "Employees are tapped out with covering bases," **Williams** said. "It's getting difficult."

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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MetroWest Daily News, The (Framingham, MA)  
August 19, 2011

**Town Hall workers seek to unionize - Employees calling for same rights, opportunities as other departments**

Author/Byline: Danielle Ameden

FRAMINGHAM - With the aim of gaining bargaining power, Town Hall workers are petitioning the state to form a union. Organizers say that nearly 70 percent of eligible employees have signed on. The union would include code enforcement inspectors, public health nurses, sanitarians, planners and other professionals in similar positions. "We deserve an equal opportunity as the other unions to negotiate over our pay, benefits and protections," said electrical inspector Ed Hicks. Workers filed paperwork Tuesday with the state Division of Labor Relations to form a chapter of Service Employees International Union (SEIU) Local 888. Before certifying that the union has majority approval, the state will give town administration a chance to weigh in. Workers say they want to be able to negotiate a contract that forces their bosses to follow handbook policies, including those related to health care. "We're pretty much at the whim of whatever they say," said code inspector Mike McCarthy, a union organizer. "We just want some kind of protection." In an email yesterday, Assistant Town Manager **David Williams** said town leaders haven't met to discuss the union petition. He deferred comment to Town Counsel Chris Petrini, who wasn't available yesterday.

Most municipal employees are unionized, including police officers, police superiors, firefighters, deputy fire chiefs, dispatchers, library workers, school crossing guards and laborers. The Public Employee Coalition represents workers on health insurance. The SEIU has been helping the town hall professionals organize their unit. "We see ourselves as middle class America," said Paul De-Marco, research director for SEIU Local 888. "The objective of the union is to earn fair pay and working conditions for workers, and that's why workers join unions."

Organizers have been trying to persuade all eligible employees to sign up, and some workers met informally after work yesterday at Dunkin' Donuts. Some people are still on the fence, Hicks said. "They're worried about repercussions," he said. McCarthy said every employee "has their own reasons" for joining. "We just need some type of protection," he said. "We're not looking for a huge raise here. We're not looking for paying less on our health insurance." The focus now is on professional workers, DeMarco said. That should shift to administrative assistants next, he said. "It's still I think a work in progress for them," he said. Fliers have been circulating around the Memorial Building discussing facts, benefits of unionizing and testimonials from SEIU Local 888 members in the area. Framingham library worker Mary Garland is among those to make a pitch. "Union shops create more satisfied workers," she said, "which lead to more productive workers." If certified, the SEIU would call for a meeting for the union to negotiate a contract with the town's bargaining team. Selectmen and members would need to approve a deal. The other workers, they have their voice," McCarthy said, "and we want a voice as well."

**Internet – Newspaper Archives Searches**

*David R. Williams*

*(Articles are in reverse chronological order)*

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MetroWest Daily News, The (Framingham, MA)  
May 26, 2011

**TM approves hike in town insurance - Funds requested after mishaps with fire trucks and recent SMOC settlement**

Author/Byline: Danielle Ameden

FRAMINGHAM - Annual Town Meeting came close to finishing its work last night when it approved the first two-thirds of line items in a \$208.6 million operating budget. Members questioned but ultimately OK'd a 26 percent spending increase on property/liability insurance. Assistant Town Manager **David Williams** attributed the spike to a high number of claims last year, including Fire Engine 7, which was totaled in a rollover, and a \$1 million settlement the town's insurer agreed to pay the South Middlesex Opportunity Council to end an anti-discrimination lawsuit against the town.

The town also had other fire truck and plow mishaps, flooding in the library, a school freezer burnout and mold to clean up at the Maynard Building, **Williams** told Town Meeting. "Last year was one of the worst years in recent memory" for claims, **Williams** said.

The property/liability insurance line item jumps from \$1 million to \$1.3 million in the new budget, which goes into effect July 1. Fire Chief Gary Daugherty, responding to a question, said his department has changed its firefighter driver training program in light of recent crashes.

After little debate, voters approved the \$11.9 million police budget, the \$12.1 million fire budget and \$8.8 million for public works. Voters supported some line items without any debate, including a \$2.6 million library budget. The \$1.4 million Building Services line item under general government spending reflects a shift to having an outside company clean the Memorial Building.

With building services Director Jim Egan and his top subordinate both retiring, the town will replace them with a foreman and administrative assistant who won't make as much. The small crew remaining will put its maintenance skills to work performing bigger projects, and leave the vacuuming, dusting and emptying of wastebaskets to hired cleaners, Chief Financial Officer Mary Ellen Kelley said.



**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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MetroWest Daily News, The (Framingham, MA)  
May 6, 2011

**Framingham special TM votes; bus drivers lose jobs**  
Author/Byline: Scott O'Connell

Special Town Meeting last night ended an emotionally charged debate by authorizing a new busing contract that means the district's 69 school bus drivers will lose their jobs. Despite the pleas of the bus drivers, dozens of whom picketed outside the Memorial Building prior to the start of the meeting, voters ultimately followed the recommendation of the school department, supported by the Finance Committee and Standing Committee on Ways and Means, to enter into the five-year contract with Durham School Services that privatizes service. School officials said that contract will save hundreds of thousands of dollars over the next few years, and prevent cuts to staff and programs.

Some voters said they didn't have enough information to make a decision last night, especially after hearing a proposal on the meeting floor by the school bus drivers union to make \$125,000 worth of concessions over the next five years if the district chose to extend its current contract with First Student, which expires this summer. Peter DeVito of Precinct 6 made a motion to return the article to the sponsor - the school department - but it was eventually defeated.

Several speakers pointed out the article only asked Town Meeting to approve a three- or five-year term for the contract, and not the specifics of the deal. "It is very unusual to be conducting collective bargaining on the floor of Town Meeting," said school board member Mike Bower, who said last night was the first time the committee had heard the union's concessions proposal.

Durham School Services, the low bidder, will start supplying buses and drivers for the next school year. The company has indicated it wants to rehire many of the current drivers. The district will pay Durham an hourly rate of \$61 per bus the first year of the contract. Officials have estimated the schools will save between \$290,000 and \$500,000 that first year, largely through the elimination of town-provided health benefits.

Some bus drivers have questioned those savings, though. School bus drivers union president David Levin last night said such savings would be "reduced to near zero" thanks to unanticipated costs in Durham's contract. Levin said a five-year extension of the current contract coupled with union concessions of three paid holidays per year alternatively would save \$770,000 in "real money" over that period. The town's chief procurement officer, **David Williams**, said the town cannot extend the contract at this point, though. School officials said if Town Meeting opted for a three-year over a five-year contract, the district would have to go out to bid again, jeopardizing busing for the summer and start of school next year. "We would be at the mercy of the vendors, who would know they could raise their prices to whatever they wanted," Bower said.

Some Town Meeting members were concerned for the drivers, some of whom have worked in the district for decades. "The bus drivers should stay here," said Geoffrey Froner of Precinct 12.

**Internet – Newspaper Archives Searches***David R. Williams**(Articles are in reverse chronological order)*

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"They're trusted by our parents to care for their children." Robert Bolles, Precinct 6, said Town Meeting's obligation ultimately should be to the taxpayers. "This is a very good bid," he said. "This will save us millions in the very near future."

Last night's vote finally ends a bid process that began last fall, when a school working group set out to entice more and cheaper bids for the contract. Three companies made offers in the winter: Durham, First Student and North America Central. The district initially sought bids for buses only and buses and drivers based on daily rates. In March, it went out to bid again for buses and drivers based on hourly rates, getting offers from the same three companies. Even before getting into the financial aspects of the bids, some school officials called them a victory for the district in light of the fact that only one company bid on the last contract five years ago.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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MetroWest Daily News, The (Framingham, MA)  
February 1, 2011

**Museum pitches building proposal - Will pay \$1,000 rent if town aids repairs**  
Author/Byline: Danielle Ameden

FRAMINGHAM - The Danforth Museum has proposed a deal to stay in the town-owned building at 123 Union Ave. for another 50 years. In a written proposal the town opened yesterday, the museum said it is willing to start paying \$1,000 a month rent if the town agrees to join and complete \$4.2 million in necessary building repairs. "My board and I feel that it's a good proposal," Danforth Executive Director Katherine French said yesterday. "We are optimistic about our ability to partner with the town on preserving a building that contributes to the cultural and economic vitality of downtown Framingham."

Assistant Town Manager **David Williams** said Town Manager Julian Suso will put together a team to review the deal. Town Meeting would need to sign off on the building's long-term lease. The museum is a tenant-at-will.

The museum's leaders last year asked the town to go out to bid. By securing a deal to stay and gaining site control, Danforth says it can seek grants and donations to complete a major, phased renovation.

On a recent tour of the sprawling former high school, French said trustees are committed to staying but insist the town help accomplish badly needed work. Among the problems she and the museum's chief financial officer pointed out are a rusty, old, inefficient boiler system and leaking pipes that have damaged ceilings and floors. According to the proposal, Danforth will continue paying its portion of the utilities, as well as 20 percent of its excess cash flow in additional rent.

The modern American art museum generates economic activity, creates jobs and stimulates downtown's economic revitalization, according to the proposal.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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MetroWest Daily News, The (Framingham, MA)  
January 2, 2011

**Framingham stretches to make up for unfilled non-priority positions**  
Author/Byline: Danielle Ameden

Working through a budget crisis, the town currently isn't filling non-priority positions, which is forcing other staffers to pick up the slack. With the town's chief financial officer forecasting a \$6.9 million deficit next fiscal year, Assistant Town Manager **David Williams** said it doesn't make sense to bring on new non-critical employees until at least next spring. The fiscal picture should be clearer then, he said. "We can't just hire people to lay them off - if that's the potential," **Williams** said last week. Chief Financial Officer Mary Ellen Kelley projects that more than 200 school and town positions will need to be cut as a worst case scenario to bridge the budget gap.

Despite the crunch, public safety is a priority, **Williams** said, and the police and fire departments have the go-ahead to fill vacancies. Police Chief Steven Carl said he has a new patrolman who hit the streets last month, filling a hole on the roster created when a police captain retired earlier in the year. "The selectmen have been very supportive of public safety, as is the town manager," Carl said.

Positions will remain "on hold," **Williams** said, in other municipal divisions, including Tech Services, and Economic and Community Development. All requests are scrutinized for cost benefit, he said. A part-time night watchman will be hired for the Department of Public Works, but a new assistant conservation agent, for now, will not be, he said. The town recently lost a planner in Economic and Community Development who left to work in another community. "We're not posting that position to be refilled yet, and I don't want to say that's not a vital position, because it actually is," **Williams** said. The job entails research, grant writing and aiding the Zoning Board of Appeals.

Division director Alison Steinfeld said the hole in her staff is noticed, but she agreed with Town Manager Julian Suso that it isn't fair to hire someone and then possibly have to hand them a pink slip. "Obviously it will be difficult, but we'll manage," she said.

Town Hall is gaining a couple of new faces, though. Ted Fields has taken charge of the Community Development Block Grant program in the Economic and Community Development division. Fields comes from Waltham, where he spent 10 years as the city's assistant planner. Taking the job of Framingham's community development coordinator, he replaces Sam Swisher, who retired in November. The salary for the job is paid by a federal grant the town receives to complete projects that benefit the community and low- and moderate-income residents.

Also, a new administrative assistant is scheduled to start this month in the selectmen's office. That new hire fills a void left by Suso's executive assistant Scott Morelli, who left in March to take a city manager's position in Maine. **Williams** said the position was downgraded to save the town money. Meanwhile, management is exploring ways to consolidate government to save

**Internet – Newspaper Archives Searches*****David R. Williams****(Articles are in reverse chronological order)*

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money, **Williams** said. The way things are, not filling positions is putting a burden on staff, he said. For instance, **Williams** said, the town fired the applications manager, who provided programming support for the town's accounting system. Weighed against public safety, that position is not considered essential and will remain open for now, he said.

The town still needs that technical support, however, so **Williams** said other staff members who don't necessarily have the expertise must step up. "Employees are tapped out with covering bases," **Williams** said. "It's getting difficult."

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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The MetroWest Daily News  
December 7, 2010

**Worth the cost? - Danforth Museum wants town to pitch in on renovation**  
Author: Danielle Ameden

The Danforth Museum's executive director gave the town a clear ultimatum yesterday: be a partner in fixing up the town owned building, or watch the museum say goodbye. On a walk-through with two town officials, Director Katherine French said her board's trustees are committed to signing a 50-year lease to stay, but they need the town's help completing "must-do" work. "We're not asking for money for the museum. We're asking for the town to turn its attention to a building it owns," French told **David Williams**, the assistant town manager, and Douglas Goddard, the town's buildings project manager. "If we can't work out a solution we need to find another space," she said.

Now a tenant-at-will, the museum featuring modern American art takes up two of the four floors in the building, which was formerly a high school. Needing either ownership or a lease in order to go after private donations for planned, phased renovations, Danforth leaders approached the town earlier this year. Selectmen agreed to go out for public bid for the building's long-term lease, and proposals are due Dec. 27. French and Mary Kiely, who is Danforth's operations chief, were the only people who attended yesterday's pre-bid conference and walk-through. The two pointed out an aging boiler system and damage done to ceilings and the floor of a hallway by leaking water pipes. "It's a very sick building," French told **Williams** and Goddard.

**Williams** reminded French that municipal finances are tight and said the town doesn't have money set aside to make any of the improvements. Given the budget crunch and other needs in the community, he said the town's ability to help with Danforth funding will be a political matter. Town Meeting will need to sign off on any deal that selectmen broker. "We have a handful of people who want the building saved," **Williams** said, while other people think the town should get rid of it or shouldn't own it at all, he said. French argued that the improvements are a worthy investment. Grants geared toward downtown revitalization would benefit the museum and spark a needed rebirth in the area, she said. "It's not just fixing this building, it's fixing the whole downtown," she told the town officials.

French said the town has power to apply for government grants on the museum's behalf and could obtain better borrowing rates for loans. "Both the town and the museum," she acknowledged afterward, "struggle with having the resources to do what we have to do." The Danforth commissioned a study completed last year by Ann Beha Architects that mapped out the museum's future in the building. It discusses the building's deteriorating condition and plans for work that would start at an estimated \$6 million for basic improvements. French and Kiely said the "must-do" list of infrastructure and building work includes replacing the circa-1911 boiler and eliminating asbestos. Significant renovations could cost \$30 million or more.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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The MetroWest Daily News  
June 10, 2010

**Framingham gets \$225,000 from insurance company for wrecked fire engine**  
Author: Danielle Ameden

The town's insurance carrier has declared Engine 7 a total loss and offered a \$225,000 payout that the town has accepted, Assistant Town Manager **David Williams** said today. "That was great news to us," **Williams** said. "We had been prepared to negotiate something so this actually exceeded our expectations."

**Williams** said the payment from the Massachusetts Interlocal Insurance Association, less a \$500 deductible, matched the valuation determined by a third-party adjuster. The 9-year-old firetruck, which was insured for only \$125,000, crashed April 10 on Edgell Road as the four firefighters inside were returning from a call.

The Fire Department is shopping for a replacement pumper, hoping to find an "off-the-lot" model in the \$375,000 ballpark as opposed to ordering a custom-built engine that would cost \$450,000, **Williams** said. The town is still awaiting crash reports from truck-maker Pierce Manufacturing and the State Police.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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Wicked Local  
January 12, 2010

**Framingham hires assistant town manager**

Author: Dan McDonald

**David Williams**, most recently Weston's assistant town manager and director of finance and administration, is Framingham's new assistant town manager. **Williams** has served in his Weston role since 2006. Before that, he was the town administrator of West Bath, Maine, from 2000 to 2003. Town Manager Julian Suso told selectmen of the appointment during last night's meeting in the Memorial Building's Ablondi Room. **Williams** will start work Feb. 1.

The assistant town manager is the town's procurement officer, oversees building and technology services and fills in for the town manager when he is out of town. His annual salary will be \$104,000. **Williams** succeeds Tim Goddard, who left Framingham to work as Carlisle's town administrator. Goddard's last day was Oct. 23.

**Williams**, according to statement by Suso, has "considerable experience in the areas of procurement and finance, organizational management, information technology, collective bargaining, customer service, and related legislative areas. **Williams**, Suso wrote, is a professional member of the International City/County Management Association and various other professional associations.

In other business, the board reviewed the guidelines it wants applied to the capital budget process for fiscal 2011. Next year requests for capital expenditures in the general budget total \$16 million, the water department has \$18 million, and the wastewater department, \$9 million. On the recommendation of Selectman Dennis Giombetti, the board endorsed applying a four-pronged criteria to the laundry list of projects to be considered.

The parameters include:

Projects that will reduce operation costs, such as those involving energy conservation.

Projects that will spur private investment and job creation.

Projects that will solve or fix "emergencies," such as a badly leaking roof.

Projects that fill a "high need."

"We need to have a high threshold," for the last category, said Giombetti. "We can't pick and choose individual projects," said Selectman Charles Sisitsky. Sisitsky said the capital projects wish list would saddle the town with more than \$4 million in debt in fiscal 2012. All of the projects are unlikely to be approved, but that figure was much too high for Sisitsky's liking.



**Internet – Newspaper Archives Searches***David R. Williams**(Articles are in reverse chronological order)*

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Wicked Local  
October 19, 2006

**New official is penny-wise**

Author: Cheryl B. Scaparrotta

Doing more with less money is a philosophy Weston's new assistant town manager is comfortable with. **David Williams** began his new position at Town Hall at the end of August, arriving from Bath, Maine, where he served as the city's finance director. "Right now, I'm becoming familiar with Weston's budgets and financing," **Williams** said. "Everything looks to be in really good shape, which lets me focus on increasing efficiencies."

**Williams**, who reports to Town Manager Donna VanderClock, grew up in Bangor, Maine, and attended the University of Maine at Orono, obtaining a degree in public management. After a teaching assistantship at James Madison University in Virginia, where he earned a master's degree in public administration, he worked in the Governor's Budget Office in Topeka, Kan., as a budget analyst. "I have a strong interest in strategic planning and performance measurement, which I utilized in Bath," he explained in a recent interview. "Setting goals and seeing how you're doing to achieve them is a practice I've used since I worked in Kansas."

While Bath has a small residential population (9,200) similar to Weston's, it's home to a number of big-city style amenities that **Williams** had to consider in his budgetary planning. "Bath has its own bus system, an industrial base with Bath Iron Works, and a community college," **Williams** pointed out. His role included borrowing money for capital improvements like renovating buildings, and leasing space for the community college center that he helped establish. "The Mideast Center for Higher Education is a nonprofit entity in Bath that leases space to community colleges and universities," **Williams** explained. "I was an ex-officio member of the Board of Directors."

**Williams'** resume also includes organizational and managerial experience in public sector cross-training, and implementing technology as a way to trim costs. His main project in Weston at the moment is examining the possibility of the town's purchase of the Case Estates from Harvard University for \$22.5 million. "The majority of my time is spent on that," he said. **Williams** has also been attending Board of Selectmen meetings and Finance Committee meetings to familiarize himself with Weston's current doings.

It just so happens that the 38-year-old **Williams**, who learned of the opening in Weston through the ICMA (International City and County Manager Association) newsletter, is experiencing several exciting transitions in his life. He and his wife, parents of two small children, are expecting a son in January. Meanwhile, the **Williams** family has relocated from Maine to Framingham, and they are actively looking to purchase a home in the MetroWest community.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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Portland Press Herald/Maine Sunday Telegram (ME)  
June 20, 2003

**Council tabs Williams as new finance director**

Author: From staff and news services

The City Council has appointed **David Williams** as its new finance director, tax collector and treasurer. **Williams**, who serves as West Bath's Town Administrator, will assume his new position on July 7. **Williams** has been with West Bath for more than three years. He will replace Gregory L'Heureux, who resigned earlier this year, to take a position as Freeport's Finance Director. **Williams**, who is a Bath resident, said he grew up in Bangor and attended the University of Maine before working in various finance related jobs around the country. "It has been a long road to get back home," **Williams** said.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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Portland Press Herald/Maine Sunday Telegram (ME)  
May 30, 2003

**Town decides it can't stop fuel storage close to lake - A West Bath depot near New Meadows Lake is allowable, but Planning Board members suggest making zoning changes.**  
Author: Dennis Hoey

After nearly a year of study, the Planning Board has concluded that the town cannot prevent a fuel distribution company from constructing a fuel storage facility a few hundred feet from New Meadows Lake. However, Planning Board members are urging voters to approve a new industrial overlay zone. The issue will be decided June 7 at the West Bath Town Meeting. Voters will be asked if changes should be made to restrict fuel storage facilities to an industrial zone between New Meadows Road, State Road and the New Meadows Lake. Board members caution that without stricter standards and oversight, fuel storage facilities could be developed in just about any commercial zone in West Bath.

"I think the Planning Board has addressed the environmental concerns, but the only thing that makes this (facility) outrageous to some people is that residential properties and businesses will be next to it," said Town Administrator **David Williams**.

In September 2001, Ned Sewall, president of Bath-based M.W. Sewall and Co., proposed construction of a fuel storage facility on land behind his Clipper Mart gas station and convenience store in West Bath, located at the intersection of Foster Point Road, New Meadows Road and State Road. Though Sewall did not return phone calls and efforts to reach him at his office in Bath were unsuccessful, the owners of the land say Sewall still has an option to purchase the property.

Sewall said in previous interviews that he needs a facility large enough to store up to 240,000 gallons of heating oil and 30,000 gallons of propane. His 2002 proposal called for construction of five storage tanks, each 12 feet tall. M. W. Sewall and Co. currently operates a fuel storage facility - which Sewall says is outdated - on High Street in Bath, on a lot adjacent to Dike-Newell School. Sewall's controversial proposal convinced voters at the June 2002 town meeting to adopt a moratorium on petroleum storage facilities. The moratorium was enacted to give the Planning Board the time it needed to study the issue.

In addition to the overlay zone, the Planning Board recommended that the facility be located on a lot no smaller than three acres and that performance standards for such a facility be stringent; for example, fuel storage tanks can be no closer than 300 feet to a private well and fuel containment areas must be located on a concrete slab enclosed by a concrete dike. "It has been determined that the ordinances, though not inadequate, could be modified so that the town has some control over what sort of development might be brought to us," the Planning Board said in its report. "These articles provide just that sort of control. Although we can not prohibit this kind of project, we can direct it and regulate it."

**Internet – Newspaper Archives Searches*****David R. Williams****(Articles are in reverse chronological order)*

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But, Richard Armstrong, whose house would be within a few hundred feet of the facility, claims the Planning Board failed in its task. "The harm is going to be longer lasting than this one development. This whole area is going to become industrial," Armstrong said. "And it's going to shoot tourism right in the foot." Armstrong's family has owned and operated the New Meadows Inn and cabins for three generations. "Frankly, West Bath needs to think long and hard about its future and what type of growth does it want to attract," said Liz Armstrong, Richard Armstrong's sister.

"We have an opportunity to develop this beautiful gateway to West Bath. It just doesn't make sense to allow a fuel storage facility here, but I've come to the realization that you can't fight city hall," Richard Armstrong added. **Williams** said a fuel storage facility will generate about \$60,000 a year in new property tax revenues. "The people are going to have to decide if the financial benefits outweigh the impact such a facility would have on the town," **Williams** said.

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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Portland Press Herald/Maine Sunday Telegram (ME)  
February 11, 2003

**Bath, West Bath may join in development of business park**  
Author: Dennis Hoey

The neighboring communities of Bath and West Bath are talking about developing a regional business park on land in West Bath. A so-called super business park could eventually bring hundreds of high-paying jobs to the mid-coast region and would diversify each community's tax base. West Bath Town Administrator **David Williams** said the town will hold a public hearing at 7 p.m. Feb. 19 at the West Bath Fire Station to discuss a \$10,000 federal Community Development Block Grant that would be used to study the proposal. The city of Bath is expected to apply for an equal amount of federal planning funds.

Officials from the Mid-coast Council for Business Development and Planning, which will help the towns apply for the federal grants, will make a presentation at the hearing. The federal grant could be used to look at issues such as extending roads, sewer lines and water lines from Bath's Wing Farm commercial park into the West Bath site. The study will also weigh political support for such a partnership and the possibility of the communities agreeing to share tax revenues generated by new businesses.

Bath City Manager John Bubier said businesses located in the West Bath park could, for example, use the city's wastewater treatment facility. "These are all knotty issues," Bubier said. "But, if we can work them out, then we would build a super park together." When the development of Wing Farm began in 1998, officials from both communities envisioned it being connected to a similar commercial development in West Bath. Wing Farm abuts more than 200 acres of undeveloped land in West Bath, off Route 1, Bubier said.

City officials watched as Wing Farm, which is privately owned by the Coastal Economic Development Corp., continued to grow and prosper. Wing Farm is now home to several organizations including the United Way of MidCoast Maine; Bath Head Start; the Maine Department of Human Services; R.M. Tate, a wholesaler of wicker baskets, candles and gifts; and the Kennebec Co., which manufactures kitchen cabinets. The for-profit companies, such as Tate and Kennebec Co., produce close to \$30,000 annually in tax revenues.

James Upham, Bath's director of planning, announced Monday that Custom Composite Technologies of Lisbon Falls would become Wing Farm's newest tenant. The company builds components for the marine industry. Only one lot remains at Wing Farm, according to Jessica Harnar, executive director of Coastal Economic Development Corp. Harnar said her company always envisioned a road connecting the Wing Farm park with a similar park in West Bath. She said a regional business park would make sense for both communities.

About two years ago, Bubier said he began discussing the idea of a regional business park with West Bath officials. They have been receptive, according to Bubier. Ralph Merry, a longtime

**Internet – Newspaper Archives Searches*****David R. Williams****(Articles are in reverse chronological order)*

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member of the West Bath Board of Selectmen, said he believes a regional business park is worth exploring. "We are looking for income," Merry said. "I like the idea. I think it would become an asset to the town of West Bath. But there are some people who would immediately say it will bring more problems than benefits. They can't have it both ways."

**Internet – Newspaper Archives Searches**  
**David R. Williams**  
*(Articles are in reverse chronological order)*

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Portland Press Herald/Maine Sunday Telegram (ME)  
June 6, 2002

**West Bath voters face fuel-depot decision - A proposed storage facility will be among the issues debated at next week's town meeting.**

Author: Dennis Hoey

A controversial proposal by a Bath businessman to build a fuel storage depot near the New Meadows River is expected to produce a lot of discussion at Wednesday's town meeting. Ned Sewall, president of Bath-based M.W. Sewall and Co., wants to construct the facility on land he owns off Route 1, near Sewall's Clipper Mart. It would have enough capacity to store up to 240,000 gallons of heating oil and 30,000 gallons of propane. "There are people against it for environmental reasons and another group that feels it's just not the right place for a storage depot," Town Administrator **David Williams** said. "Then there are those that want to encourage development in West Bath."

Voters will be given two choices at the town meeting, which will begin at 6:30 p.m. in the West Bath Elementary School. Residents can place a six-month moratorium on petroleum storage facilities or enact a more restrictive measure that would force Sewall to build the facility in the Wing Farm business park - a huge tract of largely undeveloped land that straddles the West Bath and Bath town line. They could also choose to reject both options. "I'd be out of West Bath," Sewall said, referring to the Wing Farm option. He says that property's entranceway is too steep for fuel trucks to safely drive over. Sewall says he could live with the moratorium, which would delay his project until 2003.

Last Fall, Sewall proposed eight vertical storage tanks each 35 feet tall. He recently presented the town with a scaled-back version of his plans that calls for five tanks, each 12 feet tall. The tanks would not be visible from the road. "It would be the nicest looking project out there," said Sewall, who invested more than \$500,000 in the late 1990s to build a modern office building on Bath's waterfront. "You like to do nice things. That's how you make your mark as a business person."

Ralph Merry, a town selectman, says he supports Sewall's plan because it would generate an estimated \$25,000 a year in new tax revenues. Property taxes are expected to increase from \$15.25 per \$1,000 of value to \$17.25 if voters adopt a proposed \$3.4 million town and school budget. "All I can see is dollar signs," Merry said. "Here's a chance for us to lower the burden on our residential taxpayers."

West Bath residents will have several issues to contend with at town meeting, including a proposal to make **Williams** a town manager instead of an administrator and spending \$7,500 to hire someone to investigate alleged commercial zoning violations - a task that the town's code officer is too busy to address. **Williams** would have the authority to hire and fire workers if he is made manager, but little else would change.

**Internet – Newspaper Archives Searches*****David R. Williams****(Articles are in reverse chronological order)*

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Voters will also elect a road commissioner and a new member on the Board of Selectmen in the June 11 election. Arthur Reno Sr., who has been West Bath's road commissioner for more than 50 years, will square off against James Whorff, a local contractor. Roger Green, a retired airline pilot, and Peter Oceretko, a member of the town's Planning Board, will compete for the selectman's seat. Ron Beal, who has been a selectman for 12 years, stepped down this year so he could devote his attention to being the town's part-time tax assessor. Durene Carlton is unopposed in her bid for re-election to the School Board.

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Research Compiled by:      Shannon Farr & Amanda Dillabough  
   Colin Baenziger & Associates



COLIN BAENZIGER & ASSOCIATES  
EXECUTIVE RECRUITING

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*Section 9*

*Don A. King Jr.*

*Belle Isle City Manager  
Candidate Report*

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*Cover Letter and Resume*

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**Don A. King Jr. (Colonel Retired)**  
**City Manager**

813-244-2500 ■ don.a.king.jr@gmail.com ■ linkedIn.com/in/don-a-king-or/

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**To Whom it may concern,**

I am very excited to apply for the unprecedented opportunity to serve as the **City Manager of Belle Isle, Florida**. I have **37+ years of senior and executive leadership and management within the U. S. Army, including being a highly successful City Manager / Installation Commander and leading highly successful Military organizations, specifically in my multiple roles as a Corporate Level Chief of Staff of three high-performing Special Operational Commands** in a Joint Services / International role. My leadership, experience, and education make me an excellent candidate to provide only the best contributions to the City Government and Residents of **Belle Isle, Florida**.

As a Leader, I think creatively to solve highly complex challenges and deliver win-win solutions. I **have a reputation for excellence in city management, municipal administration, and overseeing the safety and quality of life for up to 88K+ Residents, managing 1,500 employees, and a budget surpassing \$190 million**. In addition, my expertise in city planning, resource management, economic development, managing city infrastructure, budget development, and complex problem-solving makes me an ideal candidate for this position.

**LEADERSHIP** – An expert at synergizing teams, I set the vision for excellence and build successful team alignment while ensuring members have the information, support, and tools necessary for success. **I build high-performance teams through relationship building and mentorship**. I strengthen collaboration, proactively address issues, and bring clarity during uncertainty. Leveraging financial and data insights, **I guide decision-making to ensure resource optimization**. **I also invest heavily in the people around me because we achieve the best results together**. I prioritize engaging with the community and stakeholders by leading monthly Town Halls. I strongly advocate for transparency and accountability in government, allowing for an open-door policy for all.

**EDUCATION** – I completed the Harvard Kennedy School of Executive Studies in State and Local Government, Executive Master of Strategic Studies in National Policy and Management from The United States Army War College, and the City Manager / Installation Commander’s course at the United States Army Installation Command. In addition, I have a Master of Arts in Business Management from Webster University and a Bachelor of Science in Criminal Justice and legal studies from Troy State University. Other professional studies I have attended are the Emergency Management for Senior Officials course from FEMA and the Project Management Professional course with the Project Management Institute to give me more tools to help support my team and improve the lives of all residents.

In my resume, you will see the ways I achieve results. You can rest assured that I will bring this same leadership, positive team building, strategic mindset, and relentless drive for results. I welcome the opportunity to discuss your needs and my qualifications in more detail.

My experience with the U.S. Military, serving as a City Manager and an Executive, Corporate Level Chief of Staff of three high-performing Special Operational Commands in a Joint and International Service role during the world's most complex times and activities, makes me the ideal candidate.

Finally, my ability to successfully work with the civilian population outside of my military life is exceptional. I have spent over 30 years working with, leading, and managing highly successful civilian, and civilian and mixed service member teams. I treat everyone with a high level of dignity, inclusivity, and respect.

I look forward to discussing this opportunity with you. Thank you for your time and consideration.

Sincerely,

*Don A. King Jr.*

Don A. King Jr.

**Don A. King Jr.**  
**CITY MANAGER**

813-244-2500 | don.a.king.jr@gmail.com | linkedIn.com/in/don-a-king-jr/

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- ☑ A solution-oriented executive leader with a proven record of success, **driving excellence in municipal performance and turning government-based businesses into profitable assets.** Bridges the gap between politics and administration.
- ☑ Reputation for **building top-tier organizations** and developing top talent. **Managed up to \$2B in resources.** Nurtures relationships with partners at all levels of the government, education, public health, and private industry.
- ☑ A trusted advisor. **Thrives solving complex challenges.** Articulate communicator and natural relationship builder, easily gains buy-in. Fosters a culture of integrity, collaboration, accountability, mentorship, and shared success.

Executive Servant Leadership ▪ Strategic Planning ▪ Economic Development ▪ Public Administration  
▪ City Infrastructure ▪ Community Building ▪ Contract Administration ▪ Municipal Programs ▪ Public Speaking ▪ Policy Development ▪ Problem Solving ▪ Team Leadership ▪ Relationship Building ▪ Budget Development ▪ Negotiation ▪ Resource Management ▪ Disaster/Emergency Management ▪ Marketing ▪ Business Development ▪ Media Relations ▪ Project Management

**EDUCATION**

- Harvard Kennedy School of Senior Executive Studies | State and Local Government
- The United States Army War College | Executive Master of Strategic Studies in National Policy & Management
- Webster University | Master of Art in Business Management
- Troy State University | Bachelor of Science in Criminal Justice
- FEMA | Emergency Management for Senior Officials Course
- The United States Army Installation Management Command | City Manager / Garrison Commander Course
- Program Management Institute | Project Management Professional (Certified) PMP® Number: 3363179

**PROFESSIONAL EXPERTIS**

<u>IN TRANSITION FROM MILITARY SERVICE</u>	July 2023
<u>UNITED STATES ARMY – Various Locations US &amp; International</u>	1986 – 2023
<u>CHIEF OF STAFF   SPECIAL OPERATIONS COMMAND EUROPE</u>	2020 – 2023
Leads a Corporate Staff of 17 Joint Services Senior Executive Directors and a staff of 600+ military and civilian personnel in the planning and execution of Special Operation activities throughout Europe with the goal of strengthening military capability and ensuring the security of International Partners. Plays a key role in coalition building and engagement. Full oversight and management of several budgets over \$100M.	



## Don A. King Jr.

### Departments Managed:

Director of Human Resources; Director of Intelligence; Director of Operations; Director of Logistics and Engineering; Director of Planning; Director of Communications and IT; Director of Training; Director of Finance and Budgeting; Director of Strategic Engagements; Director of Preservation of the Force and Family; Director of Chaplaincy; Surgeons Office; Director of Special Activities; Attorney Legal Office; Headquarters Commandant's Office

- **Shaped a \$100M relocation plan** that included working with the **Corps of Engineers** to design and build a Campus complex in support of Special Operations organization. Delivered facilities on budget and on time.
- **Managed Multiple budgets of over \$100 mil** from four various corporate headquarters and allocated funds based on organizational requirements and needs, while ensuring that the budget was flexible to meet unprojected requirements. Managed the budgets transparently across all directorates and agencies to ensure due diligence in finance management.
- **Championed the development of a Diversity, Equity & Inclusion program.** Founded and funded a council to oversee it.
- **Thwarted Russian activities in Ukraine and Eastern Europe**, leveraging intelligence and deploying operations that supported improved readiness and force execution with NATO partners.

### CITY MANAGER | GARRISON COMMANDER AT FORT SILL

**2018 – 2020**

**Led the daily operations of a medium sized City**, Fort Sill, Oklahoma, a National Historic Landmark and home of the premier Air Defense and Long Artillery training complex for the U.S. Army and U.S. Marines. **Full responsibility for safety and quality of life of 88K+ Soldiers, family members, civilians, partners.** Managed policy, municipal planning, purchasing, auditing, emergency services, community services, and financial health. **Oversaw a city workforce of 1,500 personnel**, optimizing performance. Prioritized all City resources. **Consulted with local, state, military, federal government, public health officials, special interest groups, community Stakeholders, the Board of Education, industry leaders, and the Corps of Engineers.** Led disaster & emergency management services. **Administered \$190M operating budget.**

### Departments Managed:

Director Public Works; Director of Human Resources; Fire Department; Law Enforcement; Director of Planning, Training and Operations; Director of Parks & Recreation; Director of Infrastructure Maintenance; Contracts Managers; Director of Advertising; Director of Housing Development; Director of City Planning; Director of Finance; City Legal Office; Fiscal & Financial Management Committees; and contracts for Resident services; Waste Management; Director of Contracts; Director of Maintenance and Services; to include restoration of municipal facilities; Director of Airport and Airfield Operations.

- **Delivered a sustainable, independent energy solutions** to maintain power during man-made or natural disasters, utilizing resources in solar and natural gas, and with support from the **Corps of Engineers.**
- **Secured \$150M in external funding** to upgrade and modernize **Affordable Housing** and develop new City infrastructure.
- **Revitalized Affordable Housing quality and improved Resident safety** by remediating historical lead paint, removing mold, and repairing/replacing old central AC systems.

## Don A. King Jr.

- **Improved cash flow and cut spending by \$20M to maximize funds available** to maintain infrastructure and payroll.
  - Executed in-depth review of all contracts, renegotiating terms, and establishing a cost and quality baseline.
  - Implemented a monthly contract review process to effectively manage vendors and monitor compliance.
- **Negotiated \$10M in federal and private funding** to support the addition of childcare and family programming.
- **Developed and led a city-wide \$1M LED conversion program** of over 12,000 lights to replace all streetlights and municipal building lights, both external and internal lighting. The conversion LED program improved nighttime lighting for vehicles and pedestrians, and increased safety. Municipal external and internal LED lighting improved works space environment This program reduced the city's annual electrical cost by 30 percent.
- **Improved profitability for Parks & Recreation Services**, eliminating \$110K in losses from under-performing programs and optimizing revenue growth opportunities by divesting and investing in growth opportunities.
- **Served as the Lead Official for the Emergency Operations Center** to manage and oversee natural disasters and respond to life threatening situations. The Emergency Operations Center is composed of city, state, and federal organizations that work in support of the City Manager to assist and protect Residents of the city. Emergency Operations Center was designed to operate similar to the FEMA Operation Center in Washington DC.
- **Led monthly Town Halls** for the Residents and community of city stakeholders. Strong advocate for transparency and accountability in government. Committed to building strong relationships with city Residents and collaborating with them to make the city a better place to live and prosper.
- **Engaged with City Directors and Supervisors monthly** to address internal and external issues to provide a workplace environment where everyone is heard and valued.
- **City spanned 93K+ acres of land and five million square feet of building space** to include a medical clinic, elementary school, airport, a National Military cemetery, and four federal historic Native American burial grounds.
  - Performed ongoing maintenance, services, and inspections to ensure safety, policy, and regulatory compliance.
- **Selected by the Federal Government to establish a refugee center for two thousand children** between the ages of 10 to 18. The refugee center was able to house, feed, and educate up to four thousand personnel with state of the art facilities, designed to support a campus living environment.
- **Work with local communities to increase the need of 4 million gallons a day** by utilizing large aquifers under Fort Sill to meet the increased water demand. By partnering with other local communities, Fort Sill was able to reduce the cost of the endeavor by half of the total cost of \$20 mil.
- **Coordinated Fort Sill's COVID-19 response** in partnership with the Defense Health Agency, CDC, Lawton Public Health Department, and Army Headquarters.
  - **One of the first cities to successfully reopen** local grocery stores, department stores, restaurants, and schools.
  - **Served as the leader and spokesperson for all local disasters and emergencies, coordinating relief efforts.**
- **Recognized as Top City Manager / Installation Commander, ranking 1 out of 18 for two years running.**



## Don A. King Jr.

**CHIEF OF STAFF | NATO COMBINED COMMAND & JOINT SPECIAL OPERATIONS TASK FORCE 2017 – 2018**

Led a Corporate Staff of 17 Joint Services Senior Executive Directors and elite team of 500+ senior-level team members, planning Special Operations across Afghanistan. Supervised all advisors to Afghan National Army Special Operations Forces and local police. Spearheaded all NATO and US Military Operations to bolster regional and rural security, strengthen internal defense, prevent conflict, and mitigate threats. Spending oversight for multiple budgets valued at \$100M+ each.

**Departments Managed:**

Director of Human Resources; Director of Intelligence; Director of Operations; Director of Logistics and Engineering; Director of Planning; Director of Communications and IT; Director of Training; Director of Finance and Budgeting; Director of Strategic Engagements; Director of Preservation of the Force and Family; Director of Chaplaincy; Surgeons Office; Director of Special Activities; Attorney Legal Office; Headquarters Commandant's Office

- **Developed and facilitated military training programs and initiatives** to build capability in executing successful complex combat operations, improving National and National Partner security against terrorist organizations.
- **Formulated and led all executive staffing requirements across four Corporate Level, four-star combatant command headquarters** supporting the National and Multinational mission in Afghanistan, leading to political engagement with extremist.

**EXECUTIVE DIRECTOR | JOHN F. KENNEDY SPECIAL WARFARE CENTER & SCHOOL 2014 – 2016**

Tapped to lead one of the Army's premier education institutions. Guided professional education and growth in strategic leadership and advanced tactical skills across three operations branches: Special Forces, Civil Affairs, and Psychological Operations. Recruited, selected, and trained 17K+ Soldiers annually, managing 57 courses and programs. Fostered relationships with external training partners, ensuring high-quality instruction.

- **Assisted in the complete redesign of the Center's training program**, improving readiness and leadership capability for 1K+ Army Special Operations Operators each year.

**CHIEF EXECUTIVE OFFICER | BATTALION COMMANDER | US ARMY MARKSMANSHIP UNIT 2012 – 2014**

Led the strategic oversight of the US Army Marksmanship Unit operations. Steered the design, prototyping, testing, and development of new weapons and ammunition to advance innovation. Provided best-in-class small arms marksmanship training for Soldiers, raising capability, operational readiness, and effectiveness throughout the Army. Supported recruitment efforts. Managed a \$20M custom firearms shop. Administered a \$4.8M annual budget.

- **Introduced a brand-new, comprehensive marksmanship program**, improving training and standards.
- **Trained thousands of soldiers in basic and advanced marksmanship**, propelling effectiveness in combat.
- **Garnered positive media attention for the Army** across television, print, and social media, **increasing recruitment**.
  - Maintained the unit's reputation as the **country's premiere training school for competitive shooters**.
  - Coordinated Soldier participation in 22 national and international championships that resulted in **4 World Cup medals, 7 Olympian athletes, and 1 Olympic Gold Medal**
- **Served as Board Member on the National Governing Bodies Council for the US Olympic and Paralympic Committee.**

**Don A. King Jr.****EARLIER US ARMY EXPERIENCE: SPECIAL FORCES & 75<sup>TH</sup> RANGER REGIMENT INFANTRY (1986-2012)**

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Leadership roles in all units: 2<sup>nd</sup> and 3<sup>rd</sup> Ranger Battalions, 75<sup>th</sup> Ranger Regiment, and 3<sup>rd</sup>, 7<sup>th</sup>, and 10<sup>th</sup> Special Forces Groups (Airborne)

**PROFESSIONAL ORGANIZATIONS**

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International City/County Management Association (ICMA)  
Project Management Institute (PMI)

**AWARDS**

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Defense Superior Service Medal  
Legion of Merit with 2 awards  
Bronze Star  
Meritorious Service Medal with six awards  
Joint Service Commendation Medal  
Army Commendation Medal with four awards  
Army Achievement Medal with six awards  
Global War on Terrorism Expeditionary Medal  
Afghanistan Campaign Medal (2 campaigns)  
Iraq Campaign Medal  
Army Expedition Medal with Arrowhead  
Combat Infantryman Badge (2nd award)  
Master Parachutist Badge with Combat Star  
Special Operations Combat Diver Qualification  
Badge Special Forces Tab (2nd award)  
Ranger Tab  
The Order of Saint Maurice - - Primicerius (Highest Level – # 01269)

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*Candidate Introduction*

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**DON A. KING JR.**

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**EDUCATION**

**Harvard Kennedy School of Senior Executive Studies, *State and Local Government***

**The United States Army War College, *Executive Master of Strategic Studies in National Policy & Management***

**Webster University, *Master of Art in Business Management***

**Troy State University, *Bachelor of Science in Criminal Justice***

**FEMA ; *Emergency Management for Senior Officials Course***

**The United States Army Installation Management Command, *City Manager / Garrison Commander Course***

**Program Management Institute, *Project Management Professional (Certified) PMP® Number: 3363179***

**EXPERIENCE**

Transitioning Senior U.S. Military Officer	2023 – present
Chief of Staff; Special Operations Command Europe, Stuttgart, Germany	2020 – 2023
<b>City Manager; Garrison / Installation Commander Fort Sill, Oklahoma</b>	2018 – 2020
Chief of Staff; NATO Special Operations Combined Command and U.S. Joint Special Operations Task Force - Afghanistan	2017 – 2018
Executive Director; John F. Kennedy Special Warfare Center and School	2014 – 2016
Chief Executive Officer; Battalion Commander U.S. Army Marksmanship Unit Director, Human Performance; John F. Kennedy Special Warfare Center & School	2012 – 2014
Chief Executive Officer; Commander, U.S. Army Special Operation Assessment and Selection Commander; John F. Kennedy Special Warfare Center and School	2011 – 2012
Special Forces and 75 <sup>th</sup> Ranger Regiment Military Service	2009 – 2011
(3 <sup>rd</sup> , 7 <sup>th</sup> , and 10 <sup>th</sup> Special Forces Groups / 2 <sup>nd</sup> and 3 <sup>rd</sup> Ranger Battalions 75 <sup>th</sup> RGR)	1986 – 2008

**BACKGROUND**

Fort Sill, Oklahoma, is composed of 93,000+ acres of land and five million square feet of building space, including a medical clinic, elementary school, airport, a National Military Cemetery, four federal historical Native American burial grounds, and \$2 billion in city infrastructure.

**Section 9**

**DON A. KING JR.**

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Fort Sill, Oklahoma, is the number one choice and source of employment with the region from Wichita Falls, Texas, to towns and counties south of Oklahoma City, and the primary employer of all residents of the neighboring City of Lawton, Oklahoma. Based on being the employer of choice with the adjacent City of Lawton and the fact that many of my workforce resided in Lawton, Oklahoma, I held a position on the City Council of Lawton and the School Board.

Fort Sill, Oklahoma, is a historic U.S. landmark established and built in 1869 during the Indian Wars to protect westward traveling wagon trains. Today, Fort Sill has many historic landmarks that include multiple Indian burial grounds protected and preserved by the Federal government in cooperation with over 17 different Indian nations and tribes. One of the most famous burial grounds Fort Sill is responsible for safeguarding and protecting is Geronimo's gravesite.

Today, Fort Sill is the home of the U.S. Army's Center of Excellence for Long Range Field Artillery, Air Defense Artillery, and Marine Corps Field Artillery Schools. Additionally, Fort Sill is home to over 88,000 residents and employees and facilitates the visit of over a million visitors a year.

Fort Sill's annual budget for FYI 2018, 2019, and 2020 totaled over \$190+ million each year, excluding ongoing major capital projects such as the ongoing annual road improvement projects budgeted at \$200 million per project assigned that remains ongoing year after year to continually maintain roads and roadway traffic, entry-level Soldier training campus to expand throughput for the U.S. Army at the cost of \$114 million in construction, \$150 million in Affordable Housing sustain, maintenance, and repair. In addition, Fort Sill negotiated \$10M in federal and private funding to support the expansion of childcare and family programming. Fort Sill has 1,500 employees, with fourteen departmental directors reporting directly to the City Manager / Garrison – Installation Commander.

The three most significant issues facing Fort Sill are:

- Funding Reductions of a mandatory 20 percent to reinvest in aging City Municipalities that require both technology and infrastructure repair, replacement, or new construction.
- Sustainment, maintenance, and repair of Affordable Government Housing remains a continuous process to ensure quality families housing for residents.
- Infrastructure expansion requiring alternate methods of funding of up to \$2 million annually to support a 25 percent growth in city infrastructure requirement for roadways and utilities.

**GENERAL MANAGEMENT STYLE AND EXPERIENCE**

I am excited to apply for the position of City Manager for Belle Isle because of the people and location. As a resident of Florida and a recently retired senior military officer, I am looking for the ideal community for me and my wife to call home. As we look around Florida, Belle Isle stood out because of its location and community. Over the past two decades, me and my family have spent a

## Section 9

### DON A. KING JR.

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significant part of the summer visiting and vacationing in the Belle Isle area. My wife and I are excited about the opportunity to serve and live in a community we would love to call home.

The leadership style that has been the hallmark of my 37-year military career has focused on transparent, servant Leadership that includes active and responsive listening, ensuring that my team felt welcomed as a valuable team member. As a result, all the high-performing organizations where I have worked were highly professional in all aspects of daily and project activity. These individuals were highly motivated professionals who required minimal guidance and supervision because they understood the organization's mission and vision. Additionally, these professionals were open to asking for clarity if needed.

All employees I have worked with throughout my career have taught me something new, and most would say I have provided them with dynamic opportunities to learn more about the organization's efforts, issues, and success from me as their supervisor. With all organizations, developing an effective and responsive staff is a priority that must be established as soon as possible. Also, maintaining a highly adaptive organization is required to manage and deal with compensation and classification plan revisions, reductions in force, restructurings, labor negotiations, and performance-based terminations.

The elected officials I have served will say that I am highly competent, ethical, innovative, fair, dedicated, and strategically decisive. Staff will say they appreciate my transparency, availability, support, high standards, inclusive team approach, and recognition of accomplishments. Both groups would see me as an effective leader that gets the job done on time and at or below cost.

My greatest strength is collaborative consensus building at all city management and government levels. My approach combines visionary solutions, strategic planning, fiscal budgeting, project management, daily operations, and stakeholders relationships. A recent example is a project involving the conversion of a city / installation infrastructure from a set of separate buildings to a complex of network buildings that were remodeled at the cost of \$100 million to establish an organizational headquarters with additional workspace and requirements that required national and international stakeholder to provide that campus complex on time and at budget.

In terms of weaknesses, I recognize that, at times, I can be impatient with regard to City Management timelines on various projects and requirements to support the resident and city staff. Therefore, I implemented staff processes that require multiple levels of collect staff interaction that include primary directorate updates and developed milestones that give a clear and precise process to ensure resources and actions are executed in a timely and efficient manner.

Various metrics that I utilize to measure success are:

#### Financial Metrics:

- Revenue: Total income generated by the organization from its products or services.
- Profit Margins: The percentage of revenue that represents the organization's profit after

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### DON A. KING JR.

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deducting expenses.

- Return on Investment (ROI): A measure of the profitability of an investment relative to its cost.
- Gross and Net Profit: The difference between revenue and various types of costs, including direct costs and operating expenses.
- Cost Efficiency: Comparing expenses to revenue to determine cost-effectiveness.

#### Customer Metrics:

- Customer Satisfaction: Feedback from customers indicating their level of satisfaction with the organization's products or services.
- Net Promoter Score (NPS): A metric indicating the likelihood of customers recommending the organization to others.
- Customer Retention Rate: The percentage of existing customers retained over a specific period.
- Customer Complaints: The number and nature of complaints received from customers.

#### Operational Metrics:

- Efficiency Metrics: Measures of how efficiently resources (time, labor, materials) are being used to produce products or services.
- Productivity: Output per unit of input (e.g., sales per employee).
- Cycle Time: The time it takes to complete a process or deliver a product or service.
- Quality Metrics: Measures the quality of products or services delivered to customers.

#### Employee Performance Metrics:

- Employee Satisfaction: Surveys or assessments of employee satisfaction and engagement.
- Turnover Rate: The percentage of employees who leave the organization over a specific period.
- **Training and Development: Metrics related to employee training, skill development, and career progression.**

#### Strategic Metrics:

- Key Performance Indicators (KPIs): Specific, quantifiable indicators tied to strategic goals.
- Strategic Goal Attainment: Measurement of progress toward achieving strategic objectives.
- Market Share: The organization's portion of the total market for a product or service.

My greatest achievement is my family. Through years of uncertainty and constant moves and disruptions to our lives, we have remained healthy and strong.

My greatest failure was my inability to prevent one of my senior leaders making poor decisions that led to his dismissal. Although, during my tenure as the City Manager / Installation Commander I was able to prevent my senior leader from violating law and policy, but once I left, he still chose to take risks that eventually brought his career to an end.



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### DON A. KING JR.

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In my multiple leadership positions, I have fired a variety of military and civilian employees that violated laws, regulations, and or policies. Although I had empathy for their situation, violating laws, regulations, and or policy in my previous line of work had strategic impacts and required action. All action was fair and just, and did not negatively impact me, my position, or how I felt about individuals, because I treated everyone with dignity and respect.

The challenges I see facing the City of Belle Isle are:

- **Annexation:** Belle Isle wants to grow and expand by annexing adjacent properties, but the opportunities for expansion are limited. The land to its north, west, and south is mostly developed, making it difficult to annex. The available land to the east is mainly open space, but obtaining support from the County for annexation has been challenging.
- **Facilities Improvement:** The current City Hall and Police Station are housed in remodeled homes and are inadequate for the city's needs. Finding a suitable location for new facilities is difficult due to the city's primarily developed nature, with available lots quickly being purchased by developers. Funding the construction of new facilities is also a challenge.
- **Collaboration with Regional Actors:** Being a small community, Belle Isle sometimes gets overlooked by larger entities around it. To address various issues like traffic problems, airport noise, and lake management, the city needs to collaborate with regional actors such as Orange County, the Lake Conway Water and Navigation Control District, the City of Orlando, and the Airport.
- **Crime Management:** A significant portion of the city's crime stems from individuals passing through or occurs near its southern border, closest to the airport. The next city manager must work with the police department, elected officials, and external entities to find solutions to reduce crime and discourage criminals from targeting the city.
- **Infrastructure Updates:** The city needs to address infrastructure maintenance and upgrades to ensure the well-being of residents and the continued functioning of essential services.
- **Keeping Elected Body Focused:** It is essential to keep the elected officials focused on the city's big picture and long-term goals to avoid getting bogged down in short-term concerns.
- **Charter Review:** Reviewing the city's charter might be necessary to ensure it remains relevant and effective in addressing current challenges and future developments.
- **Communication with Residents:** Improving communication with residents is crucial to keep them informed about city issues, initiatives, and opportunities for input or feedback.

Opportunities for Belle Isle:

- **Collaboration with Regional Entities:** Despite the challenges, Belle Isle has a chance to strengthen relationships with regional actors like Orange County, Lake Conway Water and Navigation Control District, the City of Orlando, and the Airport to find solutions for common issues.
- **Expanding Facilities:** If the city manages to find a suitable location and secure funding, the construction of new City Hall and Police Station facilities can enhance the city's infrastructure



**Section 9**

**DON A. KING JR.**

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and services.

- Quality of Life Improvements: By addressing noise concerns caused by airport proximity and managing lake access and water quality, Belle Isle can improve the overall quality of life for its residents.
- Controlled Growth: The city can explore controlled and sustainable growth options that preserve the existing character while accommodating necessary developments.
- Enhanced Security Measures: Collaborating with the police department and external entities may lead to the implementation of security measures that discourage criminal activities in the city.

Overall, addressing these challenges and capitalizing on the available opportunities will require strategic planning, effective communication, and collaboration with various stakeholders.

During the first six months, my efforts will involve (see attached 90 plan):

- Meeting with City staff, elected officials, citizen groups, residents, and county/state officials to assess city operations, concerns, positions, and dynamics.
- Learning the Council's goals and perspectives to formulate the appropriate strategic plan and way forward.
- Assessing the City's financial position and reviewing anticipated future trends.
- Further familiarization with relevant laws and the City's codes before my start date.
- Assessing current performance measures that will be used to determine if staff and I are meeting organizational goals and citizens' expectations and expanding on previous customer survey analysis already employed in Belle Isle -- the effort will include initiating revisions and clarifications as necessary to identify new opportunities.

I work well and comprehensively with various media platforms and strive to ensure accurate quality coverage for the resident, city team, and Council I serve. My ongoing goal is to keep residents up to date on the City's operations and programs. My appearances in the media range from occasional to frequent, but I will defer any engagements to the Mayor and elected officials as they prefer.

I do not anticipate anyone contacting the Council with negative comments about me.

In my spare time, I enjoy traveling and spending quality with my family, located across the Globe.

**SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF**

- Customer Service Oriented
- Transparent, Servant Leadership
- High-Performance Team Builder
- Inclusive in all workforce environments

**Section 9**

**DON A. KING JR.**

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- Strategically Focused
- Humble

**REASON FOR DEPARTING CURRENT POSITION**

Having completed and earned full retirement from the United States Army, my goal is to continue my public service with City Management and service to local, state, and federal government.

**CURRENT / MOST RECENT SALARY**

Currently in transition. No compensation available at this time.

**Don A. King Jr.**  
**30 60 90 Plan**

813.244.2500 ▪ don.a.king.jr@gmail.com ▪ linkedIn.com/in/don-a-king-jr/

**INFLUENCING GROWTH, OPPORTUNITY, SUSTAINABILITY & POSITIVE CHANGE**

**Visionary Executive Leader ▪ Team Builder ▪ Expert Strategist**

**Days 1-30**

During the first 30 days as City Manager, my primary focus is building relationships with key stakeholders, learning about the organization and its culture, and familiarizing myself with the City’s budget, strategic plan, and ongoing initiatives. To accomplish these goals, here are some specific action items I will undertake:

- Meet with key stakeholders: Set up meetings with elected officials, department heads, community leaders, and other stakeholders to introduce myself and learn about their priorities and concerns.
- Assess current City operations: Review current operations and organizational structure to determine areas for improvement, opportunities for increased efficiency, and potential cost savings.
- Review City budget: Review the City budget and understand the allocation of funds across departments and programs. Identify areas for potential reallocation or reduction of spending.
- Meet with staff: Meet with staff from all departments to understand their roles, challenges, and ideas for improvement.
- Review strategic plan: Review the County's strategic plan and identify priorities for the coming year. Work with department heads to ensure their objectives align with the County's strategic goals.

**Days 31-60**

During the next 30 days, I will focus on developing an action plan based on my assessments from the first 30 days. The 31-60 plan will involve setting priorities, identifying potential roadblocks, and developing a plan to address them. Here are some actions I will focus on:

- Prioritize initiatives: Based on my assessments, prioritize initiatives that will significantly impact the County. Develop an action plan for each initiative, including timelines, milestones, and key performance indicators.
- Develop a communication plan: Develop a plan to communicate with stakeholders, City staff, and the public about your initiatives, progress, and any changes to City operations.
- Identify potential roadblocks: Identify any potential roadblocks to implementing your initiatives, such as regulatory constraints, staffing shortages, or budget limitations. Then, develop plans to mitigate these roadblocks or identify alternative approaches.
- Develop a talent management plan: Assess the County's talent management practices and develop a plan to attract, retain, and develop top talent across all departments.
- Develop a technology plan: Assess the County's current technology infrastructure and identify opportunities to improve efficiency, reduce costs, and enhance service delivery.

**Days 61-90**

In the final 30 days of the plan, focus will be on implementing initiatives, tracking progress, and ensuring the City is on track to achieve its strategic goals. Here are some actions:

- **Implement initiatives:** Begin implementing your initiatives, ensuring all stakeholders are informed and engaged. Track progress against timelines and key performance indicators.
- **Evaluate progress:** Evaluate progress against your action plans and adjust as needed to ensure I can achieve the goals.
- **Conduct a budget review:** Conduct a mid-year budget review and adjust spending as needed to align with priorities and achieve cost savings.
- **Review talent management plan:** Review progress on the talent management plan and make adjustments as needed to ensure that the City is attracting, retaining, and developing top talent.
- **Monitor technology plan:** Monitor progress on the technology plan and adjust as needed to ensure that the City is using the appropriate technology to improve efficiency, reduce costs, and enhance service delivery.

Measuring success is essential to evaluating the plan's effectiveness and ensuring the City can achieve its strategic goals. Here are some examples I will use to measure key performance indicators (KPIs) for each stage of the 30-60-90 day plan:

**First 30 Days**

- Number of key stakeholders met with
- Percentage of staff members from all departments met with
- Number of budget and strategic plan documents reviewed
- Employee engagement survey results
- Number of action items identified to improve City operations and efficiency

**Days 31-60**

- Number of initiatives prioritized
- Number of action plans developed with timelines and milestones
- Percentage of employees that received training and development opportunities
- Number of technology upgrades implemented
- Number of potential roadblocks identified and mitigated

**Days 61-90**

- Percentage of initiatives implemented on time
- Progress toward achieving milestones for each initiative
- Budget review results, including cost savings and reallocation of funds
- Talent management plan implementation results, including retention rates and employee satisfaction scores
- Technology plan implementation results, including improved efficiency and service delivery metrics

During this process, I will continue reviewing progress against these KPIs to help you identify improvement areas, adjust your plans, and ensure that the City is on track to achieve its strategic goals. In addition, measuring success in these areas will help communicate achievements to stakeholders and build trust and support for future initiatives.

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*CB&A Background Checks*

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**Background Check Summary for  
DON ALEX KING JR.**

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**Criminal Records Checks:**

Nationwide Criminal Records Search	No Records Found
County Comanche County, OK	No Records Found
State Oklahoma	No Records Found

**Civil Records Checks:**

County Comanche County, OK	No Records Found
Federal Oklahoma	No Records Found

**Motor Vehicle**

Florida	No Records Found
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**Credit**

Excellent

**Personal Bankruptcy**

No Records Found

**Sex Offender Registry**

Not Listed

**Education**

Confirmed

**Employment**

Confirmed

**Social Media**

Nothing of Concern Found

**Background Check Summary for  
DON ALEX KING JR.**

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Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

**Background Check Summary for  
DON ALEX KING JR.  
Personal Disclosure**

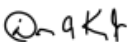
**Personal Disclosure Questionnaire**

Name of Applicant: Don A. King Jr.

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

**Please explain any yes answers on a separate sheet of paper.**

1. Have you ever been charged or convicted of a felony?  
Yes  No
2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?  
Yes  No
3. Have you ever declared bankruptcy or been an owner in a business that did so?  
Yes  No
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?  
Yes  No
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?  
Yes  No
6. Have you ever been charged with driving while intoxicated?  
Yes  No
7. Have you ever sued a current or former employer?  
Yes  No
8. Please list links to all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one.  
LinkedIn <https://www.linkedin.com/in/don-a-king-jr/> Facebook <https://m.facebook.com/profile.php?id=805127383&name=STSDirectNavUserDecorator>
9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?  
Yes  No
10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Attested to:   
Signature of Applicant

Please email this form via PDF DOCUMENT to [Monique@cb-asso.com](mailto:Monique@cb-asso.com) or via fax to (561) 621-5965 **no later than 5:00 PM MST 08/07/2023.**



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*CB&A Reference Notes*

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**Reference Notes  
Don A. King, Jr.**

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**James Linder – President, Tenax Aerospace, Madison, MS (910) 797-3280**

Major General Linder has known Mr. King since 2015 when they served together in the Army in various capacities. In 2017, Major General Linder asked Mr. King to be his Chief of Staff when he worked with the NATO forces in Afghanistan. Mr. King’s job performance was exemplary. He was selected for his attention to detail and his thoughtful and mature decisions.

Mr. King was part of the inner circle and interacted with the Major General daily. He could call Mr. King and assign him a problem knowing he would figure it out. They had a trusting relationship with ready access which allowed them to walk into each other’s office if they had an issue or question.

Part of Mr. King’s tasks as the Chief of Staff was to find the correct personnel to fill his command. He did an excellent job finding exemplary people. In general, his decisions were sound and based on the situations at hand.

Mr. King was innovative at managing the staff and getting people to do what needs to be accomplished. He was creative when responsible for initiating change. He was able to work with various personalities and maintain a high-performance level even in the chaos of war.

Mr. King was a leader who inspired people to do things they normally would not do. He drew attention to detail and helped them see the full picture. An example of his ability to solve problems occurred when they had another commander in combat who was trying to implement ill-advised policies and operations. Mr. King helped educate and inform this commander so he could make good decisions.

Mr. King was Garrison Commander for Fort Sill for two years. In those two years he was constantly dealing with the local community. His maturity and experience allowed him to enact suggestions made by others in a way which involved all people. He did this by attending community meetings, including city council meetings. Because of his involvement with the community, he was able to work with vendors and other companies to bring the right changes to Fort Sill in a timely manner.

Patience was not a strong virtue for him. However, Mr. King was very diplomatic and can work to push things forward without causing divisiveness. One of his best traits was working with multiple people with differing agendas and skill levels to bring them together. Though it may be a stressful environment, his combat training has taught him to work well under stress.

Because of Mr. King’s top security clearance, investigations have been made and nothing embarrassing or compromising has been found. He would not only do well as a municipal Manager, but he would also knock it out of the park.

## Reference Notes Don A. King, Jr.

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### Words or phrases used to describe Don King:

- Mature,
- Thoughtful,
- Very considerate,
- Empathetic,
- Creative, and
- Disciplined.

**Strengths:** Looks broadly at problems, locates specific problems and knows how to fill a team.

**Weaknesses:** Works too hard and too long.

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### **Lisa Bloom – City Attorney, Lawton, OK (580) 442-5261**

Ms. Bloom met Mr. King in 2018 when he was appointed the Garrison Commander at Fort Sill. He did a good job as the commander and was a very energetic leader.

Because other attorneys under Ms. Bloom handled specific issues, he met with them more frequently. As such, she did not have a daily interface with him, though the interactions they did have were very dynamic. If an issue arose, because they were in the same building, he visited her office and discussed the matter with her.

Mr. King ran Fort Sill at a high-performance level. However, if he saw something needing to be changed, he would first determine what was necessary and what they wanted as the outcome prior to making the change. He was not the type of manager to sit behind the desk. He was out working with the community.

An example of Mr. King 's problem solving ability was a situation involving older homes that were used by families working on the base. Many of these homes had mold growing in them. He worked with the community and company responsible for the homes to get acceptable housing for his community. He was able to do this in a relatively timely manner. He did not patiently wait for upper levels to make decisions. He diplomatically pushed to resolve the issues as quickly as possible because he recognized the impact on the health of those living in the homes. While it was very challenging to address all the issues of those involved, he was successful.

Ms. Bloom believes Mr. King would make a great manager. As Garrison Commander, he overlapped the Lawton City Manager in many areas.

## Reference Notes Don A. King, Jr.

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### Words or phrases used to describe Don King:

- Dynamic,
- Outgoing,
- Customer service oriented,
- Problem solver,
- Personable, and
- Empathetic.

**Strengths:** Energy.

**Weaknesses:** None identified.

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### Chris Zerzavy – Audit Team, Fort Sill, OK (580) 442-4097

Mr. Zerzavy met Mr. King in 2019. Mr. Zerzavy was working in Human Resources and Mr. King was Fort Sill's Garrison Commander. Mr. King was outgoing and people oriented. He did what was needed to get the job done. He oversaw all operations of Fort Sill, with 11,000 personnel while maintaining a good work/life balance.

Mr. King made good decisions because he is a person of integrity. He was very innovative when needed, especially within the rigidity of the Army. He can be a change agent when necessary to change a process for a more feasible outcome. He always maintains a high-performance level in his organization. He worked with thousands of people and even when options were available that were outside of regulations to fix the problem, he never chose them. He operates within the rules and regulations.

Mr. King attended town hall meetings with all his staff as well as community meetings. He put the community first. He was not a supervisor who stayed behind his desk, he was out with the people learning what they need and determining how to provide the necessary resources. Several severe weather events affected their housing. The management for homes on the garrison was handled by a private firm. He held townhall meetings after hours to take care of the soldiers and lead the process to a successful conclusion.

Mr. King led in an extraordinary way and had great follow through once decisions were made. He did not want to be a roadblock, which is the case when everything has to go through one person, so he empowered his people to manage their responsibilities. He never became frustrated working with different groups who had varying priorities. He was tactful in pushing through the red tape to complete the task. He had integrity and knew how to navigate politics.

**Reference Notes  
Don A. King, Jr.**

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Mr. King was thoroughly vetted at the highest levels and has top level security clearance. Nothing embarrassing was found in his background. He would make a great manager because he has experience with emergency management and can navigate the political arena.

**Words or phrases used to describe Don King:**

- Outgoing,
- People oriented,
- Integrity,
- Positive,
- Energetic, and
- Leader in all aspects.

**Strengths:** Solid leadership, professional, and personable.

**Weaknesses:** None identified.

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**Jennifer Waters – Executive Director, USO Oklahoma and Arkansas, Fort Sill, OK  
(580) 442-2815**

Ms. Waters met Mr. King when he was assigned as Garrison Commander at Fort Sill in 2018. He accomplished a great deal because he was energetic, which benefited his community. He was accessible to the people around him. He was passionate about work. He knew the Army, his job and what was right for the community.

Whenever Ms. Waters needed his assistance, Mr. King was there to help her. He never let a stumbling block stop his progress when he was trying to accomplish a goal. He made excellent decisions. He was an innovative, change agent and resolved many issues. One example was his ability to lead Fort Sill through the covid pandemic in 2020. His concern was always the safety of the military personnel, and he addressed the issues without any difficulties.

Mr. King was the liaison between the Army and the community. He attended city council meetings and school board meetings. He, by nature, wanted the community to be served and made sure it was. He was very aware of how the government works and can expertly navigate through the process, avoiding any potholes. He was very competent at working with management who had differing agendas at times. He learned each of their goals to understand what they wanted and then worked towards a compromise to meet the community’s needs.

Mr. King has top security clearance and was vetted thoroughly. Nothing was found in his background or he would not hold the security clearance that he does.

## Reference Notes Don A. King, Jr.

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Mr. King would be an excellent manager. He has experience working in civic arenas, disaster management and with city councils. Ms. Waters would absolutely hire him if he applied for a position with her organization.

### **Words or phrases used to describe Don King:**

- Smart,
- Energetic,
- Driven,
- Personable,
- Family oriented, and
- Critical thinker.

**Strengths:** Quick thinker, personable, likes to do things the correct way, does not use short cuts, cares about people he works with, family oriented, and good endurance.

**Weaknesses:** He remains outwardly calm at all times, so while he has emotion during positive and negative experiences, you do not see it. Some would have liked being able to see his excitement in positive times.

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### **James Clifford – City Manager, North Augusta, SC (703) 888-8475**

Mr. Clifford has known Mr. King since 2018 when Mr. Clifford took command of Fort Gordon. They worked in many of the same installations and attended conferences together.

Mr. King would make an exceptional municipal manager. His performance at Fort Sill showed why he was put into such a high position. He was a great team player, open to ideas and sharing ideas. He made good decisions in general.

Mr. King only spoke to Mr. Clifford about issues relating to both Fort Sill and Fort Gordon. They were peers and not in a supervisor – subordinate relationship. However, Mr. Clifford witnessed Mr. King’s ability to be a leader and take the Army’s vision to the surrounding areas.

During Mr. King’s time as the Garrison commander, he had to address a housing crisis. The houses on the installation were managed by a private entity and they had many issues, including mold. He worked with the private entity, lawyers and the media to resolve the issues.

Mr. King was out in the community working with people to resolve problems. He represented Fort Sill the way a city manager or even a mayor would represent their city. His customer was his command and he fought for his people. He also maintained organization. He accomplished tasks in a timely manner because the garrison depended on him.

**Reference Notes  
Don A. King, Jr.**

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Special forces trained Mr. King to work hard and command stress rather than letting it command him. He was able to work proficiently with many differing commanders who had different priorities. He learned to find out what the commanders really wanted and tried to compromise for the best outcome.

Mr. King has not been involved with any controversy. If he had, he would not have been able to achieve and maintain a top security clearance.

**Words or phrases used to describe Don King:**

- Character,
- Integrity,
- Action oriented,
- High performer,
- Good teammate, and
- Technically competent.

**Strengths:** Integrity, organized, how to move organizations forward, motivates others, and most importantly - demonstrates character.

**Weaknesses:** Economic development, and finances from tax rules.

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**Andy Snodgrass – Former Deputy City Manager, Fort Sill, OK (254) 913-1149**

Mr. Snodgrass has known Mr. King since 2018. Mr. Snodgrass was the Deputy Commander at Fort Sill. Mr. King did an extraordinary job as Garrison Commander. He was very smart and quick on his feet.

Mr. Snodgrass met with Mr. King frequently to discuss garrison business. He was pleasant, outgoing and willing to listen. He made excellent decisions for the garrison. He works at a higher level than most people. Because of his special forces training, he has a background enabling him to solve most problems easily. He was innovative and can be a change agent when needed.

Mr. King had a chance to flex his customer service and problem-solving skills during his time at the garrison. The housing for the fort was maintained by a private entity. Several problems existed with the houses, including mold. He sought to remove the mold and improve the housing. He worked with the private entity, community, lawyers and the media. All key leaders were gathered to discuss the best way to rectify the situation.

Mr. King was someone who regularly met with community leaders. He worked in tandem with them on projects affecting both Lawton and Fort Sill. He was relied on to fix problems in a timely manner. When government stalled, he sensitively pushed projects forward to bring them

**Reference Notes  
Don A. King, Jr.**

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to their conclusion. Because of his training, working for different leaders with varying agendas was a natural fit for him.

Due to Mr. King’s top-secret clearance, nothing in his background is controversial. He was upstanding and honored in his position in Fort Sill.

In Mr. King’s experience as Garrison Commander, he also had involvements with the Native American Nation. He became very adept at meeting their needs.

**Words or phrases used to describe Don King:**

- Quick,
- Intelligent,
- Loyal,
- Hardworking,
- Respectful, and
- Problem solver.

**Strengths:** Ability to quickly identify a problem and used collaboration to reach solutions.

**Weaknesses:** He was so smart, he could breeze right past everyone around him.

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**Cecil Marson – City Manager, Bluefield, WV (571) 365-5707**

Mr. Marson knows Mr. King from working with him in special forces for the Army from 1999 to 2000. Mr. King had a stellar Army career. They interacted through their Army positions and in social capacities.

Mr. Marson did not witness how Mr. King was at hiring people. However, he made good decisions all around. He maintained a very high-performance community. He was also innovative in the way he approached various projects. He keeps everyone informed and was a very transparent leader. He takes a team approach to leadership and works with his people.

While at Fort Sill, he worked on a privatized housing project with a funding problem. He was able to course correct the project and acquire the funding they needed. During this time, he regularly met with his staff and community representatives.

Mr. King was very resilient when working with government schedules. He knew how to navigate the pathways and tactfully push along projects that were stalled. He also works well with different leaders. He had advantages of working with different leaders when he was the Chief of Staff for the NATO combined command in Afghanistan.



## Reference Notes Don A. King, Jr.

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Mr. King could not have had the opportunities he had in the Army if he had anything controversial in his background. He successfully passed a top security investigation.

Because of Mr. King's experience as the Garrison Commander of Fort Sill, he has the experience and knowledge to make a great municipal manager.

### **Words or phrases used to describe Don King:**

- Dedicated,
- Loyal,
- Trustworthy,
- Persistent,
- Courageous, and
- Smart.

**Strengths:** Leadership, and discipline.

**Weaknesses:** He could use a bit more patience.

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### **Fred McKinney – Deputy Provost Marshall, Fort Sill, OK (808) 927-3578**

Mr. McKinney has known Mr. King since 2018, when they served together at Fort Sill. He was an outstanding leader in a very challenging role.

Mr. King always interacted with people in a professional manner. He was an inspirational leader. He took a high-performance organization and made it better through innovation. When needed, he pushed for change in a diplomatic manner. He worked within government timelines and encouraged his people to be innovators.

Mr. King made sure relevant information was passed through the levels of management. He kept his people notified of all projects in which they were involved. He was not one to sit behind a desk, he was out with his team. He leads out front because of his special forces training.

A memorandum existed which had the garrison providing the city with dispatch services in a city building. Due to the lack of oversight, it was rife with people taking advantage. Mr. King communicated the issues with council members and evaluated the memorandum. He decided to terminate the agreement which allowed them to bring the dispatch back to the base, and meant they were no longer financially responsible for the city.

Mr. King was always out in the community, regularly attending community meetings. He was customer service oriented and a problem solver. When faced with a challenging situation, he brought the right people together so they could talk through the problem and find a solution.

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Don A. King, Jr.**

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Mr. King was not one to sit around when projects were due. He worked with his team to ensure they met the deadline. While working with the government, he learned how to make the wheels go smoother and quicker with gentle persuasion. Because of his experience as the Chief of Staff for the NATO Combined Command, he learned to work with many leaders. He learned how to expertly work with each personality.

Investigations for top secret clearance were performed on him. Mr. King would not have passed the scrutiny of such an investigation if anything controversial was in his past. Because of Mr. King’s experience in the Army, he would make an excellent municipal manager.

**Words or phrases used to describe Don King:**

- Motivated,
- Energetic,
- Persuasive,
- Dynamic,
- Passionate, and
- Fair.

**Strengths:** Communication, and ability to get to the heart of the matter.

**Weaknesses:** Tells it like it is.

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**Randy Butler – Former Director of Public Works, Fort Sill, OK (580) 606-0159**

Mr. Butler has known Mr. King since 2020, where he did an excellent job discharging his duty as Garrison Commander. He kept his team apprised of happenings through weekly briefings, phone calls, digitally and personally. His team was always kept informed of what needed to be accomplished. Within his area of authority, he made excellent decisions. He gathered information from all sources to make a sound decision.

Mr. King was a change agent. When changes were needed, he investigated to find the appropriate path to move forward. However, he always maintained a high-performing level. He was someone who encouraged community involvement in decisions and brought them along for the solution. He inspired people to get tasks done to achieve the vision of the organization.

An example of Mr. King’s problem solving and his ability to work with those over him was an incident involving the Commanding General. The Commanding General was looking for improvements to buildings that were not really a priority for the garrison command. The changes would have been nice to have but not necessary because the buildings were not in danger of failing without the changes. Mr. King arranged to have the Plans, Analysis and Integration

## Reference Notes Don A. King, Jr.

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Office (PAIO) and Mobilization make a presentation to the Commanding General to explain why those particular buildings were not a priority, and what the garrison's priorities were.

Mr. King was very open to opinions, even seeking them out when facing challenging situations. He trusted his staff and listened to them. He was frequently out in the community. He sat on the community council and other boards for the community. He was also customer service oriented. If he were on a team with five people who had differing opinions from him, he found it a challenge to meet their needs. He likes challenges and strives to find common ground to reach a consensus.

Mr. Butler knows of no controversial things in Mr. King's background that would impair his ability to do his job. He would be a superb municipal manager because he could interface well with the public, and he listens to differing opinions. He also did well at articulating why a decision was made when it affected the community.

### **Words or phrases used to describe Don King:**

- Aggressive,
- Trustworthy,
- Communicates well,
- Open to new ideas,
- Respectful of people's views, and
- Loyal.

**Strengths:** Honest, straightforward, dependable, has follow-through, worked with people, and listened to people before decision making.

**Weaknesses:** Behind closed doors, he does have a bit of a temper, and at times can be directive with people.

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**Prepared by:** Annette Rosenlund  
Colin Baenziger & Associates



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*CB&A Internet Research*

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**Internet – Newspaper Archives Searches**  
**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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Fort Sill Tribune  
July 30, 2020

**Fort Sill welcomes new garrison commander**

Author: Mitch Meader

Col. **Don King's** final act as Fort Sill Garrison Commander was to make sure someone sang "The Green Berets" at his change of command ceremony Monday.

At an awards presentation prior to the ceremony, Maj. Gen. Kenneth Kamper, commanding general of the Fires Center of Excellence and Fort Sill, presented **King's** wife Rika with a Public Service Commendation Medal and the Order of the Red Legacy for her volunteerism and her watchful eye that made sure things ran smoothly. Among other things, she was the Patriot Spouses Club adviser for a year and active in Growing Spouses Army Strong, the Fort Sill USO Center and the Kindness Society. **King** himself was awarded the Legion of Merit for exceptionally meritorious service.

**King** said after the ceremony that he and his wife are "over the moon" about his next assignment as chief of staff for Special Operations Command – Europe in Stuttgart, Germany. While he has deployed before, this will be the first overseas duty station he's had in an Army career of nearly 35 years. He will take over on Aug. 21, and said he looks forward to getting out there with his family and getting back to the operational force. One of their sons, Dakota, is a first lieutenant in the 101st Airborne Division and their other son, Tyler, is currently living in Spain.

"My last two years here as garrison commander has been phenomenal," **King** said. "It went much faster than I thought it would. I think the best part of this, the highlight of my time here, was the relationships not only with the organizations on the installation but the Lawton community ... "I will tell you from day one the people that we met in Lawton made the difference. They were friendly, they were kind, and we're going to be sad to leave here because of the community itself, because of how much they do reach out to service members here and really look after them," **King** said.

The one thing that saddens him is that two mainstays of the garrison team, secretary Bev Hopkins and deputy garrison commander Audie Snodgrass, are retiring. "I'm grateful that they stayed on with me for this year because a lot of the team members that I had have a lot of experience," **King** said.

He noted that the garrison team has one of the toughest missions on the installation and that's to make sure everything runs smoothly. "My best memories will be with the garrison team and everything we were able to do, especially during a very tense time in our country, especially with COVID. We did everything we could to make our time here on Fort Sill enjoyable, even through the COVID environment. We really tried hard," he said.

The new Fort Sill Garrison Commander, Col. Rhett Taylor, is a field artilleryman by trade. He

**Internet – Newspaper Archives Searches**  
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*(Articles are in reverse chronological order)*

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enlisted in the Indiana National Guard in 1991 and earned his commission in 1997 through the Reserve Officers Training Corps. Taylor's first duty station was Vilseck and Bamberg, Germany, serving in 1st Battalion, 6th Field Artillery, 1st Infantry Division, as a company fire support officer, platoon fire direction officer in Kosovo, platoon leader and battalion logistics from 1998 to 2001.

He returned to Fort Sill in 2001 for the Captains Career Course and was then assigned to Headquarters, 214th Field Artillery Brigade here. As the brigade fire control officer he deployed with them in support of the initial invasion of Iraq during Operation Iraqi Freedom in 2003. Upon his return he commanded B Battery, 1st Battalion, 14th Field Artillery from 2003 to 2005. He came back to Fort Sill about a year ago to serve as operations officer for the Fires Center of Excellence and Fort Sill. **King** said that job was good training for the garrison command, as he and Taylor worked together on the same projects. "He got to see a lot of what I was doing and got to be a part of it," **King** said. "He's a great supporter, so it was nice to have him here pre-positioned. It gave him a good bird's-eye view of what the garrison does, but it also gave him a great opportunity to see what was important to the installation and what he should focus on."

Taylor said what he's most looking forward to as garrison commander is "the people." "In my previous job I worked closely with the garrison. They're just great people, and I'm excited to be part of that team and the Lawton-Fort Sill community," he said.

Asked what he brings to the table as the city manager of Fort Sill, Taylor cited the skills to build a team, the ability to stay calm under pressure and his sense of humor. "It's not always how you sell the problem, it's how you deal with the problem. I think the personality has a lot to do with that," he said.

Taylor and his wife, Amy, have two daughters, Natalie, a senior studying recreational therapy at Central Michigan University, and Lauren, a freshman at Indiana University/Purdue University at Indianapolis. Filling in for the 77th Army Band while its members are on annual leave was the 395th U.S. Army Reserve Band based in Mustang.

**Internet – Newspaper Archives Searches**  
**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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The Lawton Constitution (OK)  
June 24, 2020

**New PXtra geared toward AIT soldiers, recruiting effort**

Author: Mitch Meador

Fort Sill service members, military families and retirees cheered Tuesday's soft opening of the newly refurbished PXtra at Building 1712 Macomb Road.

Cutting the ribbon to the newly renovated facility were Fort Sill Garrison Commander Col. **Don King Jr.**; Garrison Command Sgt. Maj. Russell Blackwell; Don Walter Jr., general manager of the Fort Sill Exchange system; Mary Campbell, Military Clothing store facility manager, and Sgt. Vivian Sargeant, Qdoba manager.

Walter said the PXtra will complement the Fort Sill Post Exchange (PX) at the opposite end of the parking lot. The \$8.7 million in renovations to the 35-year-old building took a year to complete.

The 50,000-square-foot Army & Air Force Exchange Service (AAFES) facility is now a one-stop center for the Operational Camouflage Pattern uniforms (OCPs) used in the Army, the Air Force and the Marine Corps. It combines the Military Clothing store with Stripes Alteration and laundry and dry cleaning services, all under one roof.

For the added convenience of Advanced Individual Training soldiers who buy their uniforms and accessories here, there's a Qdoba Mexican Eats where they can grab a healthy meal and a three-chair barbershop where they can get their hair cut. Due to the COVID-19 pandemic the barbershop and eatery will be operating at 50 percent of capacity. All stores and services will follow recommended health guidelines, which currently include wearing face masks, hand sanitizing and social distancing.

Additionally, the facility contains administrative offices and warehouse space. The relocated Military Clothing store is 4,000 square feet larger than the previous facility, and the alterations shop is more than 50 percent larger. Sometime in 2021, the PXtra is scheduled to welcome a four-chair, civilian-run dental office; a durable medical equipment store, and a Sarku Japanese restaurant. Walter said Building 1712 hadn't been utilized for several years and had not received any substantial upgrades since 1996. AAFES didn't want to see it go to waste, so they decided to put it back into use. The old military clothing store has been vacated and AAFES will be turning it back over to the installation. "This is for the Fort Sill community. We wanted to add more healthy-choice initiatives to the selection that we have as far as varieties of eateries," Walter said. "The Exchange is committed to supporting the readiness and resiliency of the Fort Sill military community, especially our AIT soldiers, by expanding these services and making them more easily accessible," he continued. "The Exchange (staff) is excited to continue expanding the offerings in the future as well."



**Internet – Newspaper Archives Searches**  
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*(Articles are in reverse chronological order)*

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Walter said Fort Sill contributed about \$3.8 million toward bringing the building up to code. This included replacing the roof, upgrading the fire alarm system, repairing electrical components and more. AAFES funded the remaining \$4.9 million.

Blackwell said the investment in the PXtra was a part of modernizing Fort Sill and the Army, "and really just improving the overall performance in the services that we're able to offer here at Fort Sill." "We had to completely gut the inside of this building and rebuild it in order to get to where it's at now. This actually used to be a toy store," Blackwell said. The sergeant major said he thinks it will have a great impact on the population that utilizes the PX and the PXtra.

"No. 1, it give them more choices. No. 2, it gives them better facilities. And No. 3, it supports the future of the Army, with the new Army Hiring Days initiative where we're trying to get 10,000 new soldiers between now and the beginning of July. Operating state-of-the-art facilities like this really goes a long way in being able to provide that," Blackwell said.

Customer purchases make a big difference for soldiers and their families, as 100 percent of earnings are invested in the military community through support for on-base and quality-of-life programs as well as capital improvements like the renovated shopping center, Walter said. In 2019, shopping the Fort Sill Exchange generated nearly \$940,000 for quality-of-life programs in the community.

**Internet – Newspaper Archives Searches**  
**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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The Lawton Constitution (OK)  
April 10, 2020

**Sill extends Stand Down thru April 21**

Author: Staff Writer

Fort Sill Commanding General Kenneth Kamper has decided to extend the Health and Safety Stand Down through April 21. The stand down allows Fort Sill to continue to evaluate preventative measures to slow the spread of COVID-19 on Fort Sill and the Lawton Fort Sill community.

At the April 7 virtual town hall Kamper said the stand down mostly translates to the suspension of "95 percent" of advanced individual training (AIT) on post to address issues like overcrowding in the AIT dining facility.

Fort Sill, in accordance with the Centers for Disease Control and Prevention (CDC), recommends wearing cloth face coverings in public settings where social distancing measures may be difficult to maintain. Facial coverings for soldiers must be neutral in color, non-offensive and made from safe materials. Post leadership discourages the use of old Army Combat Uniforms (ACU) to make facial coverings due to the chemicals in the fabric. Costume masks are prohibited.

The Fort Sill Commissary and Post Exchange (PX) will require all patrons to wear facial coverings while in the facility. "Your protective actions are critical to our effort to control and flatten the curve — thank you for all your support during this critical time," Fort Sill Garrison Commander Col. **Don King** advised.

All Fort Sill service members and Department of the Army civilians will remain under General Order No. 1. Fort Sill continues to encourage everyone to adhere to the principles of social distancing and good personal hygiene. According to Thursday's news release from the Fort Sill Public Affairs Office, "We continue to minimize our workforce through telework and limiting unnecessary movement to only essential travel. The top priority on Fort Sill continues to be the health and safety of the entire Lawton Fort Sill community."

**Internet – Newspaper Archives Searches**  
**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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The Lawton Constitution (OK)  
March 19, 2020

**Fort Sill restricts travel for its personnel**

Author: Mitch Meador

With few exceptions Fort Sill's response to the COVID-19 outbreak closely mirrors that of its counterparts downtown. One key exception is a travel restriction intended to stop spread of the virus. From March 16 through May 11 all soldiers and Department of Army civilians assigned to Fort Sill will stop movement and remain within 60 miles of Fort Sill or a local residence. Only local leave and passes will be approved. Some exceptions will be made for people who live slightly outside a 60-mile radius of post. Those who are currently on temporary duty (TDY) assignments are advised to seek guidance from their chain of command. Generally they will remain on a TDY status wherever they may be until that mission is complete and then return to Fort Sill.

All permanent changes of station (PCS moves) are on hold until May 11. Those who have already departed Fort Sill for a new duty station will continue their movement within the U.S. Those who have not departed Fort Sill will stay here. Fort Sill will continue with operational training. It will continue its mission of providing combat basic, field artillery and air defense artillery training to Army soldiers, in the field as well as in the classrooms and simulator labs.

Graduation ceremonies are now live-streamed on Facebook for the benefit of families and friends who have been asked to stay away in order to halt the deadly strain of coronavirus. "Army graduations are really memorable experiences, and we know the pride that family members have and their loved ones have in supporting those graduations, so we're going to offer that virtually, and when COVID-19 dies down we'll start doing them live again," Maj. Gen. Kenneth Kamper, commanding general of the Fires Center of Excellence and Fort Sill, told news outlets in a conference call Wednesday.

"This job is inherently risky. Safety, however, is an integral part to everything we do. We can never mitigate every hazard, but we can sure try," Kamper said. "The trainees come from all walks of life and from all parts of the country and even the world, and because of this we provide a unique contribution to national security. We need to continue to provide this unique contribution by staying resilient together and following the appropriate procedures to ensure the community is safe and minimize the spread of COVID-19," the CG said.

Fort Sill had no confirmed cases of the disease as of Wednesday. The post has done testing on individuals and is in synch with the state of Oklahoma as far as testing is concerned, Kamper said. If anyone here does test positive for COVID-19 Fort Sill will follow CDC guidelines.

Fort Sill Garrison Commander Col. **Don King** said the post has increased cleanliness at high-traffic areas like the Visitor Control Center on Sheridan Road and the Fort Sill Welcome Center in Building 4700 on Mow-Way Road. Several hundred people visit these buildings each day.

**Internet – Newspaper Archives Searches**  
**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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**King** said cleaning crews go over the Visitor Center three times a day. Fort Sill is participating in a test of a self-scanning automated entry system at the gates. **King** said this reduces the risk of ID cards getting contaminated when they're passed back and forth. However, it's back to using live gate guards to scan cards whenever the equipment malfunctions. When that happens, said **King**, the gate guards have been instructed to use gloves but not to touch the ID card. They keep a good distance from the motorist, and at least some of them wear face masks. "We've been very proactive in getting after that," the garrison commander.

The Commissary and the PX have reduced hours of operation in order to monitor closeness and length of proximity. They are also looking at rationing critical sanitary and cleaning items to ensure they are available to all, **King** said. The food courts have gone largely to take-out, although the Main Exchange does have a small area where people can eat on the premises. It normally seats 100, but that has been cut to 50 in order to follow the Centers for Disease Control and Prevention (CDC) directives for maintaining social distance, **King** said. Religious services continue to be held, but social distance is enforced there as well, he added.

Currently Sill's fitness centers, child development centers and dining facilities remain open. As of today, though, the fitness centers are only open to Department of Defense cardholders. The indoor pool at Rinehart Fitness Center is closed. Anything to do with Child and Youth Services or Army Community Services is by appointment only. "We are very particular and we are being very diligent on the cleanliness of these facilities because we've got a lot of patrons who go there and we've got children that we care for," the garrison commander said.

Fitness centers are cleaned three times a day, and a cleaning solution is provided for patrons to clean up after themselves. Most of the classes at the child development centers are small groups, so they meet CDC guidelines. Staffers clean up behind the groups as they move from one play station to another and then do another cleanup in the evening to ensure a sterile area.

Fort Sill Family and Morale, Welfare and Recreation (MWR) is limiting some of its activities. For a list of events that have been canceled or postponed, go to the "Fort Sill Family and MWR" Facebook page, **King** said. Other updates can be found at the official Fort Sill Facebook page, "US Army Fort Sill" as well as "Fort Sill Army Community Services" and the Corvias page, "Residents At Fort Sill."

**King** said the garrison will continue to provide all soldiers, DA civilians and their families information as conditions continue to change. The post is not locked down, although that is within Fort Sill's range of options, Kamper said. For now at least, visitors are welcome. Telework is encouraged for DA civilians, and those who don't feel well are encouraged to stay home. Kamper estimated that Fort Sill currently has about 20 soldiers and 10 family members who are under 14-day self-quarantines as recommended by the CDC.

**Internet – Newspaper Archives Searches**  
**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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The Lawton Constitution (OK)  
December 10, 2019

**Fort Sill kicks off Toys for Kids program**

Author: Mitch Meador

The Fort Sill Conference Center resounded with the 77th Army Band's renditions of "Frosty the Snowman" and "Santa Claus Is Coming to Town" Monday as community leaders joined to cut the ribbon to the Fort Sill Toys for Kids store.

Darryle Jones, the new director of Fort Sill Family and Morale, Welfare and Recreation (MWR), and Garrison Commander Col. **Don King** say the family-friendly program has been a big effort on the part of MWR and the Fort Sill Garrison for the past 11 years. "First and foremost, I want to thank everybody who took the time to put this together because this is one of the most important things we can do for our families and for our soldiers on the installation," **King** said.

The program is designed for families who may need some extra help during the Christmas holidays, he noted. Shane Dunlevy, MWR's chief of community recreation, said it is run by donations and sponsors from across the Lawton-Fort Sill community. "With their generosity we've been able to go out and purchase toys, whether it be online or in person. It's all brand-new stuff that we've got on the shelves, and we're just hoping that we can help out as many as possible," he said.

Dunlevy said Toys for Kids is still accepting donations. New toys may be dropped off at the Fort Sill Conference Center, the building due east from Key Gate East, any weekday between now and Friday.

One military spouse attended the ribbon-cutting with all five of her sons and was among the first customers to go shopping at the store. Robin Burns is the wife of Spc. Karsten Burns, who's currently at school to become a sergeant. She said she wasn't able to make it to Toys for Kids last year because she was expecting twins. Case and Heath are now 11 months old, and she was pushing them in a baby carriage built for two. Her other three sons are Bren, 7; Jack, 5, and Kash, 3, and they were walking alongside their mother. "We're keeping the Army going here," she joked.

Bren knows what he wants for Christmas: Jurassic World toys. In monkey see, monkey do fashion, Jack said he wants dinosaur toys and Kash wants a T-Rex. When asked if the tree is already up at their house, all three said yes and they helped. Now they just need to get something to go under it, and they planned on helping with that, too.

Robin said the family found out about Toys for Kids through her husband's unit. She said she's excited to go to it this year. "It'll be nice to go pick out some things they want. We've got a couple of things that we think they need, but it'll be nice to pick out some other things," she said.

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*(Articles are in reverse chronological order)*

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Spc. Andrew Noble, a tuba player with the 77th Army Band, said his wife is in the hospital right now, so he brought their two younger sons to the store. Andrew Jr., 3, wants either a PAW Patrol toy or a Buzz Lightyear toy. Easton, 2, would like either a choo-choo train or a Baby Shark toy. The Nobles have two more sons at Freedom Elementary School, Brenden, 10, and Colby, 8. The specialist said they gave him a wish list about a month ago, and so he and his wife have tried to get everything on the list. "Especially for soldiers with big families and soldiers with little ones, they can't always get everything on that wish list for kids. This helps those families make dreams come true for the little ones. And that's what it's really all about, is the little ones," Noble said. "This program really helped us last year, and so my wife sent me down with the little ones this year," added Noble, who's getting ready to perform in the 77th Army Band's "Holiday Classics" concert at 7 p.m. Wednesday in the McMahan Memorial Auditorium, 801 NW Ferris Ave.

As for Toys for Kids, Jones said individuals who are seeking toys will submit requests through their command group, and their command group will submit the request to MWR's point of contact. "It's all in part due to the team we've got. We've got a phenomenal group of employees and soldiers that support the MWR mission here," Jones said, making particular mention of Better Opportunities for Single Soldiers (BOSS) for its assistance in making Toys for Kids happen.

Dunlevy said the program traditionally helps out about 150 to 175 children each year. Its focus is primarily on soldiers who are at pay grades E-4 and below, but MWR will work with E-5s and above on a case-by-case basis, depending on their financial situations. The latter will need to make an appointment with Army Community Service's financial readiness people. The number to call is 442-2025.

Families who are accepted for the program can select up to three gifts per child, which is an increase over years past.

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**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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The Lawton Constitution  
October 23, 2019

**Freedom students celebrate Red Ribbon Week**

Author: Mitch Meador

The gymnasium of Freedom Elementary School was a sea of red for the 38th annual Red Ribbon Week Celebration Tuesday.

Students proclaimed the drug-free message in songs, posters and essays. Lawton Mayor Stan Booker issued a formal proclamation of the Red Ribbon Campaign signed by both himself and Fort Sill Garrison Commander Col. **Don King**.

2019-2020 Freedom Student Council President Alayna Bickley led the way. "Each year during Red Ribbon Week the Army Substance Abuse Prevention program supports our school as we join together to award students for their creative posters and essays highlighting the drug-free logo of the year," she said. "For the past 27 years, the Army Substance Abuse Program has recognized the importance of drug prevention and awareness for the children of Fort Sill and Lawton communities. They are committed to a drug-free community and to encouragement of all students at Freedom to be drug-free. The perfect time to celebrate is during Red Ribbon Week."

Isabella Jones, vice president of Freedom Student Council, shared the reasons behind Red Ribbon Week: "A hero emerged in 1985 as he was fighting the battle to keep drugs out of the United States. He was killed while fighting on the front lines in Mexico, and his friends and fellow agents pushed hard to make a national campaign in his honor. Enrique 'Kiki' Camarena is now recognized during Red Ribbon Week for his efforts and sacrifice. "In 1988 the Army joined the Red Ribbon Campaign, which is celebrated across the world from Oct. 21 through Oct. 31 annually. So in a tradition of keeping Kiki's spirit alive, we will hear a song from Freedom third graders – all 167 of them – singing 'Drug-Free Me,'" she said.

Allison Monroe, student council secretary, and Sonya Okamura, treasurer, revealed the logo of this year's Red Ribbon Week Celebration: "Send a Message. Stay Drug Free." It will be displayed at the school throughout the campaign.

The mayor said, "Lawton is privileged to join with Fort Sill in the fight against drug use by our children, while offering them a supportive community that cares deeply about their rights to grow up drug-free."

Booker said Lawton will continue the fight against drugs with its Moonlight Walk and Open Streets events that it has periodically. He encouraged the audience to join the city in a year-round effort to keep the message alive: Stay Drug Free. Booker said Camarena's death has come to represent the belief that one person can make a difference. Congress established the Red Ribbon Campaign in 1988 to promote this belief and encourage a drug-free lifestyle and involvement in drug prevention efforts.

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"I just want to take this opportunity to pass along that this is an important week," the garrison commander [Col. **Don King**] said. "Many of you have put red ribbons all over the installation ... Thank you guys for doing that, because it is a great remembrance of what we're doing and what we're trying to do for this week, so that we do have a better understanding of drug awareness and how we can get after that."

As part of the program certificates of achievement were presented to the following winners:

Kindergarten poster: Bristol Trimpey  
1st grade poster: Miles Murdock  
2nd grade poster: Eliamlis Irizgarry-Rosado  
3rd grade poster: Trey Waldrum  
4th grade poster: Gabrielle Shepherd  
5th grade poster: Susanne Branham  
3rd grade essay: Hailey Garcia  
4th grade poetic essay: Marcus Soliz

The essay winners read their essays, and the third graders wrapped up the event with more songs: "I Have a Voice," "Yes or No" and "Be Drug Free."



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**Don A. King Jr.**  
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Lawton Constitution, The (OK)  
October 11, 2019

**Front Page**

Author/Byline: Mitch Meador

Pictures speak louder than words, and that's what Maj. Gen. Wilson Shoffner used Thursday to show that the partnership between Fort Sill and the civilian community that surrounds it is alive and well.

In his annual "State of Fort Sill" address to the Lawton Fort Sill Chamber of Commerce, the commanding general of the Fires Center of Excellence (FCoE) and Fort Sill made his point by pulling together photos of Lawton Mayor Stan Booker at the launcher button of a Multiple Launch Rocket System (MLRS), Lawton BancFirst President Mark Brace rappelling down Treadwell Tower during a Leadership Oklahoma trip to Fort Sill, 1,050 Sill soldiers participating in the Lawton Rangers Rodeo and the Fort Sill Artillery Half Section competing in a national cavalry competition at El Reno.

Mark Scott of Arvest Bank, incoming chairman of the chamber board, introduced the speaker as "a native Lawtonian, raised here in our community. Who better to advocate for the relationship and the importance of the relationship between Lawton and Fort Sill than a native Lawtonian? And we're certainly proud to have him."

Shoffner recognized by name the many uniformed leaders in the audience who were there to interface with civilian leaders. He then opened his remarks with the two cross-functional teams (CFTs). Both are associated with artillery. The Army's No. 1 modernization priority, long-range precision fires, has to do with field artillery (FA), while its No. 5 priority, air and missile defense, is all about the air defense artillery (ADA) branch. The two CFTs are collocated on Fort Sill.

To give listeners an idea of how important they are, Brig. Gen. Brian Gibson, director of the air and missile defense CFT, communicates directly with the Secretary of the Army and the Chief of Staff of the Army. "That's pretty powerful," said Shoffner. "I don't do that. I have to go through multiple levels of the chain of command." Later, he mentioned that when the new systems the CFTs are developing come out, this is where soldiers will come to train on them.

In the other direction from post headquarters is the Capabilities Development and Integration Directorate (CDID) in Knox Hall, where the folks work on force modernization. Down the hill from Knox Hall is Snow Hall, where the FA and ADA commandants oversee the instruction of enlisted personnel, NCOs and officers at the FCoE. "We're all interrelated. And I like to think of that as the main campus on Fort Sill. We're all in walking distance, and we all work very, very closely together," Shoffner said. He pointed out that soldiers assigned to the CFTs and CDID wear the shoulder patch of Army Futures Command. That's the new four-star headquarters that the Army established on the University of Texas at Austin campus.

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**Don A. King Jr.**  
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While the CFTs and CDID are developing technology and new systems, Shoffner and the two FCoE commandants are responsible for taking care of the soldiers who will man those new systems. The soldiers have to have barracks, a place to train, instructors, course material and more. "I'm responsible for setting the requirement, and then the commandants – (Brig.) Gen. (Stephen) Smith, Col. (Mark) Holler – they deliver. And so they're constantly working with everybody on Fort Sill to figure out how to resource all of those and how to ensure that, as we bring a new capability into the force, that we've thought about all those little details that we have to worry about," Shoffner said.

Shoffner confirmed he's from Lawton, and his family on both sides is from Oklahoma. On his father's side, the Shoffners actually lived in Indian Territory before Oklahoma was a state. They came from north Texas and lived in Indian Territory for about 15 years before they moved back south. "In fact, we just had our Shoffner family reunion down in Ryan, Okla., just a few days ago, and I was there reading in some of the family history ... a passage in there that talked about my great-grandparents when they were living in Cloud Chief," he said.

This was in the area just north of Mountain View. The passage told of his great-grandparents traveling back to see family in Henrietta, Texas, by way of the old Chisholm Trail (today's U.S. 81), and they stopped overnight before crossing the Red River. His mother's side, the Beauchamps, moved to Lawton in 1925 and have had close ties with the city ever since. When Shoffner's father, whom everybody called "Dutch," was in the Army, Lawton-Fort Sill "was the place we always came back home to," the general recalled. "Whenever I could see Mount Scott on the horizon I knew I was coming home," he said.

Repeating a story he shared at Lawton's birthday celebration, Shoffner said the two teachers who made the biggest impression on him were an English teacher and a history teacher at Lawton's Central Junior High. He credited their influence with his success in getting accepted into graduate school and the U.S. Military Academy. "I have a tremendous amount of respect and gratitude for the level of excellence that I experienced with Lawton Public Schools 'way back in 1978, '79 and '80," Shoffner said.

As he did at last year's "State of Fort Sill" luncheon, the general said he needs the help of community leaders on Army recruiting, because neither the Army nor the state of Oklahoma did very well in this regard in 2018. Shoffner also called for their help in getting the word out on fun things to do in the local area, because when he asks soldiers if they've found fun things to do while they're stationed at Fort Sill, they typically reply that they went to Oklahoma City or Dallas-Fort Worth.

He also put in a word for the role Lawton-Fort Sill Regional Airport plays in getting units overseas. He recently saw a C-17 there offloading High Mobility Artillery Rocket System (HIMARS) launchers. The airport has a photo taken several years ago showing six or seven C-17s parked on the ramp with no effect on commercial aircraft operations, he noted. Rail is another way to get soldiers into the fight, and Garrison Commander Col. **Don King** and his team are working hard to modernize rail facilities on post, Shoffner said.

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Lawton Mayor Stan Booker, the first to speak at the luncheon, touted the new "I love Lawton" pins. Shoffner, who followed him at the podium, said, "Mr. Mayor, I may not be wearing my 'I love Lawton' pin on my uniform, but I've got it in my pocket."

Booker recounted a recent chat he had with three Fort Sill soldiers from different parts of the country – California, Florida and El Paso, Texas – who all said they've bought into the Lawton experience and they plan on making Lawton their home. "That's what we need to strive for in our community, is that all of these individuals that come to Fort Sill through their service to our country, would love us so much that they want to make us our home," Booker said.

He praised Ella Foley, wife of FCoE Command Sgt. Maj. John Foley, for being an ambassador for the City of Lawton and asked the crowd to give her a round of applause. "The relationship between Lawton and Fort Sill is truly amazing and to me very important and of my highest priority that we continue to develop it, and work better together, because we are better together," the mayor said.

Booker concluded by echoing the words of Gov. Kevin Stitt on Wednesday, the same words used by U.S. Sen. Jim Inhofe at an earlier appearance: "The time is now. The time is now for us to act, to support and to help build business that will support Fort Sill. And we have to be ready for those opportunities that revolve around that connection."

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**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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The Lawton Constitution (OK)  
 May 18, 2019

**‘Freedom's Thunder’ rumbles through Fort Sill**

Author: Mitch Meador

The March 23 death of a Fort Sill soldier on White Sands Missile Range, N.M., served as a cautionary tale at a safety briefing Friday that preceded the 14th annual "Freedom's Thunder" Motorcycle Safety Rally. Although he wasn't mentioned by name during the briefing, news reports identify him as Sgt. Ronald James (R.J.) VanZant, 24, a native of Bartlesville who grew up in Hominy and Yukon. After graduating from Hominy High School with the Class of 2013 he worked in the oilfields before enlisting in the Army on April 7, 2014.

He attended Basic Combat Training while assigned to B Battery, 1st Battalion, 40th Field Artillery, and Advanced Individual Training while assigned to B Battery, 3rd Battalion, 6th Air Defense Artillery (ADA). He was awarded the military occupational specialty of 14E, Patriot fire control enhanced operator/ maintainer.

On Nov. 18, 2014, VanZant was assigned to Headquarters and Headquarters Battery, 4th Battalion, 3rd ADA as a Battalion Readiness Center clerk. In that capacity he deployed to Kuwait in support of Operation Spartan Shield and was directly responsible for four Patriot firing batteries' maintenance and readiness. On July 20, 2017, VanZant was assigned to 3-6th Air and Missile Defense (AMD) Test Detachment at White Sands Missile Range. There he participated in testing and evaluations of future AMD systems.

Less than two months ago, he became a statistic while riding a motorcycle he had bought March 4. He had gone through the Basic Rider Course on Feb. 12. John Cordes, safety officer for the Fires Center of Excellence, attributed the cause of his fatal motorcycle accident to a combination of excessive speed and misjudging the distance he needed to pass a vehicle. "He clipped the rear corner panel of the vehicle, and it sent him into the wired barriers, like we have here on I-44. He hit that, he bounced off it, went across both lanes of the highway, where he hit this small fence, which ejected him off the motorcycle. His motorcycle followed him, and they both came in contact with the frontage road that was on the other side of the highway. And that was it," Cordes said. VanZant leaves behind a wife, two children, his parents and grandparents, and numerous other family members. Cordes said that Army-wide, 13 motorcycle accidents have been entered into the data system since the beginning of fiscal year 2019.

Fort Sill Garrison Commander Col. **Don King** said that where he comes from, and that includes past units, "everybody owns a bike. So we spend a lot of time on our motorcycle safety training. We've got a lot of guys out on the road. We've got a lot of guys, it's their first time riding bikes, so they're underskilled and haven't had the courses yet. Or, they think they're better than their bikes, so they try to do things it's not designed to do."

**King** said one of his big concerns as a commander is making sure the riders have a good

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**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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leadership program and that they maintain personal responsibility for staying safe. Cordes said vests have been eliminated from the list of personal protective equipment (PPE) that riders on post are required to wear. They still need to wear a helmet, eye protection and sturdy footwear.

Kevin Enlow with the Fires Center of Excellence Safety Office said the purpose of the "Freedom's Thunder" Motorcycle Safety Rally is "to help get our motorcycle riders back in the riding techniques before this busy season of riding." The safety briefing is mandatory, the demonstration ride voluntary. The ride itself includes a skill event at Fort Sill's Motorcycle Safety Foundation Course to show riders what "right looks like." "They're going to be doing a five-cone slalom," Enlow said.

A total of 164 attended the briefing. Seven groups consisting of 19 riders and one mentor each – about 140 in all – went on Friday's ride. Bike maintenance is all done by the units' motorcycle mentors before service members show up for the briefing. The 40-mile route was projected to take an hour and a half or less to complete.

Sgt. Montez Irving, an activated reservist with B Company, 2nd Battalion, 379th Regiment, 95th Adjutant General (Reception) Battalion was first to show up for the ride. By day he works in his battalion's personnel section, receiving the newest of the new recruits. "This is my first motorcycle safety brief-slashride. I'm excited. I'm now the mentor in my unit. So now I have to brief the other soldiers who ride," Irving said. In his 3½ years of riding motorcycles he's gone on many group rides before, but on this one he'll be learning the proper protocol for overall safety. What got him interested in this pursuit? "Just the freeness of the wind and the bike. I go state to state. The farthest is Mississippi, which is 9½ hours on a motorcycle. With Harleys, you have to stop every two hours for gas," he said.

He was on a Harley Ultra Classic, but said he usually takes his Yamaha sports bike when he goes through the Wichita Mountains Wildlife Refuge because of the curves. Staff Sgt. Kenneth Howell is a drill sergeant with D Battery, 1-40 FA, who's between cycles and got the morning off to go on the ride. He said he had to go back to class after it was over. His ride was a 2016 KTM RC390, an Austrian concept built in India by Bajaj. This was his first time to take it out on a ride this big. "I've done smaller stuff, but nothing quite this big," said Howell, adding that he's on this one because "it promotes esprit de corps and it promotes safety within the Army, as far as motorcycle awareness."

Howell is a battalion mentor for 1st of the 40th. He said he believes the ride helps everybody who's on it. "We've got some riders who have never ridden in larger groups. It promotes how to do it, teaches, and irons out the things in a controlled environment as we prepare to do something cross country," Howell said.

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**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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US Army  
April 15, 2019

**Fort Sill pilots 'Be Strong' health food truck**

Author: Mitch Meador

Food trucks have long been the purveyor of a thousand guilty pleasures -- hot dogs, corn dogs, and funnel cakes, to name but a few. In an effort to support Fort Sill's healthy eating options for Soldiers and Department of Army civilians, Col. **Don King Jr.**, Fort Sill Garrison commander, in conjunction with the Directorate of Family and Morale, Welfare and Recreation, worked through Installation Management Command G9 (IMCOM) to create a one-of-a-kind healthy food option truck which provides low calorie meals at very reasonable prices.

IMCOM's Central Kitchen No. 1 made its first appearance here April 8, on the east side of the McNair Hall parking lot. This was a demonstration day for a select few, before it moved to a new location in front of Snow Hall.

"Be Strong," proclaimed a large banner fluttering in the breeze, "Powered by Healthy Army Communities." Yes, folks, the day of the health food truck has arrived. "This is our first Army truck for 'Be Strong,' serving Healthy Army Communities," explained Uttam Barua, branch chief for the food and beverages division of IMCOM's FMWR programs. "We have about 15 items on the menu. All are freshly made, pretty much the freshest you can get. Our Army has a standard now that 25 percent of our menus need to be healthier," he said.

While Barua doesn't have an exact number, he estimates that more than 60 percent of the new food truck's menu consists of healthier fare.

Examples include the California Veggie Flatbread, the Southwest Black Bean Quinoa Bowl, the Roasted Marinated Portobello Burger, and the Avocado and White Bean Wrap. "We're excited to be here, and we appreciate Fort Sill supporting us," Barua said.

"We are very excited to be launching the first Healthy Army Communities 'Be Strong' truck," agreed Kate Deyermond, business operations chief for Fort Sill FMWR.

Lt. Col. Damon Wells, director of the Commander's Planning Group, was the first customer, and he said this is the first healthy food truck he has ever seen. His choice? The Tuscan Chicken Flatbread (tomato sauce, grilled chicken, artichokes, red onions, tomatoes, fresh basil, and low-fat mozzarella cheese). It weighed in at 490 calories. "It was delicious. I loved it. It had artichokes on it, which you rarely find at a food truck or elsewhere. It was good," he said.

Fort Sill is the pilot program for this healthier alternative to the traditional "roach coach," although some of its menu offerings can be found at other FMWR operations.

Deyermond said Be Strong "is part of our holistic approach to feeding all of the military on Fort Sill. We're looking to change some of the options around to be healthier choices and under 500

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**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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calories and healthy, fresh options across the board." The reason why Fort Sill is the launching pad for this bold new approach is that former Brenda Spencer-Ragland, FMWR director, started looking into healthier eating choices two years ago. Barua said she was very much involved, so that makes this a "legacy pilot program."

Starting April 9, the "Be Strong" truck moved to the front of Snow Hall. Deyermond called that "a really good location for this whole complex. So, everybody in the vicinity of McNair, Knox, and Snow halls, as well as the surrounding community, can visit the food truck."

As the program expands, FMWR will be able to do all sorts of different things with its new business enterprise, she predicted. "Like go out to LETRA (Lake Elmer Thomas Recreation Area) to support the lunch crowd there on the weekends, as well as different unit things, like if there's a unit run or some sort of party or celebration that they want to have us come out for, we can look into those options as well," Deyermond said. How long will the new truck be here? Barua has a ready answer for that: "As long as Fort Sill wants it."

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**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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The Lawton Constitution (OK)  
March 6, 2019

**2018 EXCELLENCE IN EDUCATION AWARD**

Author: Edward Muñiz

Each year, Fort Sill recognizes an administrator, educator and support staff personnel who continuously impact Military Children's lives with the Team Sill Oklahoma Pride Excellence in Education Award.

Five out of the seven nominations were from LPS-three of which won the awards. These award-winners exemplify leadership, show initiative, exceed expectations and serve military children and their families, as well as the district.

Congratulations to Outstanding Administrator Barbara Ellis, LPS Assistant Superintendent; Outstanding Educator Laura Hatch, Crosby Park teacher; and Outstanding Support Personnel James Clemons, LPS licensed professional counselor. Staff were presented their awards at the Feb. 4 Board of Education meeting by COL **Don King**.



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**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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The Lawton Constitution (OK)  
January 27, 2019

**Fort Sill unveils Trusted Traveler program**

Author: Mitch Meador

Fort Sill Garrison Commander Col. **Don King** expressed confidence Friday that a new program to make access to post quicker and easier will yield positive results. Effective Feb. 1, the post will institute a Trusted Traveler Program to expedite access to the installation for Department of Defense (DoD) card holders and authorized guests.

"We're starting a test pilot. It will go for about six months," **King** said. "For us it's important because it makes the post more accessible to our soldiers, family members, DoD civilians and the community of Lawton." Officials also hope to address traffic issues and reduce the time it takes to get through the gates, he said.

The new policy will be in effect from 5 a.m. to 10 p.m. seven days a week. After 10 p.m. and before 5 a.m. there will be 100 percent ID checks at the gates. "Trusted travelers" will be allowed to sponsor and escort up to 14 individuals onto post aboard a single, non-commercial vehicle. It will not be necessary for them to go to the Visitor Control Center to get permission first.

Trusted Traveler has already been introduced at other military installations around the country, the garrison confirmed. Fort Riley, Kan., has it, but Fort Sill's version will differ in one respect. Here, military dependents aged 16 and over qualify to serve as sponsors for visitors along with service members, their spouses, retired uniformed service members and their spouses, and DoD employees with a Common Access Card.

**King** said military dependents of driving age were included because the post has high school students who go back and forth for their activities, and this makes the post more accessible for them and their friends who are working on projects together. Eligible ID card holders riding in the vehicle as a passenger can also sponsor visitors. Those who cannot sponsor visitors include contractors whose DoD ID card has a green stripe and those who use other passes, such as installation passes or U.S. Department of Veterans Affairs passes, to get on post.

**King** sees this as a good opportunity to let the community see what Fort Sill has. By its very nature, being a training grounds for the Army as a whole, Fort Sill is a good recruiting tool – "especially (for) the young men and women who are looking at their future and what they want to do." "I know there are going to be some concerns about security, but the best thing about this installation is we have a great number of resources out here to protect our community and our resources out here. So, really no issue, as far as we're concerned, with protecting our community, just on the installation itself," **King** said.

He confirmed that the Trusted Traveler program went through an extensive vetting process before Maj. Gen. Wilson A. Shoffner, commanding general of the Fires Center of Excellence

**Internet – Newspaper Archives Searches**  
**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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and Fort Sill, signed the policy order. "We looked at many options, weighed many options, and I think basically what it came down to is providing the installation a solution that would allow easier and better access to the installation for our service members and for the community, but also a program that would allow us to maintain at least a certain level of security and safety for Fort Sill itself," the garrison commander [**King**] said.

Trusted travelers will not need to get their guest list pre-approved before they come on post, **King** said. "The individual who has the ID card that's sponsoring or escorting the individuals onto the installation will be the ones responsible for vetting (guests) as they come onto our post," he explained.

Certain rules must be followed:

The trusted traveler's guests can go to any non-restricted area when accompanied by their sponsor. They cannot go into restricted areas, either with or without their sponsor, nor can they go to any location on post unescorted by their sponsor.

**King** said they will be welcome at the Main Post Exchange and various Fort Sill Family and Morale, Welfare and Recreation (MWR) facilities, to include the Fort Sill Golf Course, Twin Oaks Bowling Center, the Patriot Club and Lake Elmer Thomas Recreation Area (LETRA).

Trusted travelers cannot vouch for individuals with foreign passports or identification cards. These individuals must instead be cleared according to procedures set forth in Army Regulation 190-13, paragraph 8-2.

Trusted travelers are responsible for the actions of all occupants in their vehicle and for meeting all local security requirements for escort as established by Army regulations and requirements of the installation commander. In addition, trusted travelers are responsible for making sure the garrison commander has not barred their guests from the installation.

The installation commander, at his discretion, may suspend the Trusted Traveler Program based on local threat or may revoke individual trusted traveler privileges. The program is not authorized for contractors, even those who have been issued a DoD ID; visitor card holders; volunteers; family care providers; tow truck drivers, or taxis/shuttles/Uber/Lyft drivers with a DoD ID card conducting those duties for commercial purposes.

The Trusted Traveler Program will be suspended whenever the post has to go to Force Protection Condition Charlie or Delta for security reasons. This is a pilot program and will be reevaluated by the Fort Sill commander after six months.

MWR officials have expressed optimism about the change. "I think it will help relieve the perception that the post is difficult to access," said Shane Dunlevy, community recreation officer for MWR. He pointed out that the installation was never closed under the access policy implemented in 2015.

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Under the new gate policy, guests of the trusted traveler will not be required to have a DoD ID card, so that should reduce the perception that it's hard for folks to get on post, he noted. "So, from a programming standpoint, that helps us, as far as being able to do a little bit better job of scheduling sports tournaments, (such as) a softball tournament or a basketball tournament or other events," Dunlevy said.

The new policy could provide an opportunity for MWR to get back into events like the Body vs. Earth triathlon "or work with other entities to help us to put those events on and get folks on the installation and show off what we have here and what's available for folks to use on the installation," he added.

Meanwhile, MWR activities that depend on non-appropriated funds to keep them going will likely benefit from the program. These include the golf course, the bowling alley, the Patriot Club and LETRA. "It definitely has the potential to help them out, as far as rounds played, participation, that type of stuff," Dunlevy said.

Kate Deyermond, business operations chief for MWR, is confident the new program will bring in more revenue for MWR. "Yes, absolutely," she said. "If post access increases, more participants can access our facilities ... This would also give broader access for a larger population to utilize the recycling program." More revenue "would allow us to continue our programs that Fort Sill soldiers, families, retirees and civilians use on the installation," she said. That money could be used "to renovate facilities as well as capitalize and do sustainment renovations on all of our MWR activities, so that we could provide additional services or be able to renovate and update our facilities when needed."

Army & Air Force Exchange Service (AAFES) was more cautious in its response. Julie Mitchell, senior public relations manager for the AAFES Executive Group, supplied this cautionary note: "Guidelines on who is authorized to use Exchange operations are prescribed by Army Regulation 215-8 / Air Force Instruction 34-211 (I) and the Armed Services Exchange Regulations, Department of Defense Instruction 1330.21. Active-duty service members, their families, and military retirees have full Exchange privileges.

"Travelers coming to Fort Sill with a Soldier or other authorized shopper would need to be authorized customers themselves to shop with us. However, anyone can dine in the food court or pick up grab-and-go fare from the Express." As for whether increased revenues might lead to an expansion of services or new product lines, she said, "The Exchange monitors product and customer demand and makes adjustments accordingly."

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[CB&A Note: Only the information relevant to **Don A. King, Jr.** is listed below.]

**CONGRESSIONAL RECORD — SENATE**

S8057

January 2, 2019

It is also important to recognize the positive impact and connectivity of the Lawton-Fort Sill relationship. The connection between the community and the military installation is what makes Fort Sill so unique and successful. The community members and representatives are equally responsible for the rich history and successes of Fort Sill. Based on exemplary community support and vision, Fort Sill has actually benefited from five rounds of Base Realignment and Closure. Through these five rounds, the mission and importance of Fort Sill has increased. This highlights the fact that Fort Sill is more than just a military installation, for 150 years Fort Sill has been a part of the community.

As Fort Sill turns 150, the senior leadership at the installation represent the long history of high-caliber military personnel who have set foot at Fort Sill. I would like to recognize the following personnel:... Fort Sill garrison commander COL **Don A. King, Jr.**.....

On behalf of Congress and the United States of America, I want to congratulate Fort Sill on 150 successful years and thank the men and women who have served their nation while assigned to Fort Sill for their continued commitment, sacrifice, and contributions to this great Nation.

[CB&A Note: To view the article in its entirety, please follow the link below.]

<https://www.congress.gov/116/crec/2019/01/02/CREC-2019-01-02-pt1-PgS8057.pdf>

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Fort Sill Tribune  
December 13, 2018

**Fort Sill thanks community sponsors with appreciation social**

Author: Staff Writer

Fort Sill Family and Morale, Welfare and Recreation (FMWR) and post leaders thanked the businesses and agencies that supported the installation during 2018 at the Annual Sponsor Appreciation ceremony Dec. 11 at the Patriot Club. Numerous brigade and battalion commanders, and command sergeants major also joined in the recognition.

Logan Ralston, FMWR commercial sponsorship and advertising account executive, gave a heartfelt thank-you to the sponsors for their generosity and the foundation of support they provided to Soldiers, their families, and DA civilians, acknowledging the impact they made on the installation was priceless. A symbolic, oversized check for almost \$414,000 -- the amount represented by the donations and in-kind gifts, was on display in the ballroom.

Lisa Jansen-Rees, acting FMWR director, expressed her gratitude. "I am so incredibly grateful for everything that the sponsors do for us on a regular basis," she said. This enhances FMWR as it supports the community.

Speaker Col. **Don King Jr.**, Fort Sill Garrison commander, thanked the sponsors and described them as a groups of people who are committed to giving through selfless contributions, and who are an integral part of Team Sill. "Through that we are able to increase the quality of life that we share ... able to increase the quality of life in the surrounding area," **King** said. "I am pretty humbled by your efforts and how you support us."

He noted that MWR and community sponsors hosted the Toys for Kids event earlier in the day. During the ceremony, **King** and Joe Gallagher, Fires Center of Excellence and Fort Sill deputy commanding general, presented a certificate of appreciation to each sponsor organization. Sponsors were recognized at the bronze, silver, gold, platinum, and patriot levels.

Townsquare Media Lawton was recognized as the top sponsor donating almost \$42,000. Kathy Garrett, and Joanne Taylor, Townsquare account manager, and director of sales, respectively, accepted the certificate.

Garrett said they support virtually every MWR event, as well as numerous community activities in Lawton, such as Arts for All, and the International Festival. "We love to be part of the community," Garrett said. She said Townsquare Media has been a Fort Sill partner for the 18 years that she has been there, and even before that.

Honoree David Giles, BestBuilt Fencing owner, said his donations include crews and materials to put up temporary fencing for concerts at Polo Field. "Anytime Brenda or Logan (Ralston) would call, we'd get out there," he said, referring to Brenda Spencer-Ragland, former MWR

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director. He added that he was going to put up his certificate with the others that he's been receiving since 2012.

Brandy Doyle, Trail of Fear business manager, said she enjoys being a community partner. "It's fun. I enjoy talking to the Soldiers and families at every event," she said. "We are a big believer in that if we support our community, our community will support us."

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The Lawton Constitution (OK)  
November 14, 2018

**Council OKs economic development package**

Author: Kim McConnell

The City Council unanimously agreed Tuesday to approve a \$250,000 incentive package for a manufacturing business looking at expanding into Lawton, along with an agreement that allows Hotel-Motel Tax money to fund the package.

The actions center on a request from Henniges Automotive, an international manufacturing company whose Frederick-based plant of 305 employees makes seals (such as those for doors and windows) for vehicles. Lawton officials say the company is discussing plans to expand into Lawton, using an empty building at 3516 S. 11th (the former Surplus City) as a temporary site while also looking plans for a permanent - and larger - site in the airport industrial park.

Tuesday's action by the City Council confirms a unanimous recommendation made by the Lawton Industrial Development Authority: offer Henniges \$250,000 to help cover the estimated \$455,000 cost of updating the building's electrical supply and fire suppression system. The incentive is allowed under the council's industrial economic development incentive policy, and the council can fund it through the Economic Development Fund created with Hotel-Motel Tax.

However, expenditures from that fund require approval from the council and the Lawton Fort Sill Chamber of Commerce, via a joint resolution. In addition, the city cannot transfer the funds until it develops an agreement to strictly account for the use of the money, city officials said. The proposed agreement would specify that funds will be used for authorized purposes only, with Henniges committed to maintaining its operations with 150 new jobs in Lawton for a minimum of five years.

City Attorney Frank Jensen said the agreement is being drafted and should be ready by week's end. Tuesday's action by the council authorizes Mayor Fred Fitch to sign the agreement without it returning to the council.

City officials said Henniges' plans more than meet the public benefit specified by the incentive policy. They said Henniges would make \$8 million to \$10 million worth of improvements to the building at 3516 S. 11th to make it suitable for a seal finishing facility. According to the council agenda commentary, "upon completing the required improvements, Henniges Automotive will begin operations, which will include 150 new jobs with an annual payroll of \$5.5 million." An analysis shows the project would have "substantial public benefit," with an effect of \$25 million in annual personal income available to area residents within five years.

Brad Cooksey, president of the Lawton Economic Development Corporation (LEDC), said while Lawton officials are thrilled to make the request that is necessary to winning the plant, it is "not a

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*(Articles are in reverse chronological order)*

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done deal" despite what the council may have read or heard. "We're still in negotiations with them," he said.

Fitch said the public funds would not be spent if the deal does not go through. City officials have said plans for Lawton will have no effect on the 305 employees who work in Frederick's 300,000-squarefoot facility to manufacture seals and belts for a variety of automobiles, to include the 2019 Chevy Silverado pickup. Fitch said manufacturing would continue in Frederick; the Lawton facility would do finishing work.

Cooksey said the South 11th Street facility is intended as a temporary location (officials have said two to three years), while economic development officials explore a permanent location. Cooksey said officials have tentatively identified property that LEDC owns southeast of the Lawton-Fort Sill Regional Airport's runway for that permanent site, something that LEDC would build.

That proposal raised concerns for Col. **Don King Jr.**, Fort Sill's garrison commander and the post's liaison to the City Council. **King** said he is concerned about the potential impact the plan might have with plans that Army officials still are exploring for three military-related projects - including a "hot" pad - adjacent to the airport's runway. While a decision has not been made, "those projects still are being developed," **King** said.

**King** said he is concerned about the Henniges project conflicting with the military projects, but Cooksey said the permanent facility still is in the discussion stages, adding any talks are preliminary.



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The Lawton Constitution (OK)  
July 25, 2018

**King new Fort Sill garrison commander**

Author: Mitch Meadow

Fort Sill has a new garrison commander, Col. **Don A. King Jr.**, after Col. Samuel W. Curtis handed over the guidon at a change of command ceremony Tuesday. Host for the ceremony was Vincent Grewatz, director of Installation Management Command-Training, who presented Curtis with the Legion of Merit for exceptionally meritorious service from July 8, 2016, to July 24, 2018. Joe Gallagher, deputy to the commanding general, presented Anne Curtis with the Commander's Award for Public Service in recognition of her volunteer work and being a team member, and the Alice Grierson Award for Excellence in recognition of her selfless service to the community. Instead of having troops in formation as at other changes of command, four vehicles were displayed on the Old Post Quadrangle to symbolize the workings of the Fort Sill Garrison: a fire truck, a mobile command post, a front-end loader and a grader. "Today we recognize the achievements of Col. Sam Curtis and his wife, Anne, and we welcome an incoming commander, Col. **Don King** and his wife, Rika. We have plenty to say about the character and contributions of these two outstanding, leading families," Grewatz said.

Grewatz expressed appreciation to Gallagher and Fort Sill Commanding Gen. Wilson Shoffner for their strong support of the garrison so that the Army "can be ready and lethal in future conflict." "Thank you for what you do for our warriors, for our families, for our soldiers, for the entire region that supports us in ensuring readiness for our army today," Grewatz said. "To the members of the garrison team: you guys are awesome. Thank you for what you do each and every day," he added. IMCOM has asked a lot of the garrison team as the Army shifts to a growth posture and elements here are realigned with the new Futures Command, and in every instance the team has delivered, said the speaker.

"You've also strengthened the partnerships we have with the local community," Grewatz said. "And of course that amazing success begins with the leadership of Col. Sam Curtis and his wife Anne and the family, and the way that they've shaped and delivered to this community, been a central part of the community in everything that it does ... "And so together with the support of his battle buddy, Command Sgt. Maj. (Jonathan S.) Lutgens, I know that Sam has continuously challenged the garrison and all of the partners on this installation to meet the needs of the soldiers and the families, the Fires Center and the region, in order to deliver the readiness" that is IMCOM's reason for being, Grewatz said.

Grewatz praised Curtis for the installation's improved ability to mobilize and deploy the Forces Command brigades amid the growing interrelationships of mission partners, Fort Sill's piloting of Army access control policy that will shape policy changes to be put in place in the next 30 to 60 days, and the execution of a personnel reduction affecting the garrison team. He noted that with compassion and commitment to the workforce, Curtis and the leadership team in the garrison ensured a deliberate, smooth transition to a lower level of resources while posturing for

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*(Articles are in reverse chronological order)*

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future missions. "Anne is dedicated to the soldiers in this community. She's a part of every activity that shapes the services we deliver to soldiers and families," Grewatz said. In his farewell remarks, Curtis told the installation directors whose behind-the-scenes work often goes unnoticed, "It is a true honor to have served and worked beside each of you here." He also praised the civilian workforce for giving him and the installation their full support. He ended by thanking his wife for saying "yes" one more time and their three boys for always being open to new adventures. The incoming garrison commander is a native of Arcadia, Fla., who enlisted in the U.S. Army in 1986. His first assignment was in the 2nd Battalion, 75th Ranger Regiment. While there, he attended Ranger School and deployed to Operation Just Cause in Panama. In 1991 he attended the Special Forces Qualification Course and graduated as a Special Forces medic. He was then assigned to Company C, 2nd Battalion, 10th Special Forces Group (Airborne).

In 1995 **King** was commissioned as an Infantry second lieutenant through Officer Candidate School. He was then assigned to the 3rd Battalion, 75th Ranger Regiment. He served as a Ranger platoon leader before completing the Special Forces Detachment Officer's Qualification Course and was then assigned to the 3rd Special Forces Group (Airborne) in 2001. He commanded three Operational Detachment-Alphas and deployed twice in support of Operation Enduring Freedom. He was then assigned to the U.S. Army Special Operations Command as executive officer to the deputy commanding general of Combined Forces Special Operations Component Command and the commanding general of a joint interagency task force.

From 2006-2008 **King** commanded Company C, 3rd Battalion, 7th Special Forces (Airborne). In 2008 he was assigned to 2nd Battalion, 1st Special Warfare Training Group (Airborne) as the advanced skills battalion operations officer.

From 2009-2011 he commanded Special Forces Assessment and Selection. In 2011 **King** served as director of human dynamics for the Special Warfare Education Group (Airborne).

From 2012-2014 **King** commanded the U.S. Army Marksmanship Unit, deploying portions of his command to conduct marksmanship training for the Afghan National Army. Following this command, he served as the executive officer to the commanding general of the United States John F. Kennedy Special Warfare Center and School.

Most recently he served in Afghanistan as the chief of staff for the NATO Special Operations Component Command Afghanistan and the Special Operations Joint Task Force Afghanistan. **King** holds a bachelor of science from Troy State and master's degrees from Webster University and the Army War College. He and his wife have two sons, Tyler and Dakota.

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**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Don A. King, Jr.** is listed below.]

<https://www.govinfo.gov/content/pkg/CREC-2015-09-16/html/CREC-2015-09-16-pt1-PgS6766-2.htm>  
September 16, 2015

**Congressional Record Volume 161, Number 133**

Senate

Pages S6766-S6771

From the Congressional Record Online through the Government Publishing Office

[www.gpo.gov](http://www.gpo.gov)

**IN THE ARMY**

**THE FOLLOWING NAMED OFFICERS FOR APPOINTMENT TO THE GRADE  
INDICATED IN THE UNITED STATES ARMY UNDER TITLE 10, U.S.C.,  
SECTION 624:**

To be colonel

**DON A. KING, JR.**

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**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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US Army  
February 12, 2014

**Marksmanship unit develops skilled weapons, shooters**

Author: Aniesa Holmes

Since 1956, the U.S. Army Marksmanship Unit has upheld its mission to create quality weapons and train Soldiers to become experts at using those weapons in competitive and combat environments, said Lt. Col. **Don King**, the AMU commander.

**King** said the unit's unique skill and precision is seen on national and international levels through competing in the summer Olympics and hosting its own annual marksmanship competitions. "(Through these competitions), we are able to send out a strategic message to the Army and to our nation to better connect them to who we are what we do," he said. "In support of our Soldier athlete, we modify and adjust weapons so that they can succeed in competitions."

**King** said the competitions are also used to provide better weapons for the Army. AMU researches and designs its own small arms and ammunition. A team of gunsmiths, machinists, range technicians and ammunition loaders develop rifles, pistols and sniper systems at the Custom Firearms Shop. "What we develop usually finds its way through the Army system," **King** said. "The small arms rifles and sniper rifles you see today are developed from the marksmanship unit throughout the years."

As weapons advance, Soldiers advance through squad designation marksmanship and close quarter combat courses taught at Fort Benning. The unit also supports the Drill Sergeant School at Fort Jackson, S.C., and units overseas to reach Army marksman standards. "You have to be able to help someone shoot the weapons systems to be effective," **King** said. "What a great location for us to be here at Fort Benning and the Maneuver Center of Excellence to support Infantry, Armor and Cavalry Soldiers."

Teamwork is a crucial part of the AMU, said Sgt. 1st Class Kyle Ward. Assigned to the unit for 17 years, Ward said his experiences have made him a better Soldier and allowed him to pass his skills to others. "There is a sense of satisfaction we get through our mission accomplishment, whether it's being successful as individuals or teammates on the firing line or teaching other Soldiers and other people this special skill set that we have," he said. "There's a tremendous amount of pride to help another Soldier become better at his job."

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<https://www.outdoorhub.com/pr/2013/10/24/scholastic-pistol-program-part-6th-annual-us-army-marksmanship-unit-junior-clinic/>  
October 24, 2013

**Scholastic Pistol Program to Be Part of the 6th Annual US Army Marksmanship Unit Junior Clinic**

Author: Unknown

The Scholastic Pistol Program (SPP) has been asked to assist with an introductory class of the 6th Annual U.S. Army Marksmanship Unit (USAMU) Action Shooting Junior Clinic. The event will be held Oct. 25-27 at the team’s Krilling Range complex at Fort Benning, GA. Members of the USAMU will teach students techniques such as accuracy, transitions, and other action shooting technics. In addition attendees will cycle through SPP as part of the clinic. Students will eat, sleep and breathe action pistol shooting over the course of three days with a small teacher-to-student ratio. This year’s guest instructor is Team GLOCK Captain and former USAMU member KC Eusebio. In addition to Eusebio, fellow Team GLOCK member Tori Nonaka and Ed Fitzgerald, GLOCK SPP liaison and Scholastic Shooting Sports Foundation (SSSF) Board of Trustee member will on hand for the clinic. “Junior programs like SPP are what keep the Action Shooting Sports alive and growing,” said SSG Lee Dimaculangan, USAMU. “I won’t be surprised if a future USAMU member was associated with SPP during their youth.”

“This is our second event with the USAMU this year and is a great follow-up to our Collegiate Nationals which was held during the Army Strong Collegiate Shooting Championships in March,” said Scott Moore, Director, SPP. “I can’t think of a better place to bring the SPP athletes than the “Home of Champions”, LTC **Don A. King Jr.** and his staff are great host and instructors.”

SPP is supported, in part, by founding partners GLOCK, Smith & Wesson and Action Target. Additional partners include Atlanta Arms & Ammunition, Browning, NextLevel Training, PACT Timers, Pro Ears, Remington Arms, Rudy Project, Tactical Solutions and Winchester Ammunition among others.

The Scholastic Shooting Sports Foundation (SSSF) is responsible for all aspects of the Scholastic Clay Target Program (SCTP) and Scholastic Pistol Program (SPP) across the United States, including participant registration, coaches, state coordinators, state and national championships, promotion, communications, websites, public relations and growth strategies The Scholastic Shooting Sports Foundation exists to raise funding and other resources for Youth Development Programs in the shooting sports industry. SCTP and SPP are youth development programs, originally developed by the National Shooting Sports Foundation (NSSF), where adult coaches and volunteers model sportsmanship, responsibility, honesty, ethics, integrity, and teamwork while using shooting sports programs to teach these and other positive life skills to the athletes.

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**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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US Army  
April 5, 2013

**Army Marksmanship Unit Soldiers finally get their own patch**

Author: Michael Molinaro

Soldiers from the U.S. Army Marksmanship Unit held one of the shortest yet most significant ceremonies in the unit's 57-year history, donning new Shoulder Sleeve Insignias April 2, at the unit's Ceremony Hill on post.

While it took decades to get to this day, it took all of ten seconds for the Soldiers to remove the Army Star patch they had been wearing and replace it with the unit's new shield-shaped Shoulder Sleeve Insignia, or SSI, the first patch they can all their own.

"For the first time in our unit's history, we have our very own shoulder sleeve insignia that we can call our own," said Lt. Col. **Don King Jr.**, commander, U.S. Army Marksmanship Unit, or USAMU. "No matter what command we get assigned to from this day until the end of time, this patch is ours and ours alone."

Similar to Soldiers moving from one unit to another over the course of an Army career, the unit's members have transitioned from one patch to another five times since 1956. Upon creation of the unit it fell under the Continental Army Command, or CONARC, wearing the famed patch of the former Army Ground Forces. In 1973, CONARC was divided into two commands: Forces Command, known as FORSCOM, and Training and Doctrine Command, or TRADOC. The USAMU fell under FORSCOM and donned the patch selected during World War I by General John J. Pershing. In 1995, the USAMU was transferred from TRADOC to the Community Family Support Center, wearing the stylized triangle patch of the CFSC.

The USAMU was once again on the move in 1999, transitioning from CFSC to U.S. Army Recruiting Command, making USARECs Liberty Bell SSI the fourth patch worn by unit members. In 2002, the unit was transferred to the U.S. Army Accessions Support Brigade and began wearing the Army Star patch after it was authorized in 2006.

Last year, the Army G-1 and The Institute of Heraldry approved the unit to develop and design an SSI as an exception to policy. Unit personnel came up with designs and concepts, sent them to the Institute of Heraldry, and then the final version was approved Oct. 24. The new patch has many small details that describe the unique missions of the historic unit.

The crossbow is a weapon of historical significance consisting of a bow mounted on a stock and contains the base elements of marksmanship today: reusable mechanical weapon, projectile and marksman. The golden yellow color represents the excellence and award-winning performance in competition. The direction of the arrows pointing outward symbolizes the combat readiness of the unit and their ability to go anywhere to assist. The convergence of all three weapons at the

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center of the device signifies precision and accuracy. Teal blue is the designation color of the unit.

"We can never take this patch for granted," said Staff Sgt. Josh Richmond. "So many Soldiers have come before us here and done great things but never had the chance to wear the USAMU patch. Between all of the Soldiers we have trained, the deployments, the championships and medals we have won -- we have won 24 Olympic medals, more than some countries have ever won -- it feels just as great to have a patch that also distinguishes this great unit. By wearing it it ensures that we uphold the standard of excellence that has been set here."

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<https://www.outdoorhub.com/news/2013/03/17/kentucky-wildcats-take-1st-place-at-2013-scholastic-pistol-program-collegiate-national-championships/>  
March 17, 2013

**Kentucky Wildcats Take 1st Place at 2013 Scholastic Pistol Program Collegiate National**  
Author: Unknown

This past weekend, March 16, the Scholastic Pistol Program (SPP) held its inaugural Collegiate National Championships at FT Benning, GA. This event was hosted by the United States Army Marksmanship Unit (USAMU) and saw eleven squads vying for titles in both the Varsity (centerfire) and Junior Varsity (rimfire) divisions.

Newcomer, University of Kentucky, took first place honors in the Varsity Division outshooting powerhouse Vermont by a score of 205.48 to 229.57. Texas A&M Corps of Cadets Squad 1 (234.83) outpaced Florida State (289.88) to take 3rd place. In the Junior Varsity Division, Vermont Squad 2 shot their way to 1st place with a score of 236.74, followed by Texas A&M Corps of Cadets Squad 2 (292.53) in 2nd and the Florida Gators (323.23) in 3rd place. “After a long drive down from Lexington we looked a little rusty during our practice session. I was nervous going into today’s match,” said Brandon Ironmonger, UK coach, “but we came out strong and shaved nearly 20 seconds off of our last match time. I am extremely proud of how they handled the pressure of shooting against some of the best college teams in the country.”

In addition to 1st, 2nd, 3rd place medals the winners also will receive special certificates signed by LTC **Don A. King, Jr.**, Commander, USAMU. “The USAMU has always been a destination for the best shooters in our country. In keeping with this rich tradition we were pleased to host the SPP Collegiate National Championships,” said LTC. **King**. “It was our honor to host these athletes and I look forward to having them return to the Home of Champions.”

Working the stages for the match were Safety Officers from International Defensive Pistol Association (IDPA) and staffers from the GLOCK Sport Shooting Foundation (GSSF) representing SPP’s growing relationships with the action shooting community. Overseeing the USAMU Krilling Range and hosting the teams were soldiers from the USAMU Action Shooting Team, including SFC William Pace, SGT Lee Dimaculangan and SGT Josh Turner. “The USAMU Action shooting team was proud to host the Scholastic Pistol Program. There is no better place in my opinion to host this event and it allows us to connect with America’s youth and its programs,” said SFC William T. Pace, Action Shooting Team, USAMU.

SPP is supported, in part, by founding partners GLOCK, Smith & Wesson and Action Target. Additional partners include Atlanta Arms & Ammunition, PACT Timers, Tactical Solutions and Winchester Ammunition among others.

SPP is organized based on age, Junior Division (ages 12-16), Senior Division (ages 17-20) and Collegiate Division (no age limit, must be full time student). SPP is based on production



**Internet – Newspaper Archives Searches**  
**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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centerfire and rimfire handguns firing at steel plate targets and offers an introduction to a lifetime sport that family members can enjoy together.

For additional information on the new SPP program or to register your team, contact Director Scott Moore via e-mail at [jsmoore357@yahoo.com](mailto:jsmoore357@yahoo.com).

The Scholastic Shooting Sports Foundation (SSSF) is responsible for all aspects of the Scholastic Clay Target Program (SCTP) and Scholastic Pistol Program (SPP) across the United States, including participant registration, coaches, state coordinators, state and national championships, promotion, communications, websites, public relations and growth strategies. The Scholastic Shooting Sports Foundation exists to raise funding and other resources for Youth Development Programs in the shooting sports industry.

SCTP and SPP are youth development programs, originally developed by the National Shooting Sports Foundation (NSSF), where adult coaches and volunteers model sportsmanship, responsibility, honesty, ethics, integrity, and teamwork while using shooting sports programs to teach these and other positive life skills to the athletes.

**Internet – Newspaper Archives Searches**  
**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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The Fayetteville Observer (AR)  
January 16, 2013

**Marksmanship unit expands to include wounded warriors**

Author: Mike Molinaro

The Army recently announced the expansion of the U.S. Army Marksmanship Unit to include 24 wounded warriors as members of its new Paralympic and Instructor sections. The U.S. Army Marksmanship Unit's, or USAMU's, Paralympic and Instructor sections will showcase the resiliency of wounded warriors. Recruiting for those positions is now underway and open to wounded warriors who are eligible to continue to serve on active duty.

The USAMU was established March 1, 1956, at the direction of President Dwight D. Eisenhower to raise the standards of marksmanship throughout the U.S. Army. Today, the U.S. Army Marksmanship Unit trains Soldiers worldwide, providing training built to support real-world missions like Operation Enduring Freedom in Afghanistan.

The USAMU "Home of Champions" at Fort Benning, Ga., is comprised of world-class shooters, marksmanship instructors and gunsmiths. Wounded warriors selected to join the USAMU will use the skills developed during their careers to train Soldiers and serve as Army ambassadors at marksmanship venues worldwide. The initiative emphasizes how much the Army values the experience of its Soldiers, especially the sacrifices of its veterans, said Col. Mark A. Rado., United States Army Accessions Brigade Command. "We see the experience these veterans have gained as something they can share with other Soldiers," Rado said. "These Soldiers truly showcase ability over disability and are the definition of what it means to be Army Strong."

Lt. Col. **Don King**, U.S. Army Marksmanship Unit commander and his team will review applicants to form the unit's new instructor and paralympic sections. Those selected will join the Army's elite marksmanship unit. "This ground-breaking, goal-setting, and future oriented program provides an opportunity to raise Army marksmanship proficiency," **King** said. "The expansion of the U.S. Army Marksmanship Unit to include Soldiers wounded in combat will allow them to represent the Army in international competition, tell their story of strength and resiliency while continuing to serve their nation."

Combat veteran and premier Army paralympic shooter Sgt. 1st Class Josh Olson, along with other world class shooters, will mentor selected Soldiers and help shape the new USAMU sections. Olson was the first active-duty Soldier wounded in combat to compete in the Paralympics, representing the U.S. at London in 2012. He lost his right leg after being attacked while on a patrol in Iraq in 2003.

Wounded warriors who apply for the new positions will be screened by USAMU leadership. There are specific requirements Soldiers must meet to be considered for one of the 24 slots. They must be classified as continue on active duty; have a minimum of three years retain ability; accept long-term assignment stabilization; and be an Operation Iraqi Freedom or Operation

**Internet – Newspaper Archives Searches**  
**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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Enduring Freedom veteran. Additionally, to be eligible for the Paralympic section, Soldiers must meet International Paralympic Committee classification eligibility. Soldiers interested in becoming members of the instructor group must be Purple Heart recipients and have a combat arms military occupational specialty.

For more information regarding Paralympic classification, refer to [www.paralympic.org/Classification/Introduction](http://www.paralympic.org/Classification/Introduction).

The positions require a strong desire to represent the United States in international shooting competitions, and up to six-hour days on the range in a competitive marksmanship environment, including many weekends, said **King**.

Membership in the instructor group will require the ability to remain on the firing range for up to eight hours a day and the motivation to enjoy training Soldiers; planning, resourcing and executing training or travel plans; and the knowledge to exemplify the “be, know and do” of marksmanship and its instruction.

Soldiers interested in joining the USAMU Instructor or Paralympics sections should contact the U.S. Army Marksmanship Unit at DSN 835-6702, commercial (706) 545-6702, email: [USAMUComp@usarec.army.mil](mailto:USAMUComp@usarec.army.mil). Fax number is DSN 835-1048; commercial (706) 545-1048.

**Internet – Newspaper Archives Searches**  
**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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US Army  
June 20, 2012

**U.S. Army Marksmanship Unit welcomes new commander**

Author: Michael Molinaro

Soldiers, civilians, friends and family members of the U.S. Army Marksmanship Unit welcomed a new commander on Wednesday to the 'Home of Champions.'

Lt. Col. **Don King, Jr.** assumed command from Lt. Col. Daniel Hodne at the unit's Ceremony Hill located adjacent to Pool Range Complex. Hodne, who commanded the unit for three years, is headed to the U.S. Army War College in Carlisle, Pa.

"The mission of any battalion commander is a challenging one," said Col. Mark Rado, commander, Accessions Support Brigade, and the reviewing officer. "Apart from the high-profile events like the Olympics and national and international competitions where USAMU Soldiers represent this Army and this nation so well, there is the unit's real-world mission of supporting the warfighter. "I know that based on his great experience and his great background as a Soldier and as an officer that **Lt. Col. King** is the right guy at the right place to take this unit to new levels as we move forward,".

**King** becomes the 20th commander of the USAMU after his stint as the Director of Human Dynamics for the U.S. Army John F. Kennedy Special Warfare Center and School. The organization is responsible for assessment and selection of Special Operations Soldiers and multiple human performance programs that are designed to optimize the potential, performance, longevity and resilience of ARSOF Soldiers.

**King** enlisted into the Army in 1986 and was assigned to 2nd Battalion, 75th Ranger Regiment as an Infantryman. In 1991 he attended the Special Forces Qualification Course and graduated as a Special Forces Medic, and in 1995 **King** was commissioned a 2nd Lieutenant through the Officer Candidate School. In 2001 **King** completed the Special Forces Detachment Officer's Qualification Course and was assigned to 3rd Special Forces Group (Airborne).

**King** has served deployed numerous times in support of overseas contingency operations, including Operation Just Cause in Panama and multiple deployments to Iraq and Afghanistan. **King** deployed to Iraq in Support of Operation Iraqi Freedom as the executive officer to the deputy commanding general of Combined Forces Special Operations Component Command and the commanding general of a Joint Interagency Task Force.

"Over these last three years the unit has undergone its most significant transformation in the unit's 56 year history," **King** said. "That's impressive. This was due to the vision, leadership and hard work of every individual standing on the parade field today. "As I take command, I look forward to continuing this transformation and expanding the roles and capabilities of this great organization."

**Internet – Newspaper Archives Searches**  
**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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Hodne led the makeover after taking the helm of the USAMU in April 2009. Under his leadership the unit achieved many momentous firsts and bests, consistently making Army history. His unit showcased the Army at unprecedented levels, raised marksmanship proficiency Army-wide and led the Army's precision small arms innovations. "As this unit's 19th commander, to have served with such a remarkable team of Soldiers, civilians and family members, is a life experience for which I will be forever grateful," Hodne said. "As I watch from afar, I know that this unit will always successfully execute its mission in a manner, and with a flair, and of a strength like no other."

**Internet – Newspaper Archives Searches**  
**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Don A. King, Jr.** is listed below.]

Tampa Bay Times (FL)  
August 8, 1998

**MILITARY NEWS**

Author: Unknown

Army 1st Lt. **Don A. King Jr.** has been decorated with the Army Commendation Medal. He is the son of Don A. King Sr., Tampa.

**Internet – Newspaper Archives Searches**  
**Don A. King Jr.**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Don A. King, Jr.** is listed below.]

Tampa Bay Times (FL)  
January 27, 1996

**Military News**  
Author: Unknown

Army 2nd Lt. **Don A. King Jr.** has completed an infantry officer basic course at Fort Benning, Columbus, Ga. **King** is the son of Don A. and Terrianna J. King, Tampa. He is a 1985 graduate of DeSoto High School, Arcadia.

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Research Compiled by: Christopher Nestman  
Colin Baenziger & Associates

COLIN BAENZIGER  ASSOCIATES  
EXECUTIVE RECRUITING

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*Section 7*

*James P. Gleason*

*Belle Isle City Manager  
Candidate Report*

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*Cover Letter and Resume*

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**James Patrick Gleason**

24 Beacon Street Apt 206 A Littleton, NH 03561  
1237 Union Club Drive Winter Garden, FL. 34787

Jgleason58@cfl.rr.com • 407-790-0816 • linkedin.com/in/jim-gleason-b42a9911/

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July 21, 2023

Colin Baenziger & Associates  
Attn: Colin Baenziger  
2055 South Atlantic Ave, Suite 504  
Daytona Beach Shores, FL 32118  
Email: Recruit24@cb-asso.com  
Telephone: 561-707-3537

Dear Mr. Colin Baenziger,

Offering a strong history of driving sustainable municipal business, economic development and financial growth, I am confident that my skill set and background align perfectly with your need for a new City Manager.

As the enclosed resume illustrates, I possess a comprehensive understanding of municipal regulatory, organizational, and personnel management practices. As a result, the City of Belle Isle, FL can trust in my ability to meet and exceed your expectations. Equipped with proven strengths in team building and leadership, I know what it takes to balance frontend operations with backend strategic planning. I will ensure the town runs efficiently, effectively and with a commitment to customer service.

Furthermore, my ability to cultivate and nurture cross-collaborative cultures among executive teams and stakeholders has transformed me into a proactive change agent and mentor. I excel in demanding and highly visible environments and these qualities attract me to an organization such as yours.

A snapshot of my career-wide successes thus far would highlight:

- Completed three financial audits for the Town of Littleton in just over one year bring the town current. \$1.5 million in emergency repairs of the town wastewater treatment plant. Purchase of 7 acres of land along the Ammonoosuc River to be developed into a welcome center, passive park and outdoor entertainment venue. Obtained \$300,000 in federal funding from Senator Shaheen for the project, also received \$700,000 grant for the wastewater treatment plant repairs and upgrades. Increased reserves from \$500,000 in 2021 to \$2.5 million in 2023 while keeping the same tax rate.
- City of Mascotte: The city was \$6 million in debt when I started February 2011 and on the verge of "financial emergency". Fostered business environment that supported swift financial recovery; implemented strategic plan to decrease tax rate from 9.6147 to 7.123% over nine years; achieved zero debt within seven years and built reserves from \$300,000 to \$2.5M. Obtained grants totaling \$2.5 million over 9 years for capital projects. Saved \$500,000 in future interest payments by paying debt off early.
- Directed complex projects and authored policies and processes to improve efficiency within police, fire, parks, water and storm water, streetlight, and solid waste utilities departments; advocated workforce effectiveness; negotiated contracts, forecasted and controlled \$8.7M operating budget and guided 31 personnel.

- Implemented tactical plan to improve services through collaboration with Lake County Fire and Rescue Services; saving \$100,000 in operational budget; eradicated duplication of services and double taxation which saved the city and taxpayers \$5.3M

I look forward to the opportunity to discuss with you in person how my background and personality would make me an asset to the City of Belle Isle leadership team.

Sincerely,



James Patrick Gleason  
Attachment: Resume

# James Patrick Gleason

24 Beacon Street Apt 206 A Littleton, New Hampshire 03561  
1237 Union Club Drive Winter Garden, Florida 34787  
Jgleason58@cfl.rr.com • 407-790-0816 • linkedin.com/in/jim-gleason-b42a9911/

## City Manager

Results-driven local government manager, program developer versed in expansion, coordination, and implementation of all local government departments and policies. Exceptional organization, communication, and leadership skills to track, analyze, facilitate, and report response for local ordinances and policies impacting municipal and the private sector.

### Core Competencies

- Grassroots Government Affairs
- Legislative Engagement
- Local, State & Federal Government Advocacy
- Public Policy Developments
- Intergovernmental Relations
- Public Relations Operations
- Relationship Management
- Social Media Content
- Program Operations
- Financial Accountability & Budgeting
- Problem Solving
- Economic Development
- Strategic Planning
- Organizational Efficiency
- Staff Training & Development
- Grants
- Commercial/Residential Development

### Professional Experience

Town of Littleton in Grafton County, NH.

#### **Town Manager, 2021 – Present**

The Town of Littleton is located in northern New Hampshire in the White Mountains. The town has a permanent population of 6,000 due to the workforce (industrial Park) and tourist the day time population can reach 15,000.

#### Key Contributions:

- The town's 2018 audit identified several areas that needed corrections. When I arrive the 2019 and 2020 town audits had not been completed. These were completed in September of 21 and January of 2022. The 2021 town audit will be presented June 2022. Staff addressed all audit comments and updated policy and procedures. additional TAD.
- Managed all town operations with operating budget of \$9,593,608 and 87 FT/PT employees.
- Wastewater Treatment Plant-Emergency repair and replacements of two screw pumps, and bar rack for a cost of \$1.3 million-project will be completed by 6-30-22.
- Completed the purchase of river front property that will host a Welcome Center, passive park and outdoor event area. The \$1.4 million project is currently in design phase with construction anticipated April of 2023.
- Working with the North Country Council and a housing assessment study to address not only workforce housing but housing needs in general in the north country.
- 2021-General Fund was 5.79% under budget returning \$520,130.51
- 2022-General Fund was 6.22% under budget returning \$595,918.63
- 2023-General Fund is 6.13% under budget as of June 30 2023.
- 2021-Town reserves were \$525,077
- 2022-Town reserves were \$1,200,109
- 2023-Town reserves are \$2,535,714

- Took the lead on regionalization and planning for EMS service to surrounding towns.
- Received grants of \$700,000 for improvements of the towns wastewater system and asset capital improvement plan
- Worked with US Senator Shaheen in obtaining \$300,000 infrastructure funding for Riverfront Park in Littleton
- InvestNH-Award the town \$120,000 Streamlined Permit Process

Conveyed successful service delivery strategy with surrounding communities with EMS Services based out of Littleton Fire Department. Improved town employee morale, increased transparency and accountability with the Board of Selectmen and the public.

#### **Efficient Municipal Solutions**

**James P Gleason-Consulting, 2016 – 2020**

Consulting services to municipalities in the area of developing policy, procedures, outsourcing contracts for specific services (Building & Planning), capital projects and grants.

City of Mascotte in Lake County FL.

**City Manager-CEO/Community Redevelopment Area (CRA) Director, 2011 – 2020**

Recovered city from financial emergency by initiating strategic prevention and development plan. Adopted new tax rates, authored, and submitted grants, improved cash reserves, and negotiated departmental mergers. Researched, tracked, and analyzed public policy developments at local level that impacted financial status. Led meetings with elected officials by providing background research and talking points. Cultivated productive relationships with public policy makers to steer decision making. Lobby federal state and local representatives on policy and funding requests for projects.

#### Key Contributions:

- The city was in \$6 million debt when I started and on the brink of bankruptcy. Put a financial survival plan in place that prevented bankruptcy, paid 100% off the debt in August 2017. Some of the debt went to 2032, by paying off early saved the city \$500,000 in future interest payments and was able to recommend cutting and or lowering taxes the last 7 of the 9 years I was city manager.
- Created an environment that encouraged economic development; during nine-year and eight-month tenure, advised city to lower tax rates from 9.6147 to 7.123%; achieved zero debt within seven years after starting and the city had \$6 million in debt and built reserves from \$300,000 to \$2.5M.
- Administered operating budget of \$7.8M and directed 31 employees; led projects and authored policies and processes to streamline police, fire, parks, water and storm water, streetlight, and solid waste utilities operations; championed efficient workforce and negotiated contracts to outsource functions to save taxpayers \$200K annually.
- Generated \$2.5M in federal and state grants for city.
- Recommended contract development with Lake County to oversee fire department; boosted efficiency and improved public service to save city \$5.3M; eliminated need to hire six additional firefighters, purchase of new fire engine, and loan to build new fire station; negotiated annual contract with county for \$800K to add \$100K in additional annual savings.

City of Chamblee in DeKalb County GA.

**City Manager-CEO, 2008 – 2010**

Formulated plan to relieve financial issues faced by city. Posted all city budgets, quarterly budget reports, and audits on web page to increase transparency for stakeholders. Initiated recognition by ICMA as Council-Manager form of government.

#### Key Contributions:

- The city had paid for all capital projects so they had no debt, but after 2 months on the job I was advised city would not be able to make payroll in two months. Developed and had approved a plan for a TAD-Tax Allocation District.

The state would lend the city 70% of last year's state revenue but the note had to be paid by 12-31-2009. This was accomplished and the new budget was adjusted to ensure payment of loan and no need for an additional TAD.

- Managed all city operations with operating budget of \$15M and 100+ employees.
- Conveyed successful service delivery strategy with DeKalb County in Parks & Recreation and Police Services; elevated savings for Chamblee taxpayers by .56 mills on county tax bill; plummeting duplication of services and double taxation.

Kirkuk, Iraq.

**ICMA Local Government Advisor-Trainer:** (US State Department and US Military in Kirkuk, Iraq) 2007 – 2008

Worked under a contract with ICMA as a Local City-County Manager Advisor with the State Department and USAID the federal agency implementing and monitoring a contract titled "Local Governance Project II" in Iraq. I was promoted to supervisor of ICMA and RTI ex-patriots in Kirkuk as well as the Iraqi staff of 25. Kirkuk is a city located 120 miles north of Baghdad with an estimated population of 1.6 million residents with a budget of \$400,000 million.

- City-County Manager Advisor to the State Department, USAID, and the local Iraqi officials on the principles for establishment, administration, and operation of decentralized local government in Kirkuk Iraq.
- Provided oversight and training to Iraqis in the following areas of local governance: public participation, budget preparation and implementation, project development and implementation and strategic development.
- Served as the lead advisor for ICMA, RTI in addition as the liaison to the State Department and USAID at the Provincial Reconstruction Team based in Kirkuk Iraq.
- Estimated Provincial Budget of \$400 million for 4 Districts (counties) and 12 Sub-Districts (12 cities) that was used for public works projects of which 75% went to roads and bridges.
- Improved intergovernmental relations between provincial, district and sub-district elected councils that involved Sunni, Shiite, and Kurdish representatives in one of the most ethnically volatile regions of Iraq.

City of Woodstock Cherokee GA.GA

**City Manager-** 2004 – 2007

Woodstock is a city located north of Atlanta in Cherokee County. The city has a total area of 8.8 miles with an estimated population of 25,000 residents. The total budget for the city was \$15 million with 200 employees.

- Completed \$2.5-million-gallon expansion of the wastewater treatment plant. Worked with CH2MHILL and the Mayor and Council to get the project back online, within budget and at full capacity. (\$18 million-dollar project)
- Restored morale and built a high-performance management team by restructuring and developing existing staff. Eliminated bureaucracy to ensure the organization became more responsive to all stakeholders. Initiated a new Development Review Committee to streamline development issues and create a one-stop process for landowners and developers for proposed projects.
- Completed Interchange Justification Report in partnership with Federal Highway Administration and Georgia Department of Transportation, Private Business and Local Landowners for a new interchange for I-575 in Woodstock (\$43 million)
- Initiated city participation in the ICMA Metro-Atlanta Performance Measurement Consortium.
- Complete makeover of city web page ([www.woodstockga.gov](http://www.woodstockga.gov))
- Initiated E-Better Place and We Care Hotline - online and 24-hour customer telephone access to report problems or concerns as well as requests for information.
- Revamped budget and financial systems shifted organizational focus from "budgeting to cut corners" to investing in the future and thereby minimizing long-run costs.
- Successful citywide referendum and negotiation with Cherokee County and Cherokee School Board for implementation of TAD (tax allocation district) for redevelopment of downtown Woodstock. (\$18million)
- Implemented a comprehensive storm water utility system.
- Restored financial integrity to the water and sewer enterprise fund with the implementation of new rate structure designed to keep pace with cost increases and inflation. New contract with Cherokee County Water and Sewer Authority to ensure water purchases and future wastewater treatment capacity. Initiated discussion and negotiations concerning consolidation with the Cherokee County Water & Sewer Authority.
- Provided budget to the City Council with a tax cut for 2005 and held the tax rate for 2006.

- Initiated the city's first Five Year Strategic Plan with annual goals and objectives.
- Chaired Cherokee NIMS-COOP City-County Coordination Plan

City of Ocoee Orange County Fl. 2001 - 2004

**City Manager**

The City of Ocoee of is in the west part of Orange County close to Winter Garden and Orlando, Florida. The total budget was \$35 million with a population was 30,654. I served as a City Commissioner in the City of Ocoee 1993 – 1997.

**Achievements:**

- Restored morale and built a high-performance management team by restructuring and developing existing staff. Eliminated a layer of bureaucracy to become more responsive to resident's needs.
- Instituted an annual customer satisfaction survey to measure the effectiveness of city services. Integrated this survey into the budget and the performance monitoring process.
- Cut operating budget by 6% while maintaining the existing level of service. Revamped budget and financial systems. [Shifted organizational focus from "budgeting to cut corners" to investing in the future and thereby minimizing long-run costs.]
- Restored financial integrity to the water and sewer utility fund by implementing a new rate structure to encourage conservation and restore a \$2 million depleted reserve fund.
- Refinanced bonds with lower rates to obtain savings of approximately \$400,000 annually.
- Refinanced the Water-Wastewater Utility Bond to obtain \$7.5 million of new additional funding.
- Provided budgets to the City Commission with tax cuts 2001 and 2002 and held the line in 2003.

*Additional experience as Vice President of Governmental and Community Relations with Florida Healthcare State Tax District - HealthCentral in Orlando, FL.*

**Education & Certifications**

Master of Arts in Public Administration, Webster University – Orlando, FL

Bachelor of Professional Studies in Liberal Arts, Barry University – Orlando, FL

Associates in Science in Business, Management & Marketing, Valencia College – Orlando, FL

**Certifications**

ICMA-Credentialed City County Manager (2006-2021)

Public Management, Georgia Institute of Government

ICS-100: Incident Command System

**Professional Training**

National League of Cities – Silver, Leadership Training Institute

Leadership Florida, Florida Chamber of Commerce

Leadership Orlando, Greater Orlando Chamber of Commerce

Leadership West Orange County, West Orange Chamber of Commerce

Florida Institute of Government - Basic and Advanced Course, Florida League of Cities





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*Candidate Introduction*

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**Section 7**

**James Patrick Gleason**

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**EDUCATION**

Master of Arts in Public Administration, Webster University – Orlando, FL  
Bachelor of Professional Studies in Liberal Arts, Barry University – Orlando, FL  
Associates in Science-Business, Management & Marketing, Valencia College – Orlando, FL

**EXPERIENCE**

Town Manager-Littleton New Hampshire	2021- Present
City Manager, Mascotte, FL	2011 - 2020
City Manager, Chamblee GA	2008 - 2010
ICMA City Manager Advisor-Kirkuk, Iraq	2007 - 2008
City Manager, Woodstock, GA	2004 - 2007
City Manager, Ocoee, FL	2001 - 2004
Consultant-Efficient Municipal Solution-Winter Garden Florida	2016 - 2020

**BACKGROUND**

The Town of Littleton, located in northern New Hampshire near the White Mountains, is a thriving community with a permanent population of 6,000. However, due to the presence of the workforce in the Industrial Park, Main Street businesses, and the influx of daily tourists, the daytime population can reach 15,000 to 20,000 individuals.

Recognized as one of the 'Top 10 Best Small Cities in the US,' Littleton enjoys a favorable location. It is conveniently situated 2 ½ hours from both Boston and Montreal and shares a border with Vermont. Although the town maintains a steady population, it serves as a bustling tourist and business hub in northern New Hampshire. Visitors primarily come from Canada and the northeastern US, drawn by the proximity to numerous ski resorts and the opportunity for hiking, camping in the spring and summer, and leaf-watching during the fall.

In recent years, Littleton has successfully attracted new businesses and expansions, including Starbucks, Jersey Mike's, and Five Guys Burgers. Additionally, the town benefits from the presence of White Mountain Community College and Plymouth State University, providing local educational opportunities.

Littleton's budget for 2023 consists of a General Fund budget of \$9.8 million and a total budget of \$25.9 million. This includes allocations for essential services such as the Waste Water Treatment Plant, Parks and Recreation, and the Library. The town employs 87 individuals, overseen by ten departmental directors who report directly to the Town Manager. Littleton boasts a comprehensive range of services, including a full-service Police Department, Fire Department, EMS, Public Works/Highway, and a Transfer Station.

## Section 7

### James Patrick Gleason

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The three most significant issues facing the town are:

- **Workforce Housing:** There is a shortage of housing in Littleton, particularly in terms of workforce housing. The state has established a fund called Invest New Hampshire to incentivize the construction of workforce housing. Fortunately, Littleton was selected for state incentive funds for a housing project. The scarcity of rental units impacts local employment as it affects how far individuals are willing to commute for work. Many rentals in the area are vacation rentals, as landlords can often generate more income compared to long-term rentals.
- **Roads and Sidewalks:** Littleton has a total of 51 miles of roadways and sidewalks, which are subject to harsh winter conditions. Maintaining and improving these roads and sidewalks is an ongoing challenge. A capital improvement list is regularly compiled to prioritize road and sidewalk repairs, but it requires annual approval from the voters to allocate separate funds for paving.
- **Planning and Zoning:** Despite its small population, Littleton serves as a significant employment hub with an industrial park and major big-box stores. However, the town has minimal regulations and a limited building and development review or permit process. Currently, efforts are underway to adopt and establish building inspection, code compliance, and a more formal development review process. Implementing these measures is a priority. It is worth noting that the state motto, "Live Free or Die," contributes to local residents and businesses being hesitant to support new regulations, especially if they involve property rights.

### GENERAL, MANAGEMENT STYLE AND EXPERIENCE

The Town of Littleton, located in northern New Hampshire, offers a range of development opportunities, employment prospects, cultural activities, and recreational options. As a hub town in the White Mountains region, Littleton holds a fiercely independent population with little diversity. The residents are often resistant to change and are known for their frugality, which has sometimes resulted in emergency repairs for the aging wastewater treatment plant.

Littleton took a chance on hiring me as their town manager in 2021, despite my lack of ties to New Hampshire or New England. It has been a positive experience for me personally, as it has reaffirmed my abilities and strengths in my role. I am determined not to let one negative evening impact my life. The town employees and the Board of Selectmen have expressed satisfaction with their decision to hire me. One of my accomplishments has been negotiating three long-term union contracts, starting in 2023, for Public Works/Highway (2023-2026), Police (2023-2026), and Fire (2023-2027).

Financial challenges have been a common occurrence throughout my career in every town or city

## Section 7

### **James Patrick Gleason**

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I have managed. However, with the support of elected officials and staff, we have ensured that these municipalities are on solid financial footing. This has been achieved through reduced debt, increased reserves, and in many cases, avoiding tax increases or even implementing tax reductions. Littleton was two years behind on town audits, and the financial records were in disarray. Within my first two years, three audits were completed, correcting the financial records and providing the town with a clear understanding of its true financial position. I believe that I can offer uniquely collaborative approaches and solutions, even in demanding environments.

I have developed a highly adaptive management style, which has been crucial to my career. I have encountered professionals who require minimal input to perform effectively, while others benefit from more guidance and oversight. Throughout my career, I have implemented various personnel actions, both positive and punitive. Except in extreme cases, I have taken a progressive approach to address issues, offering employees opportunities to rectify their problems and ensuring that final actions do not come as a surprise.

Throughout my career, I have learned valuable lessons from every employee I have worked with, and I believe that most would say they have also learned a great deal from me. Staff development is a priority for me, recognizing that organizations are highly dynamic and constantly evolving. A static management style quickly becomes ineffective. Therefore, I strongly prefer flexible and participative systems, adapting my management style to best support the employees.

Elected officials I have served would likely describe me as highly competent, ethical, innovative, fair, dedicated, and strategically decisive. Staff members would appreciate my availability, clarity, consistency, support, high standards, team approach, and recognition of their accomplishments. Both groups would see me as a visionary leader who not only sets goals but also follows through to achieve them. Attached is a copy of my recent performance review from the elected board and my direct reports, covering the period from April 2022 to April 2023.

My greatest strength lies in collaborative consensus building. The approach I employ integrates visioning, planning, budgeting, design, project management, operations, and stakeholder engagement. A recent project involved regionalization of Fire/EMS services with three neighboring towns, which has received high praise and support as a potential solution to a statewide problem of funding and providing public safety. The project also included the addition of staff to the town's Fire/EMS through cost-sharing arrangements with the other towns.

In terms of weaknesses, I recognize that at times, I may tend to believe I can fix all problems. It can be frustrating when certain issues cannot be resolved, but I have learned to understand that there are situations beyond the scope of local government. Additionally, I tend to give individuals the benefit of the doubt, which can sometimes be a weakness. Time has taught me to 'trust but verify,' maintaining a positive outlook while ensuring that diverse perspectives are carefully and thoroughly considered. I maintain an open-door policy for town stakeholders and employees, adapting my management approach to best suit each individual. I avoid micromanagement and strive to create an enjoyable and relaxed work environment.

## Section 7

### **James Patrick Gleason**

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I take pride in playing a leading role in the development of a regional EMS system, with Littleton serving as the base and key provider for three additional towns in the county. Additionally, I had to address significant failures in the wastewater treatment plant shortly after my arrival, which necessitated emergency repairs totaling nearly \$2 million. The plant is now operational, and we are in the assessment phase while seeking state and federal grants to complete necessary upgrades and ensure the plant's viability for the next 25 years. We have also implemented a town-wide Industrial Discharge Permit Program to meet new state discharge requirements. To engage the local business community as partners, we have planned a public education and outreach program highlighting the importance of their role in extending the life of the treatment plant and ensuring environmental compliance.

In terms of regrets, I reflect upon a difficult night in August 2020 during my tenure as city manager for Mascotte, Florida. This period involved ongoing debates and policy decisions regarding the merger of the city's fire department with Lake County. Unfortunately, I allowed nine months of emotions and frustrations to get the best of me, resulting in the loss of my temper and making unprofessional remarks at the end of a council meeting. I take full responsibility for my actions and recognize that it is something I can never truly live down. This incident served as a valuable lesson, prompting me to seek assistance in managing stress and emotions that come with this profession. While I deeply regret what transpired, I was a competent manager before the incident and have since grown and become an even better manager as a result.

### **WHY I AM APPLYING TO THE CITY OF BELLE ISLE AS CITY MANAGER**

Firstly, I consider myself a true Floridian, having moved to the Orlando area in 1965. Florida has always been my home, and my family and friends are here in Central Florida. The desire to return home and be closer to my loved ones drives my strong interest in this position.

Secondly, my extensive experience as a city manager in both Orange and Lake County has provided me with a deep understanding of how things work not only in Florida but also within the Central Florida Region. I have fostered valuable working relationships with professionals at the City of Orlando and Orange County Government, which will allow me to quickly get up to speed and reestablish those connections despite my current role in Littleton, New Hampshire, where I have been since April 2021.

Third, my personal ties to Belle Isle are significant, having graduated from Oak Ridge High School and maintaining long-term friendships with individuals from the area who attended school with me. My time spent in Belle Isle during my youth means that the transition into the role of City Manager would be seamless, enabling me to promptly address the challenges that the city is facing.

I understand the delicate balance between maintaining the small city feel and charm of Belle Isle while effectively managing the impact of the explosive growth occurring in the Orlando area.

## Section 7

**James Patrick Gleason**

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### **THE CHALLENGES I FORESEE FOR THE CITY OF BELLE ISLE INCLUDE**

- Addressing the desire for growth while facing obstacles to annexation due to regulations and developed areas surrounding the city. I believe that fostering positive interlocal relationships and skillful negotiation with property owners, residents, and Orange County will present opportunities for successful annexation efforts.
- Overcoming the space limitations of the current city hall and police department, with parking being a pressing issue. Identifying suitable locations for new facilities and securing funding for their development will be a priority.
- Ensuring that Belle Isle has a prominent role and genuine partnership with the county and neighboring cities on crucial matters such as annexation, traffic, and growth impacts. Additionally, collaborating with the Lake Conway Water and Navigation Control District will be essential to rebalancing the equity in the cost of providing public safety services on the lakes.
- Promoting a culture of open, honest, and transparent communication both internally within the organization and externally with the community. Alignment between city employees and the community is crucial when addressing challenges and seeking solutions.
- Maintaining a strong and effective relationship with Orange County, the Orange County Sheriff, and the city's police department to ensure the safety and well-being of Belle Isle residents, making it an ideal community to live, raise a family, and conduct business.
- Ensuring comprehensive communication with elected officials and citizens, keeping them fully informed about their city government, and striving to maintain transparency, openness, honesty, and a strong focus on customer service.
- Cultivating intergovernmental partnerships and fostering open, positive relationships with the state, county, City of Orlando, and all other governmental entities that have an impact on the quality of life in Belle Isle.

### **DURING THE INITIAL SIX MONTHS IN THE ROLE, MY PRIMARY FOCUS WILL BE**

- Engaging in meetings with staff, elected officials, citizen groups, and collaborating with county/state officials to thoroughly assess city operations, concerns, positions, and dynamics.
- Gaining a comprehensive understanding of the Council's goals and perspectives to formulate appropriate strategic directions for the city's development.

## Section 7

### **James Patrick Gleason**

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- Conducting a thorough evaluation of the City's financial position and studying anticipated future trends to make informed decisions.
- Familiarizing myself with the relevant codes and policies of the City to ensure compliance and effective governance.
- Assessing the current performance measures in place to gauge if the organizational goals are being met and if we are fulfilling the expectations of the commission and citizens.

I have a strong working relationship with the media, and my commitment is to ensure accurate and high-quality coverage for the citizens of Belle Isle. I will make consistent efforts to keep the media updated on the City's operations and programs, appearing as needed or preferred by the Mayor and elected officials.

Regarding any potential negative feedback, I do not anticipate any issues, except for a possible exception involving a former elected official from the City of Mascotte. Nonetheless, I have learned valuable lessons from my challenging experience in August 2020, which drove me to seek opportunities outside of Florida. While I have successfully contributed to Littleton's financial and organizational growth, my heart is set on returning to Central Florida to conclude my career in a place I consider home.

In my spare time, I enjoy various activities such as football, traveling with my family, spending quality time with my grandchildren and friends, and relaxing at the beach.

### **SIX ADJECTIVES I WOULD USE TO DESCRIBE MYSELF**

- Innovative
- Decisive
- Accessible
- Humorous
- Ethical
- Proactive

I believe these qualities are crucial in effectively addressing the challenges and opportunities that the City of Belle Isle faces. My aspiration is to be an instrumental force in ensuring the city's progress and maintaining its unique charm amidst the vibrant growth of Central Florida. I sincerely look forward to contributing my expertise, experience, and passion as the City Manager of Belle Isle.



**Section 7**

**James Patrick Gleason**

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**REASON FOR DEPARTING CURRENT POSITION**

I am grateful for the opportunity that the Board of Selectmen in Littleton has given me. After my challenging experience in August 2020 at the City of Mascotte, I did not want my career in this profession to end on that note. I took a position in a state I was unfamiliar with, in a town I had never visited, and made it work despite leaving my family in Central Florida.

Littleton is currently in a stronger financial and organizational position than most locals can recall. As an outsider from Florida, I was able to prove myself and win over those who initially opposed my hiring. I brought new ideas and perspectives to the town while also learning valuable lessons about the profession and myself from the local community. While I have exceeded expectations as Littleton's town manager, I feel it is time to seek an opportunity back in Florida to be closer to my family and friends.

Although I have less than a year remaining on my three-year contract, I have informed the Board of Selectmen that I am actively seeking a position in Florida. Specifically, I aspire to finish my career working in Central Florida. Florida is home, particularly the Orlando area. I will miss the daily mountain views, hikes, kayaking, and even snow skiing (who would have thought an old Florida guy would learn to snow ski), but I believe that returning to Central Florida presents a fantastic opportunity with the City of Belle Isle.

**CURRENT / MOST RECENT SALARY**

My base compensation at the Town of Littleton, New Hampshire is \$123,632.

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*CB&A Background Checks*

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**Background Check Summary for  
JAMES “JIM” PATRICK GLEASON**

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**Criminal Records Checks:**

Nationwide Criminal Records Search	No Records Found
County	
Grafton County, NH	No Records Found
Orange County, FL	No Records Found
Lake County, FL	<b>August 2020</b> – Felony and Misdemeanor filed against Mr. Gleason. <b>Disposition: November 2020</b> <b>Charges dropped.</b>
	<i>*See Personal Disclosure for Candidate Explanation for Records Found</i>
DeKalb County, GA	No Records Found
State	
New Hampshire	No Records Found
Florida	No Records Found
Georgia	No Records Found

**Civil Records Checks:**

County	
Grafton County, NH	No Records Found
Orange County, FL	<b>November 2016</b> – Disposition of Personal Property without Administration. <b>Status: Closed.</b>
	<i>*See pages 20-21 for Candidate Explanation for Records Found</i>
Lake County, FL	<b>April 2014</b> – Writ of Habeas Corp. Mr. Gleason is included in his capacity as City Manager.
DeKalb County, GA	No Records Found
Federal	
New Hampshire	No Records Found

**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON**

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Florida

**June 2004** – Mr. Gleason filed a civil rights lawsuit against City of Ocoee, FL.  
***Disposition: August 2005 Dismissed with Prejudice.***

*\*See Personal Disclosure for Candidate Explanation for Records Found*

Georgia

No Records Found

**Motor Vehicle**

New Hampshire

No Records Found

**Credit**

Excellent

**Personal Bankruptcy**

No Records Found

**Sex Offender Registry**

Not Listed

**Education**

Confirmed

**Employment**

Confirmed

**Social Media**

Nothing of Concern Found

Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON**

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James Patrick Gleason  
24 Beacon Street Apt 206A  
Littleton New Hampshire 03561

August 16, 2023

Dear Ms. Monique Rogers,

Below is my Responses to Matters **#117794942, #117794917, and #117794877"**

I hope this email finds you well. I appreciate the opportunity to address the matters outlined in your email and the attached report. Please find below my comprehensive response.

**Individual Matter Responses:****Matter: #117794942: Page 7:**

Regarding the incident mentioned on page #2 of the Public Disclosure related to the court action in Lake County (battery-disorderly conduct), I wish to provide additional context. This incident involved a verbal encounter with a councilmember after a council meeting on 8-20-20. While I accept full responsibility for my verbal actions that evening, I want to clarify that I did not engage in any physical altercation or battery. Notably, video evidence revealed that no physical contact occurred, leading to the state attorney's subsequent decision to drop/dismiss the case. Though I recognized the potential for a false arrest claim, I opted to prioritize resolution and closure. I have always taken full responsibility for my actions and will live with this for as long as there is the internet and social media. While there was an eighth month build up to that evening I can not use the actions of other to justify loosing my temper and professional composure.

**Matter: #117794917: Page 10:**

Regarding the lawsuit concerning the termination of police officer David Grice, as named in your report, I was included due to my role as City Manager overseeing the Chief of Police. The case centered around Grice's refusal to comply with a lawful investigation, resulting in his termination. The matter was settled prior to a jury verdict, as advised by our city's attorney and insurance company. Although the jury later ruled in the city's favor, solidifying the appropriateness of the decision, we chose settlement as the preferred course of action per the city's legal representatives even after taking the case to trial.

**Matter: #117794877: Pages 10-11:**

In reference to the \$237.00 amount listed in connection with my name as a creditor, I must clarify that I have no knowledge of this debt. My financial history is characterized

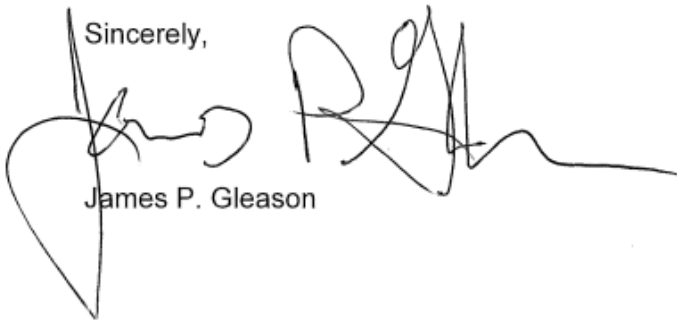
**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON**

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by prudent practices, evidenced by my excellent credit score of 830. Notably, I have managed my financial obligations diligently, ensuring that all debts, loans, and credit card balances are paid on time and in full. It is possible this was related to my late son Patrick William Gleason's prior bankruptcy and discharged debts of which I paid for the attorney. Patrick passed away September 25, 2016 so again I have no idea what the debt was for or why it was not cleared with his bankruptcy.

If you require further details or have additional inquiries, please do not hesitate to reach out. Your attention to these matters is greatly appreciated.

Thank you for your understanding and consideration.

Sincerely,  
  
James P. Gleason

**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON  
Personal Disclosure**

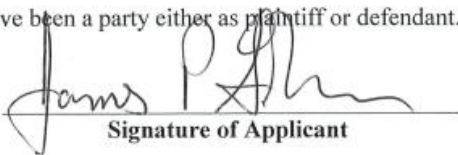
**Personal Disclosure Questionnaire**

Name of Applicant: **James Patrick Gleason-Belle Isle**

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

**Please explain any yes answers on a separate sheet of paper.**

- 1. Have you ever been charged or convicted of a felony?  
Yes  No
- 2. Have you ever been accused of or have been involved in a domestic violence or **abuse incident**?  
Yes  No
- 3. Have you ever declared bankruptcy or been an owner in a business that did so?  
Yes  No
- 4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?  
Yes  No
- 5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?  
Yes  No
- 6. Have you ever been charged with driving while intoxicated?  
Yes  No
- 7. Have you ever sued a current or former employer?  
Yes  No
- 8. Please list links to all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one.  
**LinkedIn:** Jim Gleason  
**Facebook:** Jim Gleason
- 9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?  
Yes  No
- 10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Attested to:   
**Signature of Applicant**

**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON  
Personal Disclosure Explanation**

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**Additional Personal Disclosure Questionnaire  
James Patrick Gleason  
City of Belle Isle-FL - City Manager**

2. On August 18th, 2020, at the end of the city council meeting, I engaged in a verbal argument with a city council member and her husband, who was the Fire Chief with the City of Mascotte. The council was discussing my termination without cause, which was set to take effect on October 1, 2020. This was the fourth meeting in which this item was on the agenda, as the issue originated in February when the fire chief requested the council's approval to hire six new firefighters. The council's decision to merge the city fire department with the county instead of hiring the new firefighters escalated the issue and led to a personal confrontation with the council member and her husband.

I take full responsibility for my actions and for losing my temper. While I could provide context regarding the eight months of emotional turmoil and conflicts that led to that regrettable meeting, none of that justifies my behavior. What matters is that I made a mistake, and regardless of the circumstances, I should never have lost my temper or composure. I have learned from this mistake, and I now understand that, in this profession, one does not have the right to lose control of their emotions or composure. I cannot take back those 15 minutes but I did learn from that mistake.

7. In April 2004, I was terminated from the City of Ocoee on a 3-2 vote without cause. There was a dispute over severance and compensation. I sought legal counsel and acted to ensure the terms of my contract were upheld. Fortunately, the issue was resolved to the satisfaction of both parties without the need to proceed to trial.

9. The only significant issue is the one that is related to question two. I can address that further in writing or in person if the opportunity to do so is available.

10. I began my career as a City Manager in January 2001. It is not uncommon for disputes to arise in various aspects, such as Commission/Council votes, Planning and Zoning decisions, or personnel matters that may lead to disciplinary actions or terminations. In such cases, it is often the case that parties involved may seek legal recourse if they feel aggrieved. It is also common for the city/town manager to be named if a lawsuit is filed. Throughout my 22 years as a city/town manager, I have been involved in various legal cases. However, only two of these cases were directly aimed at me. One involved the termination of the Chief of Police in 2003, and the second was a claim of a hostile work environment by an employee in 2015. Both cases were settled without court action. Out of all these cases that my name was listed as one of the parties, only one went to trial, and even then, it was settled while the jury was deliberating. It is worth noting that the city settled, and ironically, the jury ruled in favor of the city.



**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON  
Most Recent Performance Evaluation**



**Littleton, NH Town Manager's Performance Evaluation  
30 May 2023**

This evaluation is a confidential document to be provided to the Town Manager and for inclusion in his/her permanent record of employment. The final evaluation document may represent reviews prepared in draft form by the Board of Selectmen Members and combined into a summary document. This document will represent the entire evaluation.

**Rating Key:**

- |   |                                       |
|---|---------------------------------------|
| 1 = Unsatisfactory                          | 3.5 = Exceeds Expectations            |
| 2 = Consistently Falls Below Expectations   | 4 = Far Exceeds Expectations          |
| 2.5 = Occasionally Falls Below Expectations | NR = No basis for rating at this time |
| 3 = Meets Expectations                      |                                       |

**Name: James Gleason**

**Evaluation Period: 29 April 2022 – 30 May 2023**

**Relationship with Board of Selectmen:**

Maintains effective verbal and written communication so the Board of Selectmen are informed of items and events pertinent to the duties of their office. **3.5**

Provides information to all Board members on an equal basis. **4**

Maintains personal availability to Board members. **4**

Plans, organizes and presents materials for consideration in a clear, comprehensive and timely manner to enable Board members to make sound decisions. **3.5**

Effectively communicates with Board members regarding their concerns and delegates or follows through to see that the appropriate response is provided. **3.5**

Keeps Board members advised of new and pending legislation and State/County developments **3.5**

**Comments:**

Jim continues to communicate with Board Members regarding their concerns and questions.

He either delegates or personally follow through with answering all questions & inquiries.

He continues to notify Board Members of upcoming legislation as well as State and/or County developments

**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON  
Most Recent Performance Evaluation**

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**Relationship with Employees:**

- Maintains positive employee/employer relations with reporting employees. 3.5
- Effectively manages employees so they work toward common objectives 4
- Effectively selects, trains and consistently monitors employee performance on a regular basis. 3.5
- Addresses personnel problems and takes appropriate action up to and including termination when warranted. 3.5
- Maintains a safe and productive workplace atmosphere. 3.5

**Comments:**

Littleton Municipal employees respect Jim.

They appreciate his support and open-door policy for whatever they need to discuss with him.

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**Public Relations:**

- Serves as an effective liaison between the Board of Selectmen and other Town boards, commissions and elected officials. 3.5
- Effectively communicates with community members regarding their concerns and delegates or follows through to see that the appropriate response is provided. 3.5
- Maintains sufficient visibility, identity and availability in the community. 3.5
- Maintains to the public a Town image that represents service, vitality and professionalism. 3.5
- Ensures that Town employees who have public contact demonstrate a perception, attitude and feeling of helpfulness, courtesy and sensitivity. 3.5

**Comments:**

Jim continues outreach in the Community. He attends most Chamber events and represents Littleton with dignity and respect for the position he holds.

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**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON  
Most Recent Performance Evaluation**

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**Financial Management:**

Plans, organizes and presents the annual budget with adequate documentation and support information to enable Board Members to make informed policy decisions. 4

Controls costs by economically using manpower, materials and equipment. 3.5

Provides monthly financial reports to the Board with sufficient information on the Town's current financial status. 4

Plans, organizes and administers the adopted budget within approved revenues and expenditures. 4

Administers the adopted budget within approved revenues and expenditures. 4

**Comments:**

Jim continues to work with each Municipal Department Head to keep on or below budget.

---

**Organizational Management: Program Development and Follow-Through**

Plans and organizes on-going service delivery systems to assure efficient and effective services to citizens. 3.5

Plans, organizes, and follows through on requests assigned by the Board so that they are completed in a timely and efficient manner. 3.5

Plans and organizes responses to public requests and areas of concern that are brought to the Manager's attention. 4

Anticipates and recognizes future needs and challenges and plans accordingly. 3.5

Plans and organizes for proper utilization and maintenance of Town owned facilities and equipment. 3.5

**Comments:**

Jim continues to return correspondence in a timely fashion, maintaining an efficient working environment.

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**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON  
Most Recent Performance Evaluation**

**Suggestions for Additional Goals & Objectives:**

Continue to attend area events.

Continue to focus on correspondence verbiage. Jim purchased (out of his own funds) a software program that has helped in his correspondence.

Continue to be aware of others' needs, questions and concerns. Follow the Select Board's direction.

**General Comments:**

Jim worked to close several abatement issues with properties in Littleton.

Jim has exceeded expectations.

Jim is working with the State to clean up the Stoddard Field encroachment on the NH Rail Trail.

**Compensation and Benefits:**

Jim received a 3% increase for Budget Year 2022 - 2023.


*Jim RECEIVED A 5.9% INCREASE for BUDGET Year 2023-2024*

I have personally reviewed this evaluation and have discussed it with the Select Board.

  
James P Gleason, Town Manager

6-15-23  
Date

This evaluation was prepared by the Board of Selectmen, all of whom participated in the review process.

  
Chair Roger Emerson

  
Vice Chair Linda MacNeil

  
Select Board Member Carrie Gendreau

**Background Check Summary for  
JAMES “JIM” PATRICK GLEASON  
Most Recent Performance Evaluation**

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*Linda MacNeil  
Littleton Select Board Vice Chair  
Littleton, NH*

15 May 2023

To Littleton Select Board Members

I requested that all Department Heads answer four questions about Jim as a manager. Signatures were optional, however, several did sign their form.

Hopefully, with this information we will be able to complete our review of Jim’s performance as our Town Manager with a more complete picture of what he does on a day-to-day basis and how he interact with those that report directly to him.

We will need to review these (after we have had an opportunity to read each of them) and complete our review for this past year (2022 – 2023). Then set a time to present our results to Jim.

**Background Check Summary for  
JAMES “JIM” PATRICK GLEASON  
Most Recent Performance Evaluation**

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**1. Please explain/state the Town Manager’s greatest strength as a manager.**

Patience. Jim is a very patient person, which is required in spades in order to do his job. While inherently patient, Jim also has no issues speaking openly and honestly when the situation requires it, and that balance is perhaps his most valuable asset.

**2. Please explain/state what type of manager/boss he is.**

Jim is jovial and even-keeled, but also assertive on behalf of his employees and the common good, as well as reliable and trustworthy. He is an ideal boss.

**3. When faced with a crisis, how does he respond?**

Jim demonstrates an ability to take a step back and assess all the facts and does not tend to make rash decisions or judgements. His temperament and patience qualifies him for this position uniquely. As someone who admittedly tends to panic and get worked up in crisis situations myself, I especially appreciate and respect Jim in this regard and aim to be more like that myself.

**4. Is he open & responsive to your personal needs as well as job responsibility needs?**

I fully trust my ability to go to Jim and openly express my needs and concerns and I know he will approach any situation with the care and attention it deserves and make the best decision possible.

**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON  
Most Recent Performance Evaluation**

*Linda MacNeil  
Littleton Select Board Vice Chair  
Littleton, NH*

To Littleton Municipal Employees

In our attempt to create a full picture of what the Town Manager, Jim Gleason, does as your supervisor we ask that you...

Please answer the following questions honestly & openly. If you wish to sign your name, thank you. Do not feel that you must. Once complete, please put in the envelope @ the mail station in the Town Offices before Friday, May 12<sup>th</sup>. Thank you.

- 1. Please explain/state the Town Manager's greatest strength as a manager.

*Jim's greatest strength would be his confidence in his employees and the support he provides them. He takes the time to know all his employees on an individual level which then falls into him understanding the best way to work and support those employees.*

- 2. Please explain/state what type of manager/boss he is (example: dictatorially, authoritarian, fair, understanding, supportive...).

*Jim is a welcoming "open door policy" type of manager. He is very supportive for our department and the individual employees within it.*

- 3. When faced with a crisis, how does he respond?

*Jim responds with attaining all information on the crisis before proceeding. Being well informed and taking the time to meet with all parties shows the fairness Jim has brought to this position.*

- 4. Is he open & responsive to your personal needs as well as job responsibility needs?

*Yes!*

Signature (optional) \_\_\_\_\_

**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON  
Most Recent Performance Evaluation**

*Linda MacNeil  
Littleton Select Board Vice Chair  
Littleton, NH*

To Littleton Municipal Employees

In our attempt to create a full picture of what the Town Manager, Jim Gleason, does as your supervisor we ask that you...

Please answer the following questions honestly & openly. If you wish to sign your name, thank you. Do not feel that you must. Once complete, please put in the envelope @ the mail station in the Town Offices before Friday, May 12<sup>th</sup>. Thank you.

- 1. Please explain/state the Town Manager's greatest strength as a manager.

*Jim talks to everyone, engaged! opens discussion points to talk out concerns and problems. Open minded. Positive. He is direct. I like this about him.*

- 2. Please explain/state what type of manager/boss he is (example: dictatorially, authoritarian, fair, understanding, supportive...).

*Collective best describes Jim. Likes others opinions, Allows staff to be invested in the towns operations. I have been a senior mgr for 30 of my 43 yrs. Hes a good one.*

- 3. When faced with a crisis, how does he respond?

*Jim is direct. Pulls into conversation all necessary to make good decisions. Sometimes quick to the draw.*

- 4. Is he open & responsive to your personal needs as well as job responsibility needs?

*Yes.*

Signature (optional) \_\_\_\_\_



**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON  
Most Recent Performance Evaluation**

*Linda MacNeil  
Littleton Select Board Vice Chair  
Littleton, NH*

To Littleton Municipal Employees

In our attempt to create a full picture of what the Town Manager, Jim Gleason, does as your supervisor we ask that you...

Please answer the following questions honestly & openly. If you wish to sign your name, thank you. Do not feel that you must. Once complete, please put in the envelope @ the mail station in the Town Offices before Friday, May 12<sup>th</sup>. Thank you.

1. Please explain/state the Town Manager's greatest strength as a manager.  
 leadership  
 ability to make decisions } complete package is his strength  
 Mulity task  
 Think on his Feet
2. Please explain/state what type of manager/boss he is (example: dictatorially, authoritarian, fair, understanding, supportive...).  
 He is actually a manager and allows his people to do their jobs. He fair, approachable, and gets results.
3. When faced with a crisis, how does he respond?  
 Jim's ability to be Fluid and think on his feet is some of the best I have ever seen. Top notch
4. Is he open & responsive to your personal needs as well as job responsibility needs?  
 Absolutely

Signature (optional) \_\_\_\_\_

**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON  
Most Recent Performance Evaluation**

*Linda MacNeil  
Littleton Select Board Vice Chair  
Littleton, NJ*

To Littleton Municipal Employees

In our attempt to create a full picture of what the Town Manager, Jim Gleason, does as your supervisor we ask that you...

Please answer the following questions honestly & openly. If you wish to sign your name, thank you. Do not feel that you must. Once complete, please put in the envelope @ the mail station in the Town Offices before Friday, May 12<sup>th</sup>. Thank you.

1. Please explain/state the Town Manager's greatest strength as a manager.  
*He takes the time to meet or take calls from the public even when its unplanned. He always addresses their problems and/or directs them to the right Dept head that can. He faces all challenges head on and takes care of it immediately*
2. Please explain/state what type of manager/boss he is (example: dictatorially, authoritarian, fair, understanding, supportive...).  
*He can be firm when it is required but he also is very fair, understanding and supportive to all of his employees. He listens to their situation and gives advice on how to handle it best to rectify the problem*
3. When faced with a crisis, how does he respond?  
*He keeps a level head and if he doesn't no the answer right off, he does what he has to, to find the answer. That include contacting legal advise or members of other depts.*
4. Is he open & responsive to your personal needs as well as job responsibility needs?  
*yes - Re: personal needs he makes sure that his employees know that their health comes first and Re: work he makes sure that we have everything required to do our jobs correctly.*

Signature (optional) \_\_\_\_\_

**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON  
Most Recent Performance Evaluation**

*Linda MacNeil  
Littleton Select Board Vice Chair  
Littleton, NH*

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Please answer the following questions honestly & openly. If you wish to sign your name, thank you. Do not feel that you must. Once complete, please put in the envelope @ the mail station in the Town Offices before Friday, May 12<sup>th</sup>. Thank you.

1. Please explain/state the Town Manager's greatest strength as a manager.  
The Town Manager is an exceptional Leader. A true leader understands that decision making does not and will not please everyone, but is generally the right thing to do for the employees of the town and the Town of Littleton. He is soft spoken, but carries a big stick. He listens when he should and provides advice/insight when most appropriate. He is an asset to the community.
2. Please explain/state what type of manager/boss he is (example: dictatorially, authoritarian, fair, understanding, supportive...).  
The Town Manager is fair, understanding, and supportive which best describes a Transformational Leader. This type of leader works with his teams beyond his immediate self-interests to identify needed change, creating a vision to guide the change, while supporting current municipal policy and finally, to improve productivity with his employees through his influence and inspiration.
3. When faced with a crisis, how does he respond?  
When the Town Manager is faced with crisis, he quickly relies on employees and citizens with experience and expertise to address the issue at hand. Although he has many years of crisis management experience that is very helpful, he will not hesitate to inform others if he is working beyond his expertise in order to allow an exchange of ideas to resolve the crisis in the best interests (economically and legally) of the Town of Littleton.
4. Is he open & responsive to your personal needs as well as job responsibility needs?  
Yes, he responds immediately to personal and personnel needs very quickly. He is always available to assist. He makes an effort to resolve the issue in an expeditious manner. Additionally he is not afraid to constructively provide criticism when needed to help an employee advance in his or her job classification.

Signature (optional)	
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**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON  
Most Recent Performance Evaluation**

*Linda MacNeil  
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1. Please explain/state the Town Manager's greatest strength as a manager.

Jim is a manager. Many past managers have had a different vision of management and Jim has brought back in what my opinion is of what a town manager should be doing.

2. Please explain/state what type of manager/boss he is (example: dictatorially, authoritarian, fair, understanding, supportive...).

Jim in my opinion is fair, understanding and supportive. He is open to all conversation and is willing to listen and guide.

3. When faced with a crisis, how does he respond?

Cool, calm, collect. He is open to understand the situation at hand and if needed, learn how things are handled and also lend an opinion.

4. Is he open & responsive to your personal needs as well as job responsibility needs?

I have had no need to involve him in any personal needs, but have no doubt whatsoever that he would lend an ear. He is very supportive in the needs of our job responsibilities.

Signature (optional)

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**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON  
Most Recent Performance Evaluation**

*Linda MacNeil  
Littleton Select Board Vice Chair  
Littleton, NH.*

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- 1. Please explain/state the Town Manager's greatest strength as a manager.

*He came here and observed how we worked as a unit and then individually. And then basically said "If it ain't broke, don't fix it." He understands there was no need to micromanage*

- 2. Please explain/state what type of manager/boss he is (example: dictatorially, authoritarian, fair, understanding, supportive...).

*Supportive. If we need him, he's available.*

- 3. When faced with a crisis, how does he respond?

*He looks at what the solution is & then formulates a plan to get to ~~the~~ the solution.*

- 4. Is he open & responsive to your personal needs as well as job responsibility needs?

*Yes to personal needs - very appropriate.  
Yes to job needs - helps if I need him to.*

Signature (optional)

**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON  
Most Recent Performance Evaluation**

*Linda MacNeil  
Littleton Select Board Vice Chair  
Littleton, NH*

To Littleton Municipal Employees

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1. Please explain/state the Town Manager's greatest strength as a manager.

*Jim has a lot of great strengths in his position but I would say that his greatest strength is communication. From when I first started in my position he has always stated that he had an open-door policy and this has remained true. I know that he is very busy and has a lot on his plate but he always had time to talk about any project that I am working on or just to chat. Even with email communication, he is always very prompt with responses and supporting me when needed.*

2. Please explain/state what type of manager/boss he is (example: dictatorially, authoritarian, fair, understanding, supportive...).

*It's hard to encompass a person into one word but if I had to do so I would say that Jim is very understanding. He had always expressed to me about maintaining a good work/life balance. He doesn't micromanage and is not a "seat-watcher," what's important is that the job gets done and deadlines are met.*

3. When faced with a crisis, how does he respond?

*Jim is always thinking three steps ahead and has many years of experience in municipal departments which helps him greatly in this role. From what I can tell because of his great strengths in communication is always ready for whatever is thrown at him.*

4. Is he open & responsive to your personal needs as well as job responsibility needs?

*Absolutely! With his open-door policy and strength in communication and understanding, he is always there whenever I need his support; be it within my job or personal need.*

Signature (optional) \_\_\_\_\_

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**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON  
Most Recent Performance Evaluation**

*Linda MacNeil  
Littleton Select Board Vice Chair  
Littleton, NH*

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- 1. Please explain/state the Town Manager's greatest strength as a manager.

*Honest, straight forward, fair. Jim is not afraid to speak honesty and facts.*

- 2. Please explain/state what type of manager/boss he is (example: dictatorially, authoritarian, fair, understanding, supportive...).

*Fair, Supportive. Lets his dept heads do their jobs without micromanaging.*

- 3. When faced with a crisis, how does he respond?

*Stands up for what he believes is right.*

- 4. Is he open & responsive to your personal needs as well as job responsibility needs?

*Jim has always been responsive to our needs when we have tried to meet. He has been open and honest since day one.*

Signature (optional)

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**Background Check Summary for  
JAMES "JIM" PATRICK GLEASON  
Most Recent Performance Evaluation**

*Linda MacNeil  
Littleton Select Board Vice Chair  
Littleton, NH*

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1. Please explain/state the Town Manager's greatest strength as a manager.  
*The numbers show that he excels at keeping the budget in line. He lets you run your department with minimal involvement unless required.*
2. Please explain/state what type of manager/boss he is (example: dictatorially, authoritarian, fair, understanding, supportive...).  
*I feel he is Dictatorially when the chips are down and it's critical, But very understanding and approachable.*
3. When faced with a crisis, how does he respond?  
*I think he tackles it head on. I have no concerns with his commitment.*
4. Is he open & responsive to your personal needs as well as job responsibility needs?  
*He is very open. I feel he are often on the same page.*

Signature (optional)	<hr style="border: 0; border-top: 1px solid black; margin-bottom: 5px;"/> <hr style="border: 0; border-top: 1px solid black;"/>
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*CB&A Reference Notes*

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## Reference Notes James “Jim” Gleason

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### **Art Tighe – Owner of Foto Factory, Town of Littleton, NH 603-513-8181**

Mr. Tighe is a small business owner in the community of Littleton, where Mr. Gleason serves as Town Manager. He is a civic-minded person and volunteers for several local organizations, including Growth for Common Sense, which is a political watchdog group. He has known Mr. Gleason since the latter became Town Manager in 2021.

Mr. Gleason makes good decisions under pressure. He has gained a great deal of experience in his over 30 years of being a municipal manager. He knows how to accomplish tasks under pressure. Being a Town Manager is a controversial position in its very nature. Mr. Gleason is always at the center of controversial situations. In 99 percent of these cases, he has done very well in stressful situations. When he is not fully prepared for something controversial, he changes his leadership style from being in charge and confident to being more guarded and quieter until he has all the facts and knows who all the key players are. This is a mature response, and an appropriate one, instead of simply blasting ahead and correcting the course later.

Mr. Gleason has a strong leadership style in most cases. He lets everyone voice their opinions, mediates, summarizes, and then acts. He leads the discussion and helps move the Board forward to clear action items. During town meetings full of constituents, some of whom are aggressive in voicing their positions, he eloquently displays the facts in a convincing manner and has a way of quieting the room and helping people understand the reasoning behind the decisions.

Mr. Gleason has exceptional financial skills. He is better than the past eight town managers prior to him. The most recent town manager before Mr. Gleason left a catastrophic mess, which caused an uproar in the community. Mr. Gleason came in and quickly went to work. He secured grants, loans, and bonds, and cleaned up the finances of the city very quickly.

Mr. Tighe was on the hiring committee when the Town of Littleton hired Mr. Gleason, and he would hire him again. Mr. Gleason is a mature, seasoned manager, with nothing embarrassing in his background. While he has made decisions that were not always popular in the town, everyone can agree that he has done a great job for their community. He walks to work every day, he is active in the community, he is innovative and goes out of his way to help community members. He will be a strong asset to any community as their Manager.

### **Words or phrases used to describe Jim Gleason:**

- Thorough,
- Laser-like focus,
- Incredible response time,
- Follows through, and
- Impeccable character.

## Reference Notes

### James “Jim” Gleason

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**Strengths:** Communication with the public. He does not mince words. He derives what questions are most likely going to be asked and helps bring the whole room together and help people get on the same page.

**Weaknesses:** Because he is not from New Hampshire, he has a nonregional knowledge of the area. Littleton is in a rural area, and he is not as familiar with the culture or some of the specific state requirements. However, he is quick at learning them.

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#### **Linda MacNeil – Board of Selectman, Town of Littleton, NH 603-444-2533**

Ms. MacNeil has known Mr. Gleason since 2021. She would rate him a solid 5 out of 5 as Town Manager. He is passionate about their town and is passionate about what he does. He works well with the people who report to him, with the citizens of the town at large, and with each individual on the selectboard.

Ms. MacNeil works closely with Mr. Gleason, including daily emails, and in-person meetings two or three times per week. Everything that goes through him goes through the selectmen as well. He makes sure to keep them in the loop and updated on everything that is happening. He is an incredible mentor for Ms. MacNeil. He can tailor his interactions with people so they get what they need out of him, whether that is a quick response from an email, or an in-depth one-on-one meeting explaining a complicated process in a way that the person can understand.

Mr. Gleason makes good decisions generally. He is fiscally conservative. He is under budget on both a yearly and monthly basis. He is innovative. He thinks outside the box. His ideas are not always implemented, but they are appreciated in the brainstorming sessions and help everyone open their minds to the possibilities before them.

Mr. Gleason communicates well with the public. Most towns have individuals who are rather vocal, and Littleton is no exception. Mr. Gleason has built a rapport with the community, so they know he will be patient and listen to their queries without judgement. He responds to the community quickly with answers to their questions. While Mr. Gleason is usually gregarious and leads out, he can shut down during stressful situations and let the high emotions play out before he starts to work through the situation. He does not try to interfere until people are calmer and in a headspace where they can receive counsel and hear what he has to say.

Mr. Gleason has not been involved in anything that would be considered embarrassing to a potential employer while he was employed by Littleton. Ms. MacNeil would hire him again in a heartbeat. When they hired him in 2021 they made the right choice. He is a good man and an exceptional manager.

## Reference Notes James “Jim” Gleason

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### Words or phrases used to describe Jim Gleason:

- Communicator,
- Patient,
- Listener,
- Passionate,
- Mentor, and
- Conservative,

**Strengths:** Good manager and leader. Does not micromanage his employees. He lets his people do their jobs and if they have an issue that needs to be solved, they go to him, and he helps them with their concern promptly and efficiently.

**Weaknesses:** None identified.

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### **Carrie Gendreau – Board of Selectmen, Town of Littleton, NH 603-443-2570**

Ms. Gendreau was part of the team who hired Mr. Gleason in 2021 as Town Manager. At that point she was the Chairman for the Selectboard. She is currently a State Senator as well as serving on the Board of Selectmen. She is very pleased with their choice of Mr. Gleason as Town Manager. He was one of 14 applicants, so the board did a great deal of research on him prior to their decision. While he did have a rough spell in Florida prior to working with them, they believed in him and took a chance on him and made the right decision. Ms. Gendreau cannot say enough good things about him. He has been amazing. He follows through with the board, he is easy to work with, and open to new ideas.

When Mr. Gleason was first hired, he was greeted with 112 projects that were left undone by the previous Town Manager. He went right to work and quickly got those cleaned up as well as taking on more projects on the way. He does not have a secretary, so he answers all his own emails and phone calls. He is personable and prompt in his replies.

Mr. Gleason is a whiz financially. He works magic with their budgets. He knows how to balance the budget while taking good care of his employees and the people in the town. He is fiscally responsible to the taxpayers.

Mr. Gleason is customer service oriented. Coming from Florida to Littleton, there was a bit of a culture shock, and he had to adapt from saying “your community” to “our community.” Not only did Mr. Gleason have to tackle all those projects from the previous manager, but he had to get used to the culture and the environment. He threw himself in with everything and held nothing back. He took up skiing, even though he had never skied in his life. He went hiking on their trails so he would know the area and know what the locals prized. He wanted to fully embrace and make the most of the time he had in the community.

## Reference Notes James “Jim” Gleason

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Mr. Gleason has been the best town manager the Town of Littleton has ever had. He helped them in so many ways and Ms. Gendreau will be sad to see him go. He will be an excellent manager for any location.

### **Words or phrases used to describe Jim Gleason:**

- Follows through,
- Hard working,
- Compassionate,
- Responsible,
- Leader, and
- Customer service oriented.

**Strengths:** Follows through, compassionate heart. Wants to take care of his people.

**Weaknesses:** Tends to rush through his emails, which causes grammatical and spelling errors. A professional correspondence full of mistakes does not represent the right kind of image for the town. However, the Board has addressed this with him, and he has improved dramatically. Also, he has the habit of jumping into a conversation and interrupting people when they are speaking. He does not do this with any malice, he just needs to slow down and give people time to share before responding. The board has brought this up to Mr. Gleason in performance reviews as well, and he has made an effort to improve this tendency.

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### **Laura Spector-Morgan – Partner, Mitchell Municipal Group, NH 603-524-3885**

Ms. Spector-Morgan is a partner at the Mitchell Municipal group that represents the Town of Littleton. She has known Mr. Gleason since he assumed the Town Manager position in 2021. Mr. Gleason is a fantastic Manager. He has a real common-sense approach to solving problems. He does not fly off the handle or overact.

Mr. Gleason makes good decisions to the extent that he is allowed to by the board of selectmen. Sometimes he is not allowed to fully do his job because the selectmen in Littleton are more hands on than in most towns and Mr. Gleason does not push back as much as he could, which is probably the right decision in Ms. Spector-Morgan’s opinion. However, this makes it so his hands are tied more than they could be. With that said, he is innovative and thinks outside of the box to resolve some of their more challenging problems to the best of his ability. For example, there is currently a dispute going on over an inconsistency in the boundary between Littleton and the next town over. Mr. Gleason has worked with Ms. Spector-Morgan to find an innovative solution that will be practical and solve the problem without involving too much expense on the part of either town.

## Reference Notes James “Jim” Gleason

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Mr. Gleason is honest and upfront in his communication style to the public. He does not add on any frills or pandering. He is customer service oriented in the way he deals with the public. He listens to them and allows them to vent about their grievances. He does not give in to every whim of the public but takes the time to listen to them and offer counsel.

Mr. Gleason has not been involved in anything overtly controversial during his time as Town Manager. He stays above the fray. There has been nothing embarrassing in his conduct with them. He is one of the better town managers with whom Ms. Spector-Morgan has worked over the years. She recommends him to any municipality as their manager.

### **Words or phrases used to describe Jim Gleason:**

- Smart,
- Reasonable,
- Honest,
- Upfront,
- Kind,
- Patient, and
- Firm.

**Strengths:** Communication style with Ms. Spector-Morgan and with the public.

**Weaknesses:** Mr. Gleason lets people complain to him for too long without cutting them off. This tends to be an expense for the town if she must get involved in the dispute. This is a very common weakness in the various town managers with whom Ms. Spector-Morgan has worked over the years. He could be more decisive in cutting people off and being more direct in his decisions with the community.

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### **Roger Emerson – Chair of Board of Selectmen, Town of Littleton, NH 603-444-5047**

Mr. Emerson was on the board when they hired Mr. Gleason in 2021. He has had an excellent job performance since then. He has done a great deal for the town including completely turning around the financial situation and building a healthy reserve.

When Mr. Gleason started as Town Manager, he had over 100 projects already on his desk that the last Town Manager did not address. He saw that the purchase date was coming up on a chunk of land that was to be purchased by the town. He bent over backward to make sure the town secured the property. He held special town meetings and made the necessary arrangements to purchase the property. The plans to develop this land are now on target and in motion.

Mr. Gleason involves the board with everything. Transparency is very important to him. He makes good decisions and gives back to the taxpayers a quality product. The Town of Littleton

## Reference Notes James “Jim” Gleason

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only has roughly 6,000 people and he has made an effort to reach all the department heads and create a relationship with them. He holds weekly meetings with the fire department, police department, and the highway crew. All the town employees love him and would not say anything negative about him.

The Chair of Selectmen screened Mr. Gleason heavily when they hired him and were reassured that he was not a racist, as he was accused in Florida. They have not had any problems with him, and he has been well worth their investment. Mr. Emerson would hire him again and recommends him to any municipality as their manager.

### **Words or phrases used to describe Jim Gleason:**

- Interactive,
- Friendly,
- Listener,
- Focused, and
- Good with people.

**Strengths:** Financial ability. When Mr. Gleason became Town Manager, they were three years behind on their audits with very little money in the reserves. Two years later they are on top of things with the audits and have over \$1.6 million in reserves.

**Weaknesses:** Mr. Gleason is quick to use the town lawyer for any questions that come up instead of figuring out the answer on his own, which ends up costing the town in legal fees. While he can appreciate Mr. Gleason’s caution, he would prefer Mr. Gleason to use the attorney less.

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### **Dolly Miller – Finance Director, City of Mascotte, FL 352-874-7977**

Ms. Miller has known Mr. Gleason since 2012 when she came to work in Mascotte. He did an excellent job as City Manager until he left in 2020. The city was significantly in debt for a predominantly residential community. They managed to get the city completely out of debt and put away \$1.6 million in reserves.

Mascotte has very little turnover, which indicates that Mr. Gleason makes good decisions when hiring personnel. His decisions in general are good. He is very innovative and is always looking to the future. Their budget year starts October 1 and as soon as one budget year starts, he is already looking at the next budget year and planning ahead. He is innovative and pushed the staff to consider new ideas or seek different revenue sources. He kept everyone informed.

Mascotte does not have many community meetings, but Mr. Gleason attended the ones they have. He was also active in meetings that were held by different groups but pertained to the city,



## Reference Notes James “Jim” Gleason

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like the Southlake Chamber of Commerce. He works well with the public but when you cannot give someone what they want, they are not happy. He tells everyone the truth even when it is not what they want to hear.

A weekly staff meeting was held where department heads sit around a table to flesh out ideas and to discuss situations. In 2006 an HOA deeded a 15-foot strip of land to the city. The HOA has since been turned over to the homeowners and they tried to give this land to the state for a Rails to Trails project. In the process they realized that it was owned by the city. The homeowners wanted to know what would happen with that land and asked if the city would start maintaining it. Mr. Gleason and the staff discussed options for the most cost-effective way to manage the land for the city and the taxpayers. The land is connected to a giant vacant parcel that is not maintained and it may look odd if a 15-foot strip in the middle of a vacant parcel is maintained. They worked as a team to decide the best way to tackle issues such as these.

Deadlines are important to Mr. Gleason. He strongly believes that if you tell someone you will call them, you call them even if you do not have the answer and tell them you are looking for the answer. If the staff tells him they will have a report to him on the 10<sup>th</sup> and they realize they are not going to make that deadline, they let him know a few days before and explain why. Stress does not seem to bother him.

In 2015 Mr. Gleason was involved in a lawsuit that ended in a settlement. A former employer claimed racial discrimination against him. Mr. Gleason is so far from that type of behavior, and it is incredible what people can say about someone’s character. Nothing in his background or conduct would concern a reasonable person.

Ms. Miller would hire Mr. Gleason and was sorry to see him leave Mascotte because they worked very well together.

### **Words or phrases used to describe Jim Gleason:**

- Energetic,
- Caring,
- Fiscal conservative,
- Conscientious,
- Goal oriented,
- Timely, and
- Responsive.

**Strengths:** Excellent manager, good with money, calls it like he sees it.

**Weaknesses:** He has a hard time telling people no at times.

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## Reference Notes

### James “Jim” Gleason

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#### **Dave Colby – Executive Director, Southlake Chamber of Commerce, FL 352-394-4191**

Mr. Colby has known Mr. Gleason since 2016. The Chamber works with managers in the Southlake area, which includes Mascotte. Also, Mr. Gleason is an ex officio on their Board of Directors. They have worked on various projects and have gotten to know each other very well.

Of all the city managers in the area, Mr. Gleason was the most active with the Chamber and one of Mr. Colby’s all-time favorite government officials. Mr. Gleason attended the meetings and regularly communicated with the Board. He served on the economic development committee. He is very thoughtful and has great wisdom. He shared how cities view certain topics and guided them in their policy decisions.

Mascotte was financially in the hole when Mr. Gleason was hired, and he turned it around. Bringing together the diverse board was no small feat. He helped the elected officials, who had different priorities, develop common priorities and address the financial issues in the community, which enabled them to do many other projects. His work to improve the financial standing of Mascotte really opened up many other opportunities but it only happened because he was able to get people with different points of view on the same page.

When meetings were held Mr. Gleason was one of the first to arrive. He is very approachable and friendly. People are drawn to him, and he is a good conversationalist. He can talk about other issues besides city policy and have very human conversations. He is at ease coming to events and relates well to others.

Mr. Gleason is more thorough than most managers. He always comes with information and shares real insight. He does well in formal settings but also does well in informal settings, like when they call him directly on an issue. He is very credible and has integrity. He has a good temperament and is professionally well rounded. Mr. Colby gives Mr. Gleason high marks.

Any time that Mr. Colby requested a meeting with Mr. Gleason, it was scheduled within a few days. When making requests to other managers in the area it is generally a few weeks before they could meet. Mr. Gleason was very responsive and has been a good sounding board for ideas.

One of the most personally stressful situations one can go through is losing their child. Mr. Gleason experienced this and continued to perform gracefully while staying engaged. He has grace under fire and can balance stressful issues to make those around him feel comfortable when they do not know how to respond. He always takes care of his responsibilities, regardless of the difficulties he is experiencing.

Combining their fire service with the county was controversial but it allowed for a model that was more cost effective and better supported. Even so, when you take something away that people feel is theirs, they have a sense of loss. Mr. Gleason championed the idea because it was the right thing to do for the taxpayers while improving the system. He is an outstanding man who

## Reference Notes James “Jim” Gleason

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uses public transportation to come to Chamber meetings. He has never done anything that was off color. The Chamber Board is very diverse, and everyone likes him.

Mr. Colby would definitely hire Mr. Gleason; he was one of the best managers in the area. He is a great person and has developed friendships in the community. He has done a great job.

### **Words or phrases used to describe Jim Gleason:**

- Energetic,
- Determined,
- Fun,
- Loyal,
- Responsive, and
- Professional.

**Strengths:** Very organized, very determined, excellent listener, collaborator with the city but also the greater community and county, brings together diverse groups of people to work on the issues.

**Weaknesses:** None identified.

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### **Michelle Hawkins – Former City Clerk / HR Director, City of Mascotte, FL 407-375-0024**

Ms. Hawkins reported to Mr. Gleason between 2011 and 2020. Mr. Gleason did a great job in Mascotte. He makes good decisions both when hiring personnel and in general. He came up with innovative ideas and brought the organization to a higher level. He was in charge, but employees felt they were part of the team.

Mascotte is very rural and has only one community event a year, which Mr. Gleason always attended. He worked very well with the public. He kept the staff informed. He led the organization around the vision of the elected officials.

During the COVID pandemic Mr. Gleason wanted to ensure the staff was protected. One of the ideas they discussed was shields for the cashiers. He planned to keep City Hall closed to the public until he felt it was safe. He brought the team together to come up with ideas and discuss the pros and cons of various options.

Mr. Gleason has good financial skills and accomplishes tasks given to him in a timely manner. When something more personally stressful happens, he went into his office and shut the door to relax his mind. The rest of the time one does not see the stress affecting him. He knows when he needs to sit back and relax for a minute.

## Reference Notes

### James “Jim” Gleason

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Fire service was turned over to the County and it was controversial. Mr. Gleason does not make decisions; he presents information to the elected body and they decide the course of action. The situation was stressful but he worked through it.

In 2015 an employee filed a racial discrimination claim against Mr. Gleason and an investigation was conducted. According to the witnesses, many of the events and conversations were twisted and did not happen the way that the accuser said they did.

Ms. Hawkins would hire Mr. Gleason. When he came to Mascotte, the city was in debt, retirement was cut in half, and employees were not receiving raises. When he left, employees had received raises and retirement was back to where it was. Mr. Gleason always looks out for employees. Some employees, like the fire employees, have forgotten how it used to be and how much he has worked to protect them, which is unfortunate.

#### **Words or phrases used to describe Jim Gleason:**

- Funny,
- Smart,
- Very informative
- Happy go lucky person,
- Motivator, and
- Team player.

**Strengths:** Honest, overall management, not a micro manager, team player, great person.

**Weaknesses:** If he is passionate about something, he can become overly excited about it, which is a positive but sometimes it is too much.

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#### **Larry Walker – Public Services Director, City of Mascotte, FL 352-630-5752**

Mr. Walker lived in Ocoee when Mr. Gleason was a Councilmember there in the 1990s. They worked side by side from 2011 until 2020.

Mascotte was in debt and in a fairly detrimental state when Mr. Gleason was hired. He turned it completely around. He hired good employees and made great decisions. He is innovative, a change agent, and he maintains an organization at a high-performance level.

Mr. Gleason was very visible in the community. He attended the City Council meetings as well as other city and agency meetings. He kept everyone informed. He led the organization around the vision of the Council.

## Reference Notes James “Jim” Gleason

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Every issue in Mascotte was resolved by Mr. Gleason leading department heads and directors as they were a team. He is customer service oriented. One of his pet peeves is missing a deadline so he is very timely in his work. His way of handling stress is situational and depends on the issue, but he seeks advice from the executive team and elected officials in challenging times.

The situation with their fire department was stressful and there have been personal attacks against Mr. Gleason. He has had his outbursts as well, which was to be expected. He handled the situation better than most would have. He was in a difficult position and had to follow the direction of the Council. Mr. Walker is not aware of anything controversial that involves Mr. Gleason.

Mr. Walker would hire Mr. Gleason. He was a great manager for Mascotte. He addressed the issues and turned their financial situation around.

### **Words or phrases used to describe Jim Gleason:**

- Strong minded,
- Fiscally conservative,
- Loyal,
- Determined,
- Hard working, and
- Responsive.

**Strengths:** Fiscal conservative.

**Weaknesses:** None identified.

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### **Mark Wedge – Former Councilmember, City of Chamblee, GA 404-245-0779**

Mr. Wedge has known Mr. Gleason since 2008. Mr. Gleason saved Chamblee from financial ruin. The previous City Manager had been in the position for 15 years. The Council was told that they had a \$2 million surplus when he started. As Mr. Gleason began to review the books, he uncovered many poor accounting practices. In reality, the city was broke. It took him six months to reconcile the books. Mr. Gleason made very difficult recommendations to the Council and was very factual. He gave many options as well as an explanation and what the result would be for each option. He was an excellent advisor. Within two years of his hiring, the budget turned from a deficit to a \$1 million surplus. This achievement is particularly commendable as it occurred during the economic downturn.

Mr. Gleason made massive cuts to balance their budget but was able to retain all employees and keep city services functioning at the same level. He also implemented moving all new hires to the government version of the 401k, thus giving the city a fixed number for employment rather

## Reference Notes

### James “Jim” Gleason

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than a “float” based on how the pension fund did – this greatly helped the city for budgeting in the years to follow. They annexed a new portion to the city, and he had the numbers down to make sure the transition went superbly.

After a previous City Manager of long tenure, many senior staff were worried about the change in command. Mr. Gleason made his transition as City Manager an easy one. He took time to develop a personal relationship with the department heads. He exuded a can-do attitude and positive energy. He quickly earned the respect of his staff and helped them feel comfortable following his leadership. He reestablished professionalism in the organization and full accountability for the work that was done.

Mr. Gleason is an excellent manager of his staff. He leads by example. He demands much from his staff, but also from himself. He saw areas where people were underperforming and was able to purge the dead weight. He kept morale as well as production at a high level.

Mr. Gleason is prompt and efficient. He follows through with tasks to a “T.” If the Council asked him to research something, he did it quickly and thoroughly. He provided good information.

Mr. Wedge was very sad to see Mr. Gleason leave Chamblee as he did an outstanding job. He left the city much better than he found it. His leadership, attention to detail, and being a down to earth human being who possesses empathy make him an ideal candidate for any municipality. Whoever hires him is getting a great employee and a good human being.

#### **Words or phrases used to describe Jim Gleason:**

- Professional,
- Knowledgeable,
- Prompt, and
- Organized.

**Strengths:** People skills.

**Weaknesses:** He kept a record of problems employees were having and actions taken against them. However, more details would have helped build a better case against an offending employee. That said, in other areas he was very detailed.

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#### **Marc Johnson – Former Chief of Police, City of Chamblee, GA 404-819-9346**

Mr. Johnson has known Mr. Gleason since 2008. Mr. Gleason has a participative management style. When he took over as the City Manager, he clearly communicated his expectations to his staff. He empowered his department heads and relied on them to be the experts in their respective fields. He was open to their ideas and rallied the group by involving each member.

## Reference Notes

### James “Jim” Gleason

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Mr. Gleason followed a manager who had been in place for 15 years and she had worked for the city in other capacities before becoming City Manager. The finances of the city were handled by her and the City Clerk. Mr. Gleason quickly found many errors. He convinced the Council that any company operating with such a large budget would have a Finance Director managing the budget. A Finance Director was quickly hired.

In early 2010 Mr. Gleason was made aware of a possible annexation to the city. The annexation was scheduled for a vote in November of 2010. The annexation was a three-square mile area and included a population of 12,500. Mr. Gleason spent the rest of 2010 preparing for the annexation. If passed, it would go into effect seven weeks after the vote, so Mr. Gleason needed to be ready. He worked on intergovernmental agreements and the necessary service agreements. The annexation did pass in November of 2010. However, Mr. Gleason left his position before the annexation was put into effect. Nevertheless, his preparation and planning allowed the process to be smooth and easy.

Mr. Gleason is an analytical problem solver. This was a refreshing turn since the previous City Manager was not. Mr. Gleason did not quickly jump at a problem but thought it through. He sought advice from others and weighed the pros and cons. He assured all were on board with the decision and then moved forward. This was apparent in the planning of the 2010 budget. He made budgetary decisions with the help of his department heads. He was clear and open with his staff about what cuts needed to be made in order to maintain a healthy budget. He ensured that they were all on the same page and were a united front as they presented the budget to Council.

#### **Words or phrases used to describe Jim Gleason:**

- Level-headed,
- Open,
- Analytical,
- Good leader,
- Clear, and
- Listens well.

**Strengths:** Budget skills.

**Weaknesses:** One area Mr. Gleason could have handled differently concerned an employee who was not performing well. Mr. Gleason asked the Council to allow him one year to work with him. However, after a year's time the individual had not improved.

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Reference Notes  
James “Jim” Gleason

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**Joe Fowler – City Attorney, City of Chamblee, GA 404-633-5114**

Mr. Fowler worked with Mr. Gleason from 2008 to 2010. He is a great manager and people person. He knew how to build confidences and motivate his staff. He is a friendly, outgoing person who is easy to work with.

Mr. Gleason’s major accomplishment in Chamblee was improving the budget. The city was spending more than it was taking in. The financial books were poorly kept and misleading about the city’s actual financial state. He created a Financial Director position to keep better watch over the budget. In the short time Mr. Gleason was City Manager, the budget stabilized.

When Mr. Gleason started as City Manager, many long-term staff members had retired. Mr. Gleason was left with a staff that was not as experienced in working for the city. It was a tough challenge to be in a new city with a young staff. He made some good hiring choices. He hired a City Clerk and a Finance Director. He responded well to the challenge.

Mr. Gleason allowed the department heads to do their jobs. He did not overstep his bounds. He did not pretend to be a subject matter expert in areas he was not. He let the City Attorney do his job and did not try to act as a lawyer as some Managers try to do. He relied on his staff to help solve problems. He involved those who were experts in the field. He listened to their input before making the decision.

Mr. Gleason had a good relationship with the Council, minus the mayor. For some time, the mayor and Mr. Gleason got along fairly well. In fact, Mr. Gleason was the mayor’s first choice to be the Manager in 2008, while the council members preferred someone else. Mr. Fowler believes the problems were because of the mayor’s ego and not because of anything Mr. Gleason did. Mr. Gleason is very easy to work with. He does not become openly angry about anything. If he has a problem with someone, he deals with it behind closed doors.

Mr. Gleason is an experienced manager who would excel in any local government and in virtually any high-level management position.

**Words or phrases used to describe Jim Gleason:**

- Well liked,
- Easy to work with,
- Outgoing,
- Friendly,
- Built confidence, and
- Motivator.



## Reference Notes James “Jim” Gleason

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**Strengths:** Budget skills and people skills.

**Weaknesses:** He makes gestures with his hands while speaking.

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### **Fran Diedrich – Former HR/Risk Manager, Woodstock, GA 352-226-5130**

Ms. Diedrich has known Mr. Gleason since 2001. He is excellent at redevelopment and stays current with new developments in the industry. He is also creative, a good planner, and has strong public relation skills.

Mr. Gleason was able to take any situation and make it into a positive outcome. One example was regarding the finance director that was in place before he came to the city. She had no relevant experience when she was hired and made a vital mistake in confusing some data. She was definitely in over her head. Instead of firing her from this position, he took the skills she did have and found a position that was better suited for her. Everyone benefited.

Customer service was important to Mr. Gleason. He has a strong public relations background and that helped the city. He implemented a program called RSVP; a phone line that citizens could call with issues they were facing. He also took time to survey the public to find out what they felt they needed. He also met personally with citizens to deal with their issues.

Mr. Gleason had great vision. He was a good advisor and manager of redevelopment. His new ideas were vital to the success and changes of Woodstock. Ms. Diedrich is impressed that he used his management skills to teach the people in Iraq how government should work and how to utilize their skills.

Ms. Diedrich highly recommends him for any local government manager level position.

### **Words or phrases used to describe Jim Gleason:**

- Creative,
- Friendly,
- Vivacious,
- Hard worker,
- Good manager, and
- Good planner.

**Strengths:** Strong abilities in redevelopment, keeps current with trends, strong public relation skills.

**Weaknesses:** None identified.

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## Reference Notes James “Jim” Gleason

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### **Jarvis Middleton – Former City Engineer/Public Works, Woodstock, GA (404) 312-8641**

Mr. Middleton has known Mr. Gleason since 2005. He has a strong work ethic and brought positive change to Woodstock. He was a good manager who empowered his staff. He was fair, ethical, and energetic.

Mr. Gleason maintained a positive relationship with the public. He is very outgoing and blends well with any type of person. He directly responded to the public and took the time to give them answers to questions at any time day or night. He also had a strong relationship with the Council. He focused on face-to-face communication with them. Mr. Gleason is also a good facilitator. He sees the whole problem and brings all parties at the table to a mutual decision. He dealt well with outside agencies also. This skill was instrumental in a waterway dispute he helped resolve.

One of Mr. Gleason's strong suits is the budget. He sets goals and objectives with the staff and works within those guidelines. He was also a great sounding board. He polled the citizens to find what they needed and wanted and took that information back to the Council. His experience in government has helped him to make decisions that were beneficial to the city. He understands the right way to handle situations.

Mr. Gleason would be a great asset to any organization.

#### **Words or phrases used to describe Jim Gleason:**

- Fair,
- Energetic,
- Ethical,
- Empowering,
- Informative, and
- Facilitator.

**Strengths:** Finding strengths in others and using them to improve the organization, good manager, strong facilitator.

**Weaknesses:** None identified.

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**Prepared by:** Amanda Jenkins and Lynelle Klein  
Colin Baenziger & Associates



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*CB&A Internet Research*

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**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Caledonian-Record, The (VT)  
July 21, 2023

**Meadow Street Property Presents Concept For New Development**

Author/Byline: Robert Blechl

LITTLETON — After years of floating concepts for a development at Meadow Street and Interstate 93, the owner of the land behind McDonald's has recently met with town and state officials for a concept that involves a convenience store and gas pumps and a possible hotel. "They've been in a couple of times and have shown us concepts," said Littleton Town Manager **Jim Gleason**. "They don't have anything formal to say this is what they want to go forward with. The last time they were here, there was a little bit of a debate on whether it was a truck stop or a super gas station. There's a building designed to accommodate trucks, but there weren't bathrooms and there weren't the hookups to park, per se, that you might see at a formal truck stop. We never got to the point of defining it because they were still talking about some uses and still talking about a potential hotel."

The property that once supported the Traveller's Inn, demolished in 2009, is owned by Kamlesh Patel, of Massachusetts. According to town property records, the land encompasses, 7,623,000 square feet, or 175 acres. In recent years, the intersection at Meadow Street/Route 302 and I-93 has seen more businesses, more stoplights, and more traffic and congestion. The real issue with any development at the Patel site won't be so much town approvals regarding zoning, setbacks and environmental, but what the New Hampshire Department of Transportation might require in terms of entrance configuration, modification to the curb cut, and additional stoplights or the timing of existing lights, said **Gleason**. "It's the same issue that's come up with anything they've ever proposed down there," he said. "It's going to be DOT and whatever happens at that intersection curb cut. That would be their hurdle." Along with Littleton town officials, recent conceptual meetings have included representatives from DOT.

In addition to possible DOT challenges, McDonald's Corp. seems to be reluctant to any change in their restaurant entrance in Littleton, said **Gleason**. "In order for Patel to develop, there probably has to be a re-look at the whole in-and-out in the area," he said.

After McDonald's open in 2010, concerns were voiced about traffic safety. An intersection reconfiguration with a new entry and exit and parking for large vehicles was completed in 2016 that alleviated most concerns. At the last meeting with Patel, two DOT representatives were present and the discussion touched on stoplights and information Patel could incorporate into his plan, said **Gleason**. "They were going to go back and do some additional research on some of the new technology that does the timing and triggering of lights," he said.

Newer technology that would count a certain number of vehicles for triggering a stop at existing lights might be a possibility for that intersection to work without being a lighted one, said **Gleason**. While DOT often hears concerns about traffic safety and suggestions for new traffic lights at other locations, any DOT decision to install a new light is still driven by data, he said.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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One suggestion to Patel, who could not be reached for comment by press time Thursday, was to give DOT his complete vision for development, said **Gleason**. "So if you're working with DOT, you give them an impact of what would be the full build-out of that site because it might help DOT to determine or be part of a solution where we don't create any worse traffic impact than what we already have there," he said. In the 2 1/2 years he's been town manager, **Gleason** said he's seen two or three development concepts for the site.

The question is if the current concept is a gas station or truck stop, because each one triggers different approval conditions, he said. According to the concept map presented to the town, the proposed convenience store would encompass 6,000 square feet, have 21 parking spaces, and have a drive-through.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Caledonian-Record, The (VT)  
 July 19, 2023

**Littleton Staff Prepare For Possible “First Amendment Audits”**

Author/Byline: Robert Blechl

LITTLETON — Town staff are preparing for the possibility of aggressive people with video cameras recording "First Amendment audits," which are posted online to make money for the videographers and have also been used in lawsuits against municipalities for alleged First Amendment violations. During the Select Board's meeting on Monday, board member Carrie Gendreau said the issue of people with cameras seeking to provoke municipal staff as they request public records, and then posting on the Internet the video of the interaction, was recently highlighted in July/August issue the New Hampshire Municipal Association's Town and City Magazine. "They are alive and well and go around to different New Hampshire municipalities, town offices, and they've been at the statehouse," she said. Gendreau suggested that town staff get some training.

Town Manager **Jim Gleason** said it can be addressed with staff this week, and it's something that he and Littleton Police Chief Paul Smith and other municipal staff have discussed regularly. "Every time we hear a story of another community, we talk about it and stress the fact that we are not going to be one of those videos that people look at," he said. The key thing is for staff to remain calm under pressure and to not react inappropriately when someone shows up and begins recording video, said **Gleason**. "We have our town offices that are marked so therefore they'd have to remain in the lobby because they don't have a right to go into private offices," he said.

There were some concerns about access in the Littleton Opera House, which has some signage involving that office, he said. "Every time we see one of the videos or we hear they're around we'll get notification from other towns," said **Gleason**. "It's a constant reminder that there's a way you deal with these folks. You're polite and you provide whatever you can. But at the same time, don't get intimidated because somebody puts a camera on you. Don't get angry."

As long as the person with a camera is not in an employee's workspace or in any area unauthorized to the public, they have a legal right to video an interaction, he said. "They're trained to poke the bear," said Gendreau. "And of course they make a lot of money. The angrier the person behind the camera gets, the more clicks. So our goal would be to make it as boring possible."

Gendreau and **Gleason** said the aim is to make Littleton a no-click zone. "We've actually had a couple of audits and our municipal employees have been phenomenal," said Smith. "They don't really address these individuals because they're trying to get a rise out of you. Police officers have just walked away from them. And it's more than clicks. They have legal representation and will sue the town. Based on our conversations with staff and the way that we've improved our town offices, I think we're in a much better position to address First Amendment audits."

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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And unlike some other communities that don't have strict policies and allow people to walk into records rooms, Littleton's town offices have boundaries and off-limits areas and are in good shape, said Smith.

**Gleason** said he will add it as an agenda item as a refresher for staff. "Because they're rearing up again," said Gendreau. After the discussion, Smith said those with the cameras have typically been non-residents. According to the NHMA's July/August 2023 story, attorneys HariNarayan Grandy and Kerian Roman, of the Drummond Woodsum law firm, said towns across New Hampshire and the nation have recently "begun experiencing a new, unsettling type of encounter with members of the public that has increasingly caused confusion, irritation, and even court battles and the resulting payment of money damages."

First Amendment audits are an American social and political movement that involves filming in a public space, such as town halls, libraries, police stations and parking lots, to provoke employees and officials and interfere with employees' ability to conduct town business, with the goal of provoking public officials or employees into violating the First Amendment, they said. A "failed" audit involves confrontations with public officials or employees, where the auditor is told to stop recording, threatened with arrest or removed from the property, which can result in liability for the municipality, they said.

First Amendment audits have become a significant source of income for auditors, who get paid by posting their videos online, primarily on YouTube, where they request and receive donations from "subscribers" to help fund their "work," said Grandy and Roman. "The more inflamed the interaction, the more views they get and the more money they make," they said. While auditors might have a right to record public officials engaged in their official duties on public property, it does not mean they can record anywhere in a public building, and they cannot violate the law by trespassing into non-public areas, impeding official town business, or engage in disruptive conduct, they said.

Auditors have a right to record in town hall public parking areas and in lobbies, hallways, and waiting areas of the town hall or other town buildings. "During a First Amendment audit, employees and officials should be welcoming, friendly, and helpful," said Grandy and Roman. "This behavior will prevent escalation and will also likely shorten the encounter ... If an auditor arrives at a town hall to welcoming, calm, and unruffled employees, they may never return." While Littleton police have had encounters, **Gleason** said in his 2 1/2 years as Littleton's town manager he has not experienced a First Amendment auditor coming to the town offices on Main Street.



**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Caledonian-Record, The (VT)  
 July 10, 2023

**Non-Union Littleton Staff Votes To Unionize**

Author/Byline: Robert Blechl

LITTLETON — Historically non-union employees, some town office staff members, administrative staff at the fire and police departments, and several employees in the parks and recreation department are now eligible to have their own collective bargaining unit within the American Federation of State, County and Municipal Employees union. On June 26, six town employees took the vote to form their own unit with AFSCME, largely to ensure wage security, equity and certainty and, in that regard, bring them up to par with the town's union employees in the fire, police and highway departments and in the transfer station, Town Manager **Jim Gleason** said Monday.

On Monday, July 17, the Select Board is expected to choose one of their own to serve on the team that will begin negotiations in August, followed by a proposed contract and a vote that will go to residents at the March 2024 town meeting. "There were 11 positions total that qualified," said **Gleason**. "They had to have a minimum of 10."

The positions include two non-sworn administrative staff at the police department; one administrative staff position in the fire department; several town office staff positions that encompass one in the town clerk's office, one in the finance office and one in planning and zoning; the Littleton Opera House manager; and three positions in parks and recreation. Exempt from the union are the tax collector because of state laws, the administrative secretary because of her role with the Select Board and nonpublic sessions, the position of welfare director because of its uniqueness, the parks and recreation director, and the town clerk, which is an elected position.

Currently, non-administrative sworn police officers belong to the State Employees Association union; highway department and transfer station employees to the AFSCME Unit A; and firefighters/EMTs, following the March 2023 town vote and after being in the same unit as the highway department and transfer station, to AFSME Unit B. "This will be another unit with AFSCME," said **Gleason**. "It will be completely stand-alone. Even though [fire and highway/transfer station] have individual contracts done, we call them unit A and unit B, but this will be a completely new AFSCME unit."

Beginning negotiations next month and not later in the year should allow sufficient time to develop a contract to present to town meeting voters, he said. "Not going off of an existing contract may take a little more time just because you're starting from scratch," said **Gleason**. At the same time, the upcoming negotiations should be less complicated than the others because there aren't callback hours in regard to snow-plowing and filling an ambulance or fire truck and the new union employees aren't working holidays, such as police officers and firefighters do on days like the Fourth of July, he said. "These are folks who for the most part work you standard hours when the town is open and are off on holidays," said **Gleason**.

**Internet – Newspaper Archives Searches**

**James Patrick Gleason**

*(Articles are in reverse chronological order)*

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In speaking with the town employees seeking to unionize, **Gleason** said the motivation is not so much work hours, environment, or conditions. "Those weren't the problems," he said. "It was more historical. I think what most people are looking for is some fairness and equity in reference to some wage security, which traditionally those employees have always received less of than the union employees. What they want is no different from the others and is some sense of knowing that over a certain period of time that they're assured a certain percentage of raises and are not left to the annual whim of any board." While 11 positions are eligible, six employees turned out for the June 26 vote to unionize, and all voted in favor.

That makes a majority, and with New Hampshire being a right-to-work state, any of the 11 employees who choose not to join the union are still entitled to the pay and benefits that will be negotiated, the same as police, fire, highway, and transfer station employees, said **Gleason**.

Joining the union is an individual decision as to who pays dues and who doesn't, but the benefits are the same, he said. Because negotiations have not yet begun, there is currently no estimated cost of a proposed contract, said **Gleason**. The negotiating team will include **Gleason**, the town finance director, a Select Board member, and Mike Elwell, the town's labor attorney.

**Gleason** said it's the employees' legal right to unionize, and he respects that, and it's his job to protect taxpayers. "We'll go into it with a positive attitude that we should be able to work out something that is fair to them and fair to the town," he said. In March, town meeting voters approved a 3-year SEA union contract, a 3-year AFSCME Unit A contract, and a 4-year AFSCME Unit B contract.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Caledonianrecord.com  
 January 26, 2023

**Littleton Manager Says Town’s Finances In Good Shape Going Into 2023**

Author: Robert Blechl

The town’s finances are in good shape going into 2023, Town Manager **Jim Gleason** said to the Select Board during a budget update on Monday. “We finished the 2022 budget at 6.22 percent under budget,” he said. “That equates to \$595,918.63.” A few municipal departments were over-budget.

With a new town clerk coming on board in 2022, that department’s budget wasn’t set and there were some costs associated with laptop computers needed for the supervisors of the checklist, said **Gleason**. The finance department had to catch up on town audits, a project now completed, but **Gleason** said that the department’s budget was over by only \$2,428.

Real property appraisals and professional services were up \$16,881 because of tax abatement cases. “The one that really was the kicker was legal, which was \$122,177.86 over,” said **Gleason**. “That had to do with the settlement of 25 Ammonoosuc and labor negotiations, in addition to five of eight tax abatement cases that were settled.” Three tax abatement cases (two went to mediation on Tuesday) are still pending, but the town anticipates much less money being spent on abatements in 2023, he said.

Town insurance was a difference of \$1,400 between the premium, which is the town’s liability, and property insurance, he said. “In one case, we had two deductibles of about \$6,000 so that left us with \$1,000 there,” said **Gleason**. “So even with those few departments over and legal being \$122,000 over, we still ended up \$595,918.63 under budget ... And considering the year of inflation and the economy, I’m very pleased with the job that staff and finance did in getting us to that point.”

“That’s great,” said Carrie Gendreau, vice-chair of the Select Board. “I want to thank you for your hard work, you and staff.” “It’s always good news,” said Select Board Chairman Roger Emerson. On Friday, **Gleason** said the under-budget amount is subject to a town audit and could change, but if it does, it would not change by a significant amount because the town would not have made that kind of error.

**Gleason** said he wanted to provide context to the \$595,918.63 and how it affects the town’s overall bottom line. “We had \$1,200,109 in general fund reserves for emergencies, unplanned, anything severe that could happen,” he said. “That amount was at \$1.6 million, and the board used \$475,000 to buy down the tax rate, to keep it the same. So if we add the \$595,000 that we’re under, in addition to the \$91,348 from the excess meals and room tax the town received, we have an estimated general fund reserve balance of \$1,888,376 for starting in 2023.” If the Select Board believes that \$1.2 million is an appropriate amount to hold in the general fund, which it did in 2022, that would allow the board the discretion to use \$688,376 to buy down the

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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2023 tax rate, said **Gleason**, who consulted the finance department for those numbers. If all of the 2023 town warrant articles pass, the audit is completed, and the difference of \$688,376 is applied toward the town tax rate, it would equate to about a 4.4-cent tax increase per \$1,000 of assessed valuation for 2023, he said. “So we’re in a pretty good strong financial position both in reserves and on track with the budget,” said **Gleason**.

**Gleason** on Friday said the town does not control the state, county or school tax rates, and if any one of the other three increased significantly in 2023, the overall tax rate could be impacted by the other governmental entities, even with a town tax buy-down.

2022 was the second consecutive year the town came in under budget.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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New Hampshire Union Leader  
April 13, 2021

**Littleton town manager starts job after surviving petition to rescind his hiring**

Author: John Koziol

**Jim Gleason** started his job as Littleton’s town manager Monday, two weeks after the Board of Selectmen refused to reconsider his hire over questions about his behavior in Florida. Selectmen chose **Gleason** following a search they said included 14 candidates. The former city manager of Mascotte, Fla., succeeds Andrew Dorsett, who went on to become the Grafton County administrator. As news of **Gleason**’s hire circulated, Littleton resident and business owner Chris Sweeney launched a campaign to pressure the selectmen to find someone else, citing what he called **Gleason**’s history of questionable, unprofessional behavior in person and on social media.

Sweeney presented the board with a petition bearing more than 500 signatures during the March 29 selectmen’s hearing on **Gleason**’s hiring. But the board was unmoved. Chair Carrie Gendreau and Selectman Roger Emerson said they knew all about **Gleason**’s controversial background and still believed he was the best person to be town manager. During Monday’s selectmen’s meeting, Gendreau briefly introduced **Gleason**, saying he has 20 years of municipal experience, has fostered economic development and has helped turn around a financially struggling community. “**Jim**, welcome to Littleton,” Gendreau said.

**Gleason** did not address the public during the meeting nor was he the subject of public discussion. Sweeney was not immediately available for comment Tuesday. During an interview prior to Monday’s selectmen’s meeting, **Gleason** said he had not heard from Sweeney nor anyone who opposed his hiring as town manager. “It has been a little bit of a quiet day,” **Gleason** said, which included his laying out his office and filling it with alligator-themed tchotchkes — he is a huge fan of the University of Florida Gators football team — as well as setting up his e-mail and being briefed on the town’s several pending development and redevelopment projects. He reflected on his good fortune to work in a “postcard town” and to have an assistant in his office.

The Orlando Sentinel reported that **Gleason** was arrested after a confrontation with a Mascotte, Fla., city council member he called a “white trash (expletive)” after a vote against renewing his contract. Charges of disorderly conduct and battery were dropped in November. **Gleason** previously said he took “100 percent ownership” for his actions and that he had lost his temper. **Gleason** said he thought critics might have something to say about him at the selectmen’s meeting, but no one said anything. **Gleason** thinks that within six months to a year, he will have proven himself and that his being hired will be a “non-issue.” He said he was prepared to ride through whatever might have been brought up Monday. “I’m not here with a dispute,” he said. “I’m here to do a job.”

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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<https://www.orlandosentinel.com/news/lake/os-lk-jim-Gleason-charges-dropped-20201130-w6zfmvvhxvh5fiojnjatgbe25e-story.html>  
 November 30, 2020

**Charges dropped against former Mascotte City Manager Jim Gleason**

Author: Stephen Hudak

Prosecutors in Lake County have dismissed all charges against former Mascotte City Manager **Jim Gleason** stemming from a confrontation with a city council member he called a “white trash [expletive]” after a vote against renewing his contract. Court records show prosecutors filed an “announcement of no information,” deciding they had insufficient evidence to prove elements of the crimes alleged.

**Gleason**, 62, was arrested Aug. 20 on charges of battery on a city official and disorderly conduct after an argument and shouting match with council member Brenda Brasher, her husband Mascotte Fire Chief Randy Brasher, and their supporters. A police report alleged **Gleason** threatened Brenda Brasher verbally, “poked” her shoulder in an aggressive manner and bumped her with his chest while screaming profanities. He and Brasher’s husband also bumped one another while chest to chest. The dismissal was filed Nov. 9 by assistant prosecutor Lenis Archer.

“I was unprofessional, lost my composure and used some very vulgar words and am fully responsible for my actions,” **Gleason** said in an email to the Orlando Sentinel. “[But] I knew from the moment of arrest I had never touched anyone, never!” “That is not my nature,” he added. **Gleason**, who served nearly a decade as city manager of Mascotte, a south Lake County city of about 6,000 residents, said he hopes to move on with his personal and professional life. He said he also intends to apply to have the arrest record expunged.

Before Mascotte, he had served as city manager for Chamblee, Georgia, and for Woodstock, Georgia, both located north of Atlanta; as an advisor to a project in Kirkuk, Iraq, for the U.S. State Department; and as city manager of Ocoee from 2001 to 2004. “The outcome of the case will not change Google or the information that is out there about me on social media ...” he said.

Mascotte police responded to an argument at the Mascotte Civic Center at about 10 p.m. Aug. 19 after the city council’s meeting. **Gleason** was quarreling with Mayor Pro Tem Brenda Brasher and her husband, according to an arrest affidavit. The argument in Mascotte was rooted in a decision to put Lake County Fire and Rescue in charge of city fire services. “This decision saved the city taxpayers from spending \$5.3 million,” **Gleason** said in his email.

Although Mascotte City Council voted for the switch, **Gleason** had presented the board with options to improve the city’s ISO rating for fire protection which can affect insurance rates for home-owners. Two options required hiring six additional firefighters at a cost of about \$700,000 a year, likely leading to increases in either property taxes, fire assessment fees or both. The rating helps determine the insurance costs for homeowners and other property owners. **Gleason**

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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was angry the council then had decided against renewing his three-year contract, which ended June 17, 2020. City Council later affirmed his termination by a 3-2 vote in September. His termination was effective Oct. 1. Former Groveland City Manager Dolly Miller is serving as Mascotte’s interim city manager. The council will discuss the search process Tuesday and may hire a company to recruit candidates, according to the meeting agenda.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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State of Florida Commission on Ethics (FL)  
July 29, 2020

**Press Release (Excerpt on Candidate)**

Author: Unknown

Probable cause was found to believe Mascotte City Manager **Jim Gleason** violated the anti-nepotism law regarding the hiring of his son as a Code Enforcement Officer for the City.

However, given the totality of the facts of the matter, the Commission will take no further action on the allegation unless **Mr. Gleason** requests a hearing. The Commission found no probable cause to believe he misused his position to hire his son.



**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Spectrum News 13 (FL)  
December 9, 2019

**Watchdog: Mascotte Releases Findings in Police Use-of-Force Investigation**

Author: Stephanie Coueignoux

An internal investigation into the allegation of excessive force by a Mascotte Police Officer was released Monday. The report determined there is not enough evidence to prove or disprove the claim, from a February arrest. The city launched its investigation after Spectrum News 13's Watchdog reporter Stephanie Coueignoux began asking questions months ago. The investigation involves an incident captured on body camera video, showing Mascotte police officer Alvin Silverio using force against a man he was arresting.

That man, Eduardo Ramirez, spoke to Spectrum News 13: "I never pushed him. I never touched him. I never did anything to him. He just had the handcuffs on me." Monday's report describes the body cam video as showing Ramirez spitting on Officer Silverio, who then reacts: "...you can see Officer Silverio swing at Mr. Ramirez 3 times only making contact with the 3<sup>rd</sup> strike to the rear of Mr. Ramirez's head." "Officer Silverio was responding to an aggressive physical attack, based on the fact that spit is known to carry blood borne pathogens."

Mascotte City Manager **Jim Gleason** says he's satisfied with the outcome of the investigation, but wishes the police department hadn't waited until months later to start it. **Gleason** credits Spectrum News 13's inquiry into the incident for prompting the process.

The report also outlines why it's unclear if excessive force was used—including lack of witness cooperation. One of the witnesses listed in the report is Silverio's colleague who also responded to the incident. Officer Jody Beyer was let go from Mascotte Police soon after. The report states she "did not participate in the investigative process" and that "Ms. Beyer failed in her duties as a sworn officer to report what she allegedly perceived to be a violation of department policy and violation of a citizens rights." Spectrum News 13 has learned Beyer is now suing the City of Mascotte under the Whistleblower's Act, claiming she was fired for "objecting to the actions of Officer Silverio...and the attempted cover up". In her lawsuit, Beyer claims she witnessed Silverio "beating Eduardo Ramirez upon his face, neck, and head".

**Gleason** told Spectrum News 13 he wasn't aware Beyer was suing the city. He says while he takes every lawsuit seriously, and is pushing for better officer training and procedural improvements, he has full confidence in Police Chief Eric Pedersen and the police department. Beyer's attorney told Spectrum News 13 he doesn't have a comment at this time. Chief Pedersen also did not return our request for an interview. Officer Silverio is now undergoing counseling about filing reports in a complete and timely manner.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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The Orlando Sentinel (FL)  
 November 1, 2019

**Tiny Montverde Could Become Region’s Smallest Town with a Professional Manager**  
 Author: Jerry Fallstrom

Running a small town with all of nine employees might seem like it would be a snap. But Mayor Joe Wynkoop says: Think again. “It’s a little town with all the little tiny moving parts,” said Wynkoop, who juggles his job as a Realtor with mayoral roles that include overseeing the town’s operation. “Until you sit down and do it, you really don’t understand how much there is to do.” In his four years as mayor he said he has learned that running a local government -- even a pint-sized one like Montverde, population 1,878 -- is a time-consuming undertaking. Voters will go to the polls Tuesday to decide whether it’s time to bring a trained government manager on board to take over the duties. If approved, the laid-back Lake County town will become the smallest community in Central Florida with a full-time manager.

It’s smaller than Windermere, which has a population of 2,972; Oakland, 3,365; and Belle Isle, 7,365, all of which have managers. Among other cities in the area with fewer than 10,000 residents, Mascotte, population 6,205, and Umatilla, with 4,154 residents, also are run by managers who report to their city’s elected representatives. Windermere Town Council member Bob McKinley said Montverde has the right idea with its referendum. “With the town of Windermere I would say it would be extremely hard to function without a town manager,” said McKinley, referring to the town’s point man, Robert Smith. “We would not be near as efficient as we are.”

**Jim Gleason**, city manager in Mascotte, said it makes sense to bring someone on board trained in city government operations who can administer Montverde’s \$1.8 million budget. From time to time over the past three years, **Gleason** and his finance director, Dolly Miller, have helped Wynkoop professionalize the town’s operation on their days off, at a rate of \$70 an hour. Miller is a former Groveland city manager. “In the beginning there was much more hands-on work,” **Gleason** said, adding that they’ve provided assistance only about five times this year. While Wynkoop has embraced his administrator obligations and has received a lot of on-the-job training, **Gleason** said “getting elected to office doesn’t mean you necessarily have the skill set to run a city on a day-to-day basis.”

Admitting he’s “probably a fanatic,” Wynkoop said he puts in 50 to 60 hours a week, presiding from his office at Town Hall, which was converted from the old Montverde schoolhouse built decades ago. He receives \$1,500 a month as mayor compared with \$500 a month for town council members and \$550 for the council president. If the ballot measure passes, he said, “Hopefully we can get someone in here that’s got 10, 20 years’ experience and brings a lot to the table for us to look at.” He said a manager would be paid in the ballpark of \$75,000 a year. Wynkoop’s pay would be reduced to that of a council member.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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**Gleason** said with the progress made the past few years, Montverde is “in a position where the transition [to a council-manager system] would be smoother for them.” Montverde, which was founded in 1925 along Lake Apopka’s west shore, has a minimalist government to go with its size. For starters, the town has no police department, the biggest cost in many cities. Montverde does pay \$86,000 a year for the services of one full-time Lake County deputy sheriff, Wynkoop said, and off-duty Florida Highway Patrol troopers are hired for 20 to 25 hours a month to handle traffic enforcement. If those options aren’t available when needed the Lake County Sheriff’s Office responds to calls. Also, the town keeps expenses down with its 22-member volunteer fire department, founded in 1934, that has three firetrucks and a full-time fire chief. Volunteers receive \$25 per 12-hour shift, and two of them are on duty nearly 24 hours a day, according to Wynkoop. Montverde also benefits in that major roads through and leading into the town are county roads, so keeping them up isn’t the town’s responsibility. Consequently, Montverde has the lowest tax rate among Lake County’s 14 cities.

Wynkoop said changing to a town manager won’t impact the budget greatly. The proposal is backed by Kasey Kesselring, headmaster of Montverde Academy, an international boarding school that sits along County Road 455. The school established in 1912 is known for its Mediterranean-revival architecture, which gives the town an old Florida feel. The school also has provided the town with a national identity -- at least to sports fans -- thanks to its powerhouse basketball team, which has won four national championships and produced numerous players who’ve gone on to Division I colleges and the NBA. “As the expectation for sophistication grows with the provision and timely delivery of services, it is fair to say that the current structure may no longer be reasonable to adequately provide steady and sustainable leadership of the town’s operations,” Kesselring wrote in an email.

On Thursday, those operations for Wynkoop included guiding the driver of a truck towing a trailer to a spot where its cargo, a haunted house, was to be unloaded for that evening’s Halloween Trunk or Treat event at Kirk Park. He acknowledged that such tasks probably don’t fall to Orlando Mayor Buddy Dyer. “He’s got a little bit different gig there,” said, Wynkoop, adding that if voters give their OK he looks forward to remaining as mayor without the responsibility of being the town boss.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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South Lake Tablet (FL)  
July 22, 2019

**Mascotte City Manager Jim Gleason and Montverde Mayor Joe Wynkoop Provide Updates on Their Communities**

Mascotte City Manager **Jim Gleason** and Montverde Mayor Joe Wynkoop were guest speakers at July's South Lake Chamber of Commerce Breakfast held at Bella Collina. Chamber Chair Kalena Meyers led the discussion with questions to both city officials on their community's anticipated growth, vision, and long-term vision. The City of Mascotte is a Council-City Manager form of government. The elected council serves as the policymakers (Board of Directors), and the City Manager (CEO) works for the Council to implement their policy directions in addition to the day to day administration of the city.

Mascotte City Manager, **Jim Gleason** has been Mascotte's City Manager for over 8 years during which time the city has had 6 tax cuts in the past 6 years with the last 4 tax cuts being full rollbacks in the tax rate, the 2019-2020 tax rate is lower than the rollback rate. **Jim** proudly explains the city has a lower tax rate today than the 2010-2011 tax year, the one before he started. The tax rate has gone from 9.6147 mils highest in Lake County to a proposed rate for 2019-2020 of 7.55 mils. Currently, Mascotte is the only city in south Lake County that has approved permitting marijuana dispensaries within city limits.

**Gleason** said that the city unveiled its new website last week and is working on updating the city's logo to be revamped to a descriptive representation of Mascotte. Mascotte's current logo is a ship with no actual ties to the present or future of Mascotte. The city is also working on plans for a new Public Safety Building with the first phase being the fire station. The building will be located across the street from Mascotte's city hall, located at 100 West Myers Blvd (SR 50), on the south side of 50 next to Family Dollar and CR 33. This phase will cost an estimated \$3 million. **Jim** is a self-proclaimed social liberal and a fiscal conservative, who knows how to eliminate debt, balanced budgets, and cut taxes. His leadership style is working for Mascotte.

The Township of Montverde consists of 5 locally elected residents that are Councilman and women who work with Mayor Joe Wynkoop to govern the town. Mayor Wynkoop is presently responsible for running the town's day-to-day operations but said that will soon be changing if the residents pass a Charter change in November to a council/city manager government. Both the Montverde Mayor and Mascotte City Manager predict lots of business and housing growth in the upcoming years.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Mynews13.com (FL)  
 June 21, 2019

**Watchdog: Cop's Use-of-Force Investigation Raises Questions About Transparency**  
 Author: Stephanie Coueignoux

An internal investigation into a Mascotte Police officer's use of force during a February 25 arrest is raising questions about the agency's transparency in the case. Spectrum News 13's Watchdog team spent weeks looking into the case, requesting reports and body-camera footage from the arrest of 20-year-old Eduardo Ramirez by Officer Alvin Silverio. Ramirez, now an inmate at the Lake County Jail, agreed to sit down for an interview with Watchdog reporter Stephanie Coueignoux. During that interview, we asked whether he should be charged with battery on a law enforcement officer. "There was no reason for them to arrest me, and I didn't touch him, I didn't hit him, I did nothing to him," Ramirez said about Silverio.

But that's different from what Silverio wrote in a "use of force" report from the incident. "The defendant... attempted to twist my fingers," and "... shouted 'Get the (blank) off me!' several times and refused to walk. As the defendant pulled away from me, I effected approximately two to four knee strikes and ordered him to walk," Silverio wrote, describing what happened after he put Ramirez in handcuffs. He continues: "The defendant continued to pull away... and spit his saliva on me. As a reactionary movement... I effected approximately two to four strikes to the defendant's head area with closed hand."

Mascotte Police Chief Eric Pedersen repeatedly declined our requests to talk about the case. But City Manager **Jim Gleason** sat down with us. "I do take it very serious," **Gleason** said. "And if someone were to make a complaint or concern, when it comes to me, I get it into the right hands, because I want to know at the end of the day, I can tell residents, 'You can have faith in our police officers.'" The city of Mascotte has worked to improve the reputation of its police department after the suspension and resignation of former Police Chief Rolando Bonasco. During Bonasco's tenure, a number of officers filed lawsuits against the department, some involving allegations of discrimination and illegal recordings.

In his case, Ramirez is charged with two felonies: battery on a law enforcement officer and resisting an officer with violence, as well as a misdemeanor trespassing charge. He claims those charges aren't warranted. "There was no way I was resisting, because I was in handcuffs," Ramirez said. Ramirez said he was taking out the trash when his dog ran off to the Mascotte Recreational Complex. That's when Silverio and another officer showed up for a call about suspicious individuals. Here's part of an audio transcript from the body camera video:

"What... You getting mad just because I'm getting my cigarette?" Ramirez says.

"Dude. You want another charge?" Silverio replies.

"What... You what want another charge... What you mean? Assault. Assault." Ramirez asks.

"Uh-huh," Silverio replies.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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"Uh-huh what? Don't touch me... Oh wow, you see that? You see that? He's punching me! That's assault!" Ramirez is heard saying.

You can hear the audio in the footage, but police blurred the video. Chief Pedersen says the agency redacted the entire video because there are juveniles in it. But **Gleason**, the city manager, said he's concerned about that complete redaction. "I don't want us holding anything that can help clear the story regardless of what the answer is," **Gleason** told Spectrum News 13. "It may not be the answer I want, but that's just as important. I need to know that. I'm sorry on that. I don't have that answer, but I sure will get it." Ramirez told us he hopes the public will be able to see the video and decide for themselves.

Following our conversation, **Gleason** requested that the police chief provide us with the unedited version of the body-camera footage. We've been told we should receive that video next week. As for Silverio, he will remain on active duty and not be put on administrative leave or desk duty, which is sometimes done during these types of investigations, Pedersen said.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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South Lake Press (Clermont, FL)  
January 16, 2019

**South Lake cities helping federal employees**

Author/Byline: Katie Sartoris

Three south Lake County cities are giving federal employees a break as the government shutdown continues. Minneola, Mascotte and Groveland announced this week they will defer utility payments and waive late fees for affected employees until the government shutdown is over. Meanwhile, other local communities continue to monitor the situation. The federal government has been defunded since Dec. 22. The closure has affected about 800,000 federal workers; 380,000 are furloughed while 420,000 of them, deemed essential, are working without pay. Among them are TSA and other federal air safety employees at airports, including Orlando International, and correctional officers at federal prisons including Coleman Federal Correctional Complex in Sumter County. Some of those employees live in Lake County communities.

Over the past couple weeks, Mascotte has fielded questions from these workers about utility payments. “Those that brought it up paid their bills, but asked what would happen if this prolonged into February or later,” city manager **Jim Gleason** said in an interview. “We wanted to put a policy in place that would work with those folks for any period of time it took to straighten out this mess in Washington.” **Gleason** sent an email Wednesday evening to city employees about the policy, saying the city will not disconnect services or charge late fees to federal employees with proof of employment. Payments due normally in January will be due in February, or after the shutdown is over, **Gleason** wrote.

Minneola was the first in the county to adopt the policy. The city announced it in a Facebook post Wednesday, and reactions were overwhelmingly positive. By Thursday afternoon, the post had more than 230 shares and 50 comments. Before offering to defer utility payments, mayor Pat Kelley said he hadn’t received any resident complaints. Instead, he wanted to take a proactive approach. “Families are having to make decisions,” he said. “They only have limited funds. Do they pay their electric bill, water bill or buy food? I just don’t want them to worry about it.” Kelley’s wife, Ann, is a flight attendant. The couple recently had a conversation about how TSA workers are going without pay. “These people are there trying to protect us and they aren’t getting paid,” Kelley said. “It really clicked for me.”

Groveland also took to Facebook to inform its residents of the relief, receiving similar praise. Amanda Clancy commented thanking the city, saying her family was affected by the shutdown. In an interview, Clancy explained that her husband, Joseph, works at Coleman as a corrections officer. They have a 15-year-old daughter at home. “Even though our water bill isn’t much, it still helps immensely and allows us to put that money to other bills where other companies haven’t been so willing to work with us,” Clancy said. Groveland’s city manager Mike Hein said the policy was an extension of gratitude to those serving their country.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Meanwhile, Leesburg is taking a “wait-and-see” approach, and isn’t currently offering deferred utility payments, said Al Minner, city manager. “I know we have our share of Coleman folks in Leesburg,” Minner said. “So far, customer service hasn’t received any complaints. But if it becomes an issue, we’ll address it.” It hasn’t been brought up in Tavares, Eustis or Mt. Dora either, according to city officials. The city of Clermont provided a statement Thursday afternoon saying it’s “monitoring the situation,” and encouraged those affected to contact the utility billing office. As of Thursday afternoon, Lady Lake hadn’t considered it. However, town manager Kris Kollgaard commended the idea, and said she’d bring it to the town commission.

As the shutdown enters its 20th day Friday, **Gleason** hopes to see other communities offer their residents assistance — and send a message. “In our community, the (federal employee) population is extremely low,” **Gleason** said. “I would like to think that our example and maybe other communities that are doing this would bring attention to how wrong it is to use employees as a bargaining chip for political gain.”



**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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South Lake Press (Clermont, FL)  
 June 27, 2018

**School Board weighs the price of safety**

Author/Byline: Tom McNiff

TAVARES – Area cities are not as gung ho as they appeared to be several weeks ago about helping bear the cost of stationing police officers in area schools. In May Schools Superintendent Diane Kornegay talked to police chiefs and city managers from many of Lake County's 14 municipalities and said she found them eager to help beef up school security in the wake of school massacres in south Florida and in Texas in recent months. Those were never ironclad commitments, however, and in recent weeks many of those cities have cooled to the idea. Only tiny Howey-in-the-Hills and Mount Dora, which has long provided a police officer at Mount Dora High School, have committed to helping the School District with the cost of additional officers.

Asked whether Eustis would help, City Manager Ron Neibert said it is unlikely. Neibert noted that the city is having trouble filling its own vacancies in the police department and would have to take an officer off the street to staff one of its elementary schools. "There are a lot of operational and financial concerns that really do not make it feasible for us to help the district meet their obligation," he said. Others polled by the Daily Commercial did not reject the idea outright but were taking a wait-and-see approach. Fruitland Park City Manager Gary LaVenja said the Fruitland Park Commission hadn't discussed the idea and hadn't scheduled it for discussion yet. Leesburg City Manager Al Minner said the Leesburg Commission is waiting to see how much the School District would expect Leesburg to chip in for one or more full-time officers in the city's elementary schools.

The most vociferous opposition to the idea came from the City of Mascotte and City Manager **Jim Gleason**, who fired off a pointed letter on June 12 critical of the Florida Legislature for mandating better school security but not providing enough funding to county school districts. "Education and Schools are not the constitutional responsibility of City and County Governments," the letter states. "The responsibility for all support of our Public Education System is given to the State of Florida and the 67 County School Boards. We can be a partner but we are not the solution. While safety is a priority at all levels of government, the Governor, Florida legislature and our School Boards have failed the students, teachers and parents in many ways with public safety being one of those responsibilities."

The letter concludes: "Unless directed by the Mayor and City Council of Mascotte, we will not take on the cost, responsibility and liability of a State and County School Board Function. Our taxpayers already pay for the public services provided by the city and I cannot see raising taxes or take away from other services to take on a responsibility of the state and local school boards."

Kornegay said she understood that the cities have financial constraints just as the School Board does, but she's still hoping more will join Mount Dora and Howey. At present, there are resource

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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officers — mostly sheriff's deputies — in every high school and middle school in Lake County, but none in the elementary schools. Sheriff Peyton Grinnell said the additional 20-22 officers it would take to staff every school would cost \$4 million. The Florida Legislature has allocated some money to help with the cost. Lake School District officials say they expect to receive about \$1.3 million. That's not the only cost they will incur. The School District is evaluating "school hardening" measures that include security cameras, metal detectors, upgraded doors and ballistic film for windows, among other things.

The cost is unknown at this point, but one of the district's top finance officers said last week that it could easily exceed \$20 million. To help pay for all that, the School Board decided June 11 to put a tax increase of .75 mills on the August primary ballot. A mill is \$1 of taxes for every \$1,000 in the taxable value of a home. With the \$25,000 homestead exemption, someone with a home valued at \$100,000 would pay about \$56 a year for school security.

School Board member Bill Mathias said while taxpayers generally oppose increases, he believes the public will be "passionate about supporting this one." "It will fully fund safety and security but more importantly, it will fund trained counselors in all of our schools to detect and address kids who are having issues," he said.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Orlando Sentinel, The (FL)  
October 22, 2017

**Commissioners thwart voters' will with ban**  
Author/Byline: Lauren Ritchie

Lake County commissioners have voted to move ahead with plans to ban a legal business, thereby abandoning their supposed free-market principles and spitting in the face of voters who approved the business last year. And these people call themselves Republicans? Apparently, their personal preference trumps both the will of the people and and their less-than-firm commitment to a fundamental belief of their party.

The issue is medical marijuana - which can't really be called an "issue" any more since it was settled in November 2016 by nearly 72 percent of voters across the state who decided that residents suffering chronic pain, nausea, spasticity, glaucoma, Parkinson's and other movement disorders should have that option for relief. Voters in Lake County went for the measure by nearly 67 percent. Apparently that's not good enough for Republican commissioners who think they know better. Commissioners will vote Tuesday on a second reading on whether to ban medical marijuana dispensaries in unincorporated areas, making the current temporary moratorium permanent.

Dispensaries already are open in The Villages and Orlando. No one has died. In Lake, the cities of Mount Dora and Mascotte have said they will let the businesses open, but Mount Dora must make changes in its ordinance first. Commissioner Leslie Campione said at the Oct. 10 meeting, "My concern all along has been it's getting the foot in the door, it's the opportunity that maybe these will morph into something else, and this is not really where I would like to see Lake County go." One has to wonder what horrors Campione is envisioning. Drug drive-thrus? Would you like a lid of Colombian Gold with that burger? Sorry, m'lady. This is not your decision to make. Florida voters have spoken, and it's your job to carry out their will, not to thwart it - like it or not.

The other excuse commissioners are offering is that state rules forbid treating marijuana dispensaries differently than the local pharmacies which are typically along busy roads or in downtowns. State officials presciently realized that locals would try to bury these dispensaries down dark alleys, and they prevented such treatment by requiring they be allowed in commercial areas. Local officials must get their minds wrapped around the notion that marijuana can be used for a legitimate, positive purpose for people whose daily lives can be miserable.

In Mascotte, the attitude is different. Perhaps that's because of City Manager **Jim Gleason**, a devout Democrat who grew up in the 1960s when weed was a popular drug of choice for young people. Marijuana holds no mystique to many who simply breathed while attending just about any concert in 1968. **Gleason** rightly pointed out that some states have had medical-marijuana dispensaries for more than a decade. This isn't a challenging, new viewpoint on the herb. Mascotte has had inquiries from dispensaries, but so far no one has applied to open a store. He

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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said the city will "treat an application no different than any other legally approved and licensed business." **Gleason** also pointed out that patients at a medical-marijuana dispensary won't be a bunch of drug dealers and addicts. Most of them are standing in line for painkillers or other anti-spasticity drugs at the local Walgreen's or CVS right now.

Lake commissioners, all Republicans, should allow free-market principles to apply in this arena. This proposed ban is a solution on the hunt for a problem. If Republicans want to make a meaningful dent in drug use, they should tackle the opioid crisis in Florida. A ban of marijuana dispensaries, where a prescription from a licensed doctor is required, is a waste of time, not to mention money, when the first dispensary decides to take the ban to court.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **James P. Gleason** is listed below.]

<https://capitalsoup.com/2017/06/05/florida-city-county-management-association-elects-new-officers-board-directors/>

Capital Soup (FL)  
 June 5, 2017

**Florida City and County Management Association Elects New Officers and Board of Directors**

At the Florida City and County Management Association’s (FCCMA) 2017 annual conference at the Hilton Orlando this week, the organization elected new officers and members of the Board of Directors. The Association, created in 1946, is the professional association for city, county and some special district managers, and their management team members. FCCMA is an affiliate of the International City/County Management Association (ICMA).

Outgoing president Bobby Green, City Manager for Auburndale, presided over the conference and recognized those board members completing their respective terms. Incoming president Jim Hanson, Town Manager for Orange Park, recognized new board members following the election and congratulated them for their time, commitment and leadership. “The lifeblood of any association is its active members; and we are very grateful for the dedicated leadership, vision and hard work of our board of directors,” he said. “I want to thank the new board for volunteering to represent their areas, and for their commitment to leading the Association for 2017-18.”

The following FCCMA members were elected to serve as officers and members of the Board of Directors:

District VIII Director: **James (Jim) Gleason**, City Manager, Mascotte (Lake County)

FCCMA was formed in 1946 and is an affiliate of the International City/County Management Association (ICMA), which awards the designation of Credentialed Manager (ICMA-CM). The FCCMA has more than 600 members across Florida. FCCMA is a member-driven, ethical, inclusive organization committed to the council-manager and commission-manager forms of government, dedicated to effective partnerships with elected officials, devoted to the advancement of excellence in professional management of local government in the state of Florida and determined to provide quality of service to its membership and the local governments it serves.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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<https://www.nydailynews.com/os-lk-lauren-ritchie-mascotte-debt-free-20170510-story.html>

Daily News (FL)  
 May 17, 2017

**Congrats to Mascotte, Debt-Free After Austere Years**

Author: Lauren Ritchie

**Jim Gleason** was stuck in Georgia in 2011 — his wife had moved home to Orlando to teach, and he was looking for a job in city management somewhere in Central Florida. That's when he chanced on an advertisement from little Mascotte, desperately looking for a savior to get it out of financial hot water. Mascotte was \$6 million in debt — about \$1,200 per resident — and was perilously close to declaring bankruptcy. Today, Mascotte is debt-free. Its reserves have been built up from \$300,000 to \$1.3 million, and the city is poised to consider building a new, combined center for police and fire. "For the first six to eight months, I wasn't sure it could be done," said **Gleason**, 59, who took the city manager job as an interim and stayed. On May 1, council members signed him for another three years.

Being debt-free is a rarity among Florida's 410 incorporated municipalities, but neither the Florida League of Cities nor the Florida Auditor General's office could say how many don't owe money. A quick internet search turned up three cities in Florida boasting of their status over the last four years. Small cities such as Mascotte — the population is about 5,500 today — struggle to make do mostly on property taxes and some sales taxes. Bigger cities have the resources to tap into more robust revenue. But Mascotte's trouble wasn't lack of money. It was thinking too big. This is a cautionary tale that other small municipalities should be examining and heeding right now because building in Lake County is picking up dramatically and the Mascottes of Central Florida will be getting their share.

During the real-estate bust, Mascotte had precisely zero new homes built in the city limits for several years. So far this year, 28 permits for single-family structures already have been issued. Anything those homes bring in will be "frosting," **Gleason**. The city manager is determined never to make the same mistake that got Mascotte in such trouble during the bust, and that is to rely on growth to pay for infrastructure. Half of the money Mascotte owed in 2011 had been spent on a sewer plant that never got built, **Gleason** said. However, the city bought land and had the facility designed. "Thank God it wasn't built — that would have been another \$9 million in debt," **Gleason** said.

Could he have fixed that scenario? "I'm the manager, not a miracle worker," he quipped. A \$700,000 chunk of the debt came from a water line "that just sits there right now," still waiting for growth. "Somehow, people thought this was going to be Clermont with 30,000 people," **Gleason** said. "No matter how good things are, there's always going to be a downturn. "If you're going to go out and take on debt, you better have a Plan B." Unfortunately, Mascotte did not. **Gleason** vowed it won't happen again. The city is considering the construction of a \$2.5 million public-safety building — about 10,000 square feet at \$250 a square foot for a turnkey operation.

**Internet – Newspaper Archives Searches**

**James Patrick Gleason**

*(Articles are in reverse chronological order)*

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**Gleason** already has the financing planned in his head: a five-year loan with \$500,000 a year payments. "Going into debt in itself isn't bad — it's how you handle it," **Gleason** said. "You also have to know where your paycheck's coming from to pay it." The cautious approach is the smart approach, especially since it seems that Central Florida is poised for at least a little boomlet of growth. That always get the blood stirring, and cities thinking that they need to take some action. Municipal managers should be thinking about larger circumstances, too. Consider that President Donald Trump has remarked that a "major, major" conflict with North Korea is possible. Those are circumstances that should make cities step gingerly as they go about planning their spending for the coming year.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Daily Commercial.com (FL)  
November 7, 2016

**Mascotte Settles with Former Officer David Grice**

Author: Roxanne Brown

The last of five labor-related lawsuits filed against the city of Mascotte by employees in the past couple of years was settled recently with the outcome that former police sergeant David Grice was seeking. The settlement was reached on Oct. 26 at the conclusion of a three-day trial at the Lake County Courthouse, right before the jury came back with a verdict. “There was no real concrete offer until after we made our closing arguments and the jury was deliberating,” said Derek Schroth, Grice’s attorney with Bowen & Schroth out of Eustis.

The settlement, offered by Mascotte’s lawyers from the Florida League of Cities on behalf of Mascotte City Manager **Jim Gleason** and former Police Chief Ronaldo Banasco, included a total payout of \$250,000 for Grice and his attorneys, full reinstatement for Grice and his full rate of pay from his January 2014 termination with three pay raises, equal to about 10 percent, that general officers have received. Schroth said that upon his return to duty on Dec. 1, Grice will be earning \$42,000 annually, plus approximately \$10,000 in health insurance. The settlement includes reinstatement of other benefits, including a take-home vehicle with transponder, and that any internal affairs investigations be dismissed as unfounded. “It’s everything we sought,” Schroth said.

Grice’s lawsuit, filed in April 2014, alleged that city officials made false accusations against him in retaliation for complaints he made about Banasco, including the alleged bugging of police cars. Grice was also secretly videotaped, harassed, humiliated and mistreated, according to the lawsuit.

The Florida Police Benevolent Association also filed a suit alleging that Grice’s Officers’ Bill of Rights was violated as a result of the way the firing process was carried out. After the settlement was accepted by all parties and before dismissing the case, the judge allowed the jury to reveal their verdict. It was in favor of Mascotte and if not for the settlement, Grice would have received nothing.

**Gleason** said that he and the city’s lawyers, at lunch, decided to settle because of the likelihood of an appeal and another looming lawsuit. “We found out the jury reached a verdict saying that Mr. Grice was not retaliated against but the insurance company wanted to settle. They weren’t as concerned about the case on trial, but they were concerned about a potential age discrimination suit,” **Gleason** said. “This could have dragged on for another 18 months to two years and based on what I heard about in depositions and conduct uncovered, the likelihood of us prevailing in an age discrimination case was highly unlikely.”

**Gleason** said the gamble was not worth taking. “This was an opportunity to end every issue they had in one settlement and it worked out to be beneficial for Grice and beneficial for the city,” **Gleason** said. “I have no animosity toward Grice and I’m happy for him. There were no bad



**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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reports about him before all this and we can put it behind us.” Grice also spoke about his feelings. “I have so many people to thank,” Grice said. “But I also think there was some spiritual intervention because everything just fell into place. This was just too big of an event that I didn’t have the energy, money, time or rhetoric for. God was in it all the way around and I think others felt it too.” He also said that when he was leaving the courtroom, a couple of jurors approached him. One was crying and they said that they wanted to rule in his favor, but could not because of the judge’s orders on how to conclude their decision.

Grice said **Gleason’s** demeanor and attitude during the trial was positive and with Banasco out of the picture, he is confident and excited about returning to work. He’d been working in security and already put in his notice. **Gleason** said he does not foresee future problems, but does expect higher insurance premiums because of the lawsuits. He said things have been calmer since Banasco’s departure. Still, Grice said he knows he will have to get to know the new chief, reacquaint himself with the department and get caught up on training before getting back out on patrol. “Going back to work is not going to be hard for me, because the person who was the cause of all this is gone. I think most people now realize the magnitude of what he was doing,” Grice said. “I think we can all call it a bad time in the city and move on.”

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Mynews13.com (FL)  
November 3, 2015

**Mascotte Approves Measure to Stop LGBT Discrimination**

Author: News 13 Florida Lake County

Mascotte is a small city of a little more than 5,000 people, but that's not stopping them from tackling a big, national issue. "I kind of see this in the sense that this is almost maybe the equal rights of 2015," said Mascotte city manager **Jim Gleason**. "That we are an open, progressive city for all types of people. Race and religion and sexual orientation," said Mascotte Mayor Brenda Brasher.

On Monday night, Mascotte City Council unanimously approved a new local human rights ordinance which prohibits discrimination based on gender and sexual orientation in Mascotte. The ordinance is aimed at protecting members of the LGBT community from being discriminated against in employment, housing and public accommodations because of their sexual orientation, gender identity or gender expression.

"For a small city in Lake County, a conservative county, in a conservative part of the county, and when you're trying to attract businesses and grow sometimes you want to send the right message that you're an all-inclusive community and you're open to everybody. And we don't discriminate," **Gleason** explained. The new law does create exemptions for religious and non-profit organizations. "If you're a landlord or you're a business owner or you've got a business building that you can't just discriminate against someone based on their sexual orientation," **Gleason** added. "But again, the religious exemption is carved out so that we do respect freedom of religion and government itself is staying out of the religious part of the issue."

**Gleason** further explained the ordinance is not only about being on the right side of history but also being a leading municipality in the state of Florida. "It's a nice opportunity to be able to play a small role and also hopefully an important role that may send a message both to the state, that this should be something they should be taking a look at, and maybe even the county itself," **Gleason** said.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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The Orlando Sentinel (FL)  
 October 9, 2015

**Mascotte Settles Discrimination Suit with Clerk, in Trouble with Other Claims**

Author: Lauren Ritchie

Let the payments begin. The city of Mascotte, the subject of six lawsuits and complaints from employees, settled the first of them from a black woman who said she was harassed by the city manager. Utility department employee Alana Wilson walked away this week with \$115,000 plus three months of paid leave with benefits. The city must tell future employers seeking references for her only that she had excellent reviews, which she did. Mascotte taxpayers are shelling out \$50,000 of the settlement, with the other \$65,000 being paid by the city's insurer. One down. Five to go. These are bound to get expensive for the little south Lake city. An observer can't really know whether there is merit to the other complaints, but the way this one went portends trouble for Mascotte with the rest, which feature claims ranging from retaliation to illegal wiretapping.

Meanwhile, the city has approved the first reading of a nondiscrimination ordinance that mirrors one passed recently by Leesburg. The ordinance prohibits discrimination in employment, housing and public accommodation based on all the standard protected classes such as religion, age or race. But it also includes sexual orientation or "gender identity and expression." The latter is defined as "a person's innate, deeply felt psychological identification as a man, woman or some other gender, which may or may not correspond to the sex assigned to them at birth."

The move boosts Mascotte into a leadership role in preventing discrimination against gays and transgender people. Now, if they can just get down pat that whole business about not discriminating based on color. Wilson first complained to the city that:

- City Manager **Jim Gleason** suggested to Wilson that she should change her computer password to "token black person." The city manager denied it, but a witness stated she heard the remark.
- Gleason** acknowledged using the word "pickaninny" and telling Wilson to be sure to ask her mother-in-law what it meant.
- Gleason** and other employees were looking at bobble-headed knickknacks when Wilson said the city manager remarked, "All we need now is a nappy-headed doll for Alana."
- And finally, **Gleason** talked about "jam boys." He told staffers that during more racist times, black boys would be smeared with jam and told to stand a few feet away from a picnic, party or golf foursome to attract insects away from whites. Supposedly, the child was sent home still smeared in jam so the family could eat it, the city manager stated. Whether such a thing even is true is unclear.

After the police chief and fire chief conducted an "investigation" of their boss, the city manager, and of course cleared him — is that laughable or what? — Wilson filed a complaint with the Equal Employment Opportunity Commission, which decided there was "reasonable cause" to believe she'd been subjected to discrimination, a ruling the agency makes for fewer than 3

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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percent of complaints. Shortly after she filed, **Gleason** held a meeting with Wilson in which she testified that he screamed at her, just inches from her face. Finance director Dolly Miller said in a sworn statement that **Gleason** was frustrated and "getting loud" but was not angry. Another employee who was there to witness the meeting got up and walked out.

Wilson also complained that the city retaliated against her by installing a digital security camera and microphone, said her lawyer, Derek Schroth of Eustis. **Gleason** has said that no cameras point directly at Wilson and that their purpose is to capture cash transactions. However, other employees stated in sworn depositions that a camera is located between Wilson and another utility employee and that it records audio. That camera is the only one with a microphone, Schroth said.

These sorts of actions are the ones that are going to hang Mascotte in the other disputes. Judges in discrimination cases tend to abhor petty little maneuvers — they expect governments not to be used for retaliation and frown on it when they are. About a week ago, a police officer stepped forward to testify in the other cases, which all involve police officers. Immediately, Schroth said, Mascotte police conducted an "inspection" of his vehicle. Sigh. When will they ever learn?

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Daily Commercial, The (Leesburg, FL)  
October 5, 2015

**South Lake cities reflect on new fiscal year budgets**

Author: Roxanne Brown

**MASCOTTE**

City Manager **Jim Gleason** said Mascotte is doing well financially. “We definitely would like to see some growth, but the good news for us is we’re doing pretty well with very little growth,” **Gleason** said. “It looks like home builders are active in inquiries and we’re reducing debt. If we’re able to do this with zero growth, I can just imagine if the growth starts to pick up in Mascotte.”

The total budget is \$5,477,400 and the general fund budget is \$2,925,000, with no shortfalls. The council voted to decrease property taxes by a whole mill, taking the millage rate from 9.3000 to 8.8138. The city also was able to lower its fire assessment fee from \$115 to \$105 for residents.

The budget did not fund any new positions, but it did allow for a 3 percent across-the-board pay increase for all employees, two new police vehicles, air/life packs and a \$100,000 new Class A pumper truck for the fire department and the ability to pay off the remaining \$140,000 of a USDA loan. “Instead of refinancing, we thought if we could eliminate debt, it would help our general fund reserves, which are now at about \$1 million.

We haven’t had to use reserves to balance our budget in the last three years,” **Gleason** said. “Residents are also getting the same services as they were getting in the boom, but for less money.”

Projects that were funded in the 2016 budget include the completion of the pipeline that will connect Mascotte to Groveland’s wastewater treatment plant, allowing a change from septic to sewer, a move officials hope will attract new businesses to town. About \$105,000 also was allotted for new sidewalks, the replacement of playground equipment and the resurfacing of streets throughout the city.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **James P. Gleason** is listed below.]

[http://www.orlando-chamber.org/index.php?src=gendocs&ref=EM\\_092115%202015%20Class%20Announced#.XsWcmmhKjIU](http://www.orlando-chamber.org/index.php?src=gendocs&ref=EM_092115%202015%20Class%20Announced#.XsWcmmhKjIU)

Every Monday (FL)  
 September 24, 2015

**2015 Class Announced**  
**The Central Florida Political Leadership Institute**

The Central Florida Political Leadership Institute (PLI) has announced the members of its 2015 class that were accepted into the innovative, groundbreaking initiative designed to strengthen and equip the region's future leaders with training prior to their decision to run for public office. Twenty (20) finalists were chosen from the seven-county Central Florida region, which includes Brevard, Lake, Orange, Osceola, Polk, Seminole and Volusia. "The Central Florida Political Leadership Institute allows the opportunity for those considering a bid for public office to learn more about the process and the issues impacting Central Florida," said Craig Swygert, chair of BusinessForce. "We are thrilled with the selected applicants and look forward to their thoughtful determination if elected office is part of their future," continued Swygert, President of Clear Channel Outdoor Orlando and a corporate sponsor of PLI.

A Selection Committee consisting of Investors and Members of BusinessForce reviewed the strength of applications, conducted interviews and selected the twenty (20) participants, ensuring representation from a wide range of business, civic and community organizations across the seven-county Central Florida region. They include:

**James P. Gleason** City of Mascotte; graduate, Leadership Orlando Class 42

The 2015 Institute sessions will be held Thursday, October 8, through Saturday, October 10, 2015, on the campus of the Roy E. Crummer Graduate School of Business at Rollins College in Winter Park. During the course of the bipartisan two and one half day session, Institute participants will hear from prominent state and national experts discussing a broad range of topics – government, media, campaigning, fundraising, ethics and key public policy issues. Already, 14 members from the first six PLI classes have been successfully elected or appointed to state and local public office in Central Florida. There is no cost to apply or attend. PLI is made possible by the support of its sponsors including AT&T, Bright House Networks, Central Florida Partnership, Clear Channel Outdoor, Orlando Magic, Roy E. Crummer Graduate School of Business at Rollins College, and Universal Orlando Resort. For additional information, please contact Mike Ketchum, President of BusinessForce at 407.835.2464 or via email at [mike.ketchum@orlando-chamber.org](mailto:mike.ketchum@orlando-chamber.org), or Christina Johnson, Director of the Central Florida Political Leadership Institute at 850.391.5040 or via email at [Christina@on3pr.com](mailto:Christina@on3pr.com).

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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The Daily Commercial (FL)  
May 6, 2015

**Mascotte Manager Contract Approved**

Author: Linda Charlton

As anticipated, the city council on Monday night approved a new two-year contract for City Manager **Jim Gleason**. There was no hint of dissension from the council and the only input at all from the audience of five people was from former council member Barbara Krull, who asked for clarification and expressed her objections to a number of the finer points in the contract, including benefits for professional licenses and continuing education. When she brought up the latest lawsuit against the city and **Gleason**, Mayor Pro Tem Steven Sheffield cut her off, saying, “It has nothing to do with the contract. We are not discussing this.” In response to Krull’s partially stated objection, though, City Attorney Virginia Cassady pointed out that by statute, municipalities are required to provide legal representation to employees whose alleged offenses were committed in the process of doing their jobs.

The city manager contract is for two years and takes effect on June 18, giving **Gleason** a base salary of \$105,019. The draft contract was approved last month by a vote of 4-0. This time the vote was 5-0, with council member Alberto Dominguez making the motion and council member Sally Rayman seconding. In a similar manner, the Preliminary Resolution for Fire Assessment fees also passed unanimously. A public hearing on the matter is scheduled for June 15 — the same date as the public hearing for the proposed Amended and Restated Initial Assessment Resolution for Solid Waste.

For both assessments, the proposals will put the charges on property owners’ property tax bills. The proposed fire fees represent a small reduction for residential property owners and a small increase for non-residential owners. The residential rates go to \$115 per year, down from \$120. The non-residential rates go to 15 cents per square foot, up from 12 cents. The major change is that vacant properties will be assessed at \$40 per parcel. The city does not currently collect any fire fees for those lands. For the solid waste resolution, Rayman expressed concern that failure to pay the assessment could lead to individuals losing their homes. Mayor Brenda Brasher’s response to Rayman’s concern was: “If people don’t pay their taxes, they’re not that interested in keeping their homes.” Brasher also pointed out that it is possible to set up a payment plan for property taxes and to pay quarterly.

Krull’s expressed concern that there are people in Mascotte who will not be able to pay the yearly solid waste cost all at once, and that for the first year “we’ll be paying twice.” Speaking after the meeting, council member Louise Thompson echoed Krull’s concern. Thompson cast the lone vote against the proposal. “I know that we have in the city a lot of one-person employed households and the elderly, and I know they can’t come up with it once a year,” Thompson said. “They prefer to pay monthly.”

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Daily Commercial, The (Leesburg, FL)  
June 17, 2015

**Mascotte breaks ground on its first sewer line**

Author/Byline: Roxanne Brown

City officials gathered Monday afternoon for a ceremonial ground breaking for the city's first sewer line. The city has no wastewater treatment plant or enough infrastructure in town to support it. The line actually will run under State Road 50 from Sunset Street in Mascotte to County Road 33 in Groveland, where it will hook into that city's plant. Mascotte residents, businesses and developers will end up paying Groveland to dispose of their wastewater and treat it.

The project is being funded by a \$700,000 Community Development Block Grant issued by Florida's Department of Economic Opportunity and matching funds Mascotte accumulated from one-cent infrastructure sales taxes in the amount of \$125,000. "We wanted to have something in place to connect somewhere and when you look at the population for this city, it was definitely more economically feasible to hook into Groveland," City Manager **Jim Gleason** said. "It just makes sense. Groveland will make revenue treating it and having the re-used water to use."

Mascotte is one of the only Florida municipalities still operating solely via septic systems and having a wastewater treatment plant line could help attract new businesses, **Gleason** said. Some residences along the SR 50 corridor will also be able to hook into the new system.

"It's been a long time coming but it's definitely worth it," city council member Louise Thompson said. "The main part of a growing city is businesses and that's what we're looking for. If we can get them hooked up, we can get more to come."

**Gleason** said the city also has an agreement with Leesburg to be able to hook into its sewer plant from the northern parts of Mascotte somewhere down the line via a similar process. More residential areas may also be able to get hooked into the Groveland plant at a later time, should Mascotte be able to secure more funding and grants. "We can only have one grant at a time, so when we're done with this one, we'll apply back in," **Gleason** said.



**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Daily Commercial, The (Leesburg, FL)  
May 24, 2015

**Jim Gleason, Mascotte city manager, responds to critical editorial**

Upon arriving at City Hall an employee advised me of the “Our Opinion” in the Daily Commercial on May 14. I normally do not respond to articles or editorials in the paper, and because I do not read your paper, I would not have known about the opinion had it not been brought to my attention. I have been involved in public service for over 22 years and understand the role of the press, and as such, you have the right to publish whatever you choose and express your opinion on any issue. You own the paper and can write what you want and are not accountable to anyone but yourselves. Although I do not expect to change your opinion, I do feel it is important that I clarify some points in the editorial.

First, there are not a half-dozen suits against the city. At one time there were five suits: four against the chief of police and one against me, the city manager. As of today, there are three suits: two were resolved and closed without costing the city of Mascotte or its taxpayers one cent. If you had made the effort to check the court records, you would have known that.

Second, in this country, we have a judicial system which is the forum for disputes and differences to be resolved, and we all are entitled to due process and are presumed innocent until proven guilty. Any person can make accusations, hire an attorney, file suits and play to the press. In this country, all one needs to do is call Derek Schroth, who will take any case and sue any city while also being paid to represent two cities. If anyone is benefiting from the process, it is Schroth, who feeds from both ends of the public trough. Making accusations and filing a suit does not mean it is factual or even valid — the judicial process will make that determination. You are drawing your own conclusions before you have even heard all of the facts. That is like predicting the score of a game before it has been played. There are many steps and much time before a case ever goes to court, and each party will have the opportunity to present evidence and witnesses.

Third, is it possible the Mascotte City Council might know more about the cases than you do because it is their city and the chief and I work for them? Unlike you, the council is not prejudging but is allowing the judicial process to be completed and ensuring all parties are entitled to due process. If in the end any of the three remaining plaintiffs prevail, the council can take any action they feel is appropriate and necessary. The attorneys that represent the city are hired by the Florida League of Cities and the League is not going to waste their time and money defending individuals who would miss use their public positions. You have only bothered to print the plaintiff’s side of the story without any evidence that has been validated in a court of law, and as you know, none of these cases will be tried in your paper but in a court of law.

Finally, my contract. I did not receive an \$18,000 raise with the new contract. In fact, there was no raise at all. My contract states I get the same percentage increase as all other employees, and I also get the same benefits all employees get. The past two years the city council approved 3

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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percent pay increases. When I arrived in February 2011, the city of Mascotte was on the verge of bankruptcy. The city had \$6 million in debt with very little revenue sources to pay the debt, property values had dropped by more than 60 percent and they had less than \$500,000 in savings. Today the debt stands at \$2.6 million. The city savings now stand at \$1 million (\$250,000 was added to savings just in that last fiscal year, which would cover 2 1/2 years of my salary). The city is no longer on the State Watch List for Cities in Financial Distress, and the council has received excellent audit reports the past three years of which I was responsible for the budget. We have lowered taxes and look to do so again in October 2015. We are lowering the residential Fire Assessment Fee and exploring options to lower the residential sanitation fee. Unlike some other governmental entities, we are moving in the right direction as we slowly recover from the downturn in the economy and previous mismanagement of the city.

In 22-plus years of public service, I have never been sued and have never had an employee file a complaint against me. I do not like what has happened over the past two years regarding the suits, and I am not immune to the criticism printed by the press. Honestly, I am embarrassed that we have these claims, but I also know I cannot control the actions of the plaintiffs who have filed. Suing has become the American Way. I know who I am, what I have or have not done and feel confident when these suits are brought to resolution the facts will bear neither the city, the chief of police nor I did anything wrong. There are many motives people have in filing a suit, but the one thing suits have in common is someone is looking for money. If you check Orange County Court Records, Lake County Court Records and Walton County Court Records you may find some hint of the timing and reason why one of the plaintiffs might be seeking a monetary reward.

I am not perfect and do not claim to be, and I make my share of mistakes, but accusations of being a racist will not prevail. Again, you are entitled and have the right to print your opinions, but not once have I seen a newspaper article used as evidence in the judicial process. Why? Because you are a private, for-profit business selling papers. You make your money from your advertisers and nowhere in that business model does truth or facts play a role.

**Jim Gleason-MPA, ICMA-CM**, is the city manager of Mascotte. **Jim Gleason-MPA, ICMA-CM**, is the city manager of Mascotte.

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**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Daily Commercial, The (Leesburg, FL)  
February 18, 2015

**City employee sues Mascotte in federal court**

Author: Roxanne Brown

Four months after the Equal Employment Opportunity Commission issued a determination that the city of Mascotte discriminated against an accountant in its Utility Department, she's filed a federal lawsuit. The suit seeks action for "declaratory, injunctive and equitable relief, as well as monetary damages, to redress the city's harassment against (Alana) Wilson...", who is black and Pacific Islander. The suit also seeks damages to compensate Wilson for compensatory harm, "including, but not limited to, emotional distress, embarrassment, humiliation, stress, anxiety and loss of enjoyment of life."

Eustis attorney Derek Schroth, who is representing Wilson, wants a jury trial. He said the EEOC's findings are admissible in court and are considered evidence since they have already been subjected to Federal scrutiny. "Under federal law, the court and jury will consider the EEOC's determination as evidence of the city's discrimination against Ms. Wilson. We look forward to presenting this evidence to the court and jury," Schroth said.

In her original EEOC complaint, Wilson claimed **Gleason** told her she should change her computer log-in name to "token black person" and used the terms "pickaninny" and "nappy headed" in statements made in her presence. She also alleges the city manager related a story about white people putting jam on a black person — a "Jam Boy" — as a mosquito lure during social events. Randy Brown Jr., a Flagler Beach attorney representing the city, contends Wilson took many of **Gleason's** statements out of context and that she failed to complain to anyone at city hall about being racially harassed, as outlined in the city's personnel policies.

In the EEOC's determination letter on Oct. 2, however, District Director Malcolm S. Medley wrote: "The commission has determined that the evidence obtained in the investigation establishes reasonable cause to believe that discrimination on the basis of race occurred, in violation of TITLE VII (Civil Rights Act)..." About a week after that EEOC ruling, Wilson filed another complaint with that agency, alleging the city had retaliated against her for the first complaint. "On April 30, I was written up by Ms. Dolly Miller, Finance Director, for incorrect data entry, even though, this was a minor issue. On May 14, 2014, Ms. Miller and Mr. **Jim Gleason**, City Manager, changed my lunch hours. Similarly situated employees were not subjected to the same treatment. I remain an employee of the City of Mascotte, and the work environment remains hostile," Wilson's second EEOC complaint reads.

Schroth said the city did not stop there. "The city recently installed video cameras focused on Alana to record her," the attorney said. In an email Tuesday, **Gleason** contends no retaliation has occurred on his or the city's part, let alone harassment or racial discrimination. As for the cameras, **Gleason** said they were installed at various locations throughout the city for the safety and protection of staff and customers. "Ms. Wilson was not retaliated against as in her second

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EEOC complaint just as Ms. Wilson was not discriminated against as claimed in her first EEOC complaint,” **Gleason** wrote. Counseling an employee after he or she has made a mistake is not retaliation, the city manager said. “That is management working with an employee to ensure they are fully trained and eliminating errors in their work and the work environment,” he said.

**Gleason** said he is confident that when the entire matter is resolved through the court system, Wilson’s allegations will be proved unfounded. “I am deeply concerned if an employee feels that they have been discriminated against or work under a hostile work environment as we do not tolerate that at the city,” he said. “I can be called or accused of a lot of things, but racist is not one of them.”

**Internet – Newspaper Archives Searches**  
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*(Articles are in reverse chronological order)*

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The Daily Commercial (FL)  
 October 12, 2014

**EEOC Rules Against Mascotte in Racial Discrimination Case**  
 Author: Roxanne Brown

The city of Mascotte, already facing a half-dozen lawsuits and other legal complaints of discrimination or harassment, could be hit with another shortly. Eustis attorney Derek Schroth said the U.S. Equal Employment Opportunity Commission (EEOC) has substantiated claims by his client, Alana Wilson, that City Manager **Jim Gleason** discriminated against her on the basis of race, in a determination the agency released on Oct. 2. Schroth said if Wilson cannot reach a settlement with the city, he will sue under the Civil Rights Act since EEOC determinations like this one are admissible in federal court. Schroth said the EEOC's determination means there must have been a substantial amount of evidence to back Wilson's claim.

“Discrimination rulings from the EEOC are very rare,” the attorney said. “In some years, it's only 4 percent of the cases the EEOC finds to be credible. Some years, it's reached about 10 percent, but still, it's not a high percentage. Regardless, I think it's incredible that things like this (racial discrimination claim) are happening, being that it's the year 2014.” In her original EEOC complaint, filed in May, Wilson, who is black and Pacific Islander, claimed **Gleason** told her she should change her computer log-in name to “token black person” and used the terms “pickaninny” and “nappy headed” in statements made in her presence. She also alleges the city manager related a story about white people putting jam on a black person — a “Jam Boy” — as a mosquito lure during social events.

Randy Brown Jr., a Flagler Beach attorney representing the city, contends Wilson took many of **Gleason's** statements out of context and that she failed to complain to anyone at city hall about being racially harassed, as outlined in the city's personnel policies. In the EEOC's determination letter, however, District Director Malcolm S. Medley wrote: “The commission has determined that the evidence obtained in the investigation establishes reasonable cause to believe that discrimination on the basis of race occurred, in violation of TITLE VII (Civil Rights Act). Records of the internal investigation conducted by the Respondent demonstrated that the Charging Party was subjected to harassment in the form of racial comments made by management officials. The EEOC found that “members of management heard the derogatory comments and did nothing to correct and prevent their recurrence. Respondent (**Gleason**) failed to show that it took reasonable care to prevent and correct the harassment promptly ...”

The EEOC in the letter also suggests informal methods of conciliation, inviting both parties to meet to resolve the matter. Neither **Gleason** nor Brown, who received a copy of the EEOC determination, could be reached for comment. The EEOC has given the city 15 days to respond and warns against any type of retaliation against Wilson, who still works at City Hall. On Friday, Mayor Tony Rosado, after catching wind of the EEOC's determination against **Gleason**, said he thinks the matter should be addressed by the city council and that “something should be done.” “Whether they (**Gleason's** comments) were made in fun or in vain, or whether it was just a

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**James Patrick Gleason**  
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stupid thing he said, it's not tolerable. Never has been, never will be," Rosado said. "I don't put up with racial epithets. There's no room for anything like that in these current times, especially when Mascotte just implemented a domestic partnership registry to show that we accept and welcome people from all walks of life into our city." Meanwhile, Wilson still works as a utilities accountant, but it's difficult, she said in her EEOC complaint. "I continue to work for the city of Mascotte and the work environment remains hostile," she wrote.

The city conducted its own internal investigation, led by Police Chief Ronaldo Banasco and Fire Chief Randy Brasher, and found no wrong doing by **Gleason**. The city manager also apologized if he offended anyone and contends his remarks were taken out of context. Beginning in the fall of 2013, other complaints and lawsuits began surfacing, including from a pair of former police officers — both white — who filed a suit against Banasco. The officers claimed Banasco, who is Hispanic, discriminated against them. Gregg Woodworth and Scott Thompson hired a Lake Mary law firm to sue the city over the allegations, which **Gleason** said are untrue. Then, police officer David Grice, who'd been with the city's police department for more than 17 years, complained to the Lake County Sheriff's Office, the State Attorney's Office and the Florida Department of Law Enforcement that Banasco was secretly videotaping police officers.

Grice also complained that he was the subject of age discrimination by Banasco because the chief made Grice work a night shift. Grice eventually was fired for allegedly not cooperating with an internal investigation and filed a suit against the city in May. He also sued the city for what he said was an unwarranted amount of fees charged for public records. Another complaint has been filed with the EEOC by Toni Hart, a police officer with the Mascotte Police Department, who claims she was discriminated against by Banasco and fired by **Gleason** because she was female and black. She said in her complaint that she was made to do secretarial work that no other officer had to, that she was referred to as a black (expletive) and that she had to ask permission to use the bathroom.

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**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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The Daily Commercial (FL)  
January 9, 2014

**Mascotte Manager was Ready to Resign**

Author: Livi Stanford

City Manager **Jim Gleason** was prepared to resign Monday if council members believed it was the right move for Mascotte. In a Dec. 30 letter to the mayor and council, which was included in the agenda packet for Monday's meeting, **Gleason** wrote: "If the council does not believe I am doing the job you expect as city manager, then I will step down without cause Monday and you can seek a new manager. I have handled customer concerns and complaints, and with all issues, there are at least two sides if not more, and in the end you cannot please everybody." In a follow-up interview on Tuesday, **Gleason** confirmed he did not resign, and it all boiled down to a miscommunication between him and Mayor Tony Rosado. It was concerning "some emails he received that he thought I had gotten," **Gleason** said. "We have worked together great for three years, and in any relationship, you have moments you miscommunicate. Sometimes, something may get more blown out of proportion than it needs to be."

The emails concerned a complaint brought forward to the city regarding Police Chief Rolando Banasco's response to a call, which the resident described in a letter as "antagonistic and unprofessional." "I thought he had not gotten the email and had not responded to the problem," said Rosado. "I wanted to make sure it was handled correctly. We are in the service industry. Our residents are our customers. Anytime there is a service issue, we want to make sure everything is done correctly. I thought he may have been withholding information based on misinformation." Both Rosado and **Gleason** confirmed Tuesday that the police chief handled the incident appropriately and that there had been no further complaints on the call.

The police department has had some issues in the past few months that have resulted in negative publicity for the city. In October, two former police officers — both white — claimed Banasco discriminated against them. Gregg Woodworth and Scott Thompson hired a Lake Mary law firm to sue the city over the allegations, which **Gleason** said were untrue. In December, another police officer, Sgt. David Grice, claimed he was being discriminated against by Banasco because of the officer's age. Grice also claimed the chief bugged the officer's patrol car. The city hired a labor attorney who found no proof of discrimination and no hard evidence of bugging. Banasco has denied the officers' claims.

In his letter, **Gleason** said he took issue with the mayor going to the city attorney regarding the latest police issue before coming to him. "I am not aware in our policy where elected officials are to go to the city attorney and expend tax dollars on matters that do not directly deal with the city manager without council approval," he wrote. And even though they had addressed the misunderstanding, **Gleason** said he was "disappointed" the mayor had taken up the matter with the city attorney when almost any other issue he would have called him. "The mayor misunderstood," he said. "When I said (the issue) was taken care of, he thought I had brushed it under the carpet and hadn't paid attention to it. If he truly had an issue involving my

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performance, he should have brought it before the board in a public meeting.” **Gleason** said before the issue was addressed in the agenda, the mayor abruptly adjourned the meeting. Asked when the mayor spoke with him about the misunderstanding, **Gleason** said it was prior to the meeting. The mayor did not return repeated phone calls Wednesday for clarification on why he abruptly ended the meeting.



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South Lake Press (FL)  
August 10, 2012

**Gleason Gets Great Review After First Year**

Author: Roxanne Brown

Mascotte council members gave city Manager **Jim Gleason** good marks this week when discussing his first annual review since taking over the city's top spot effective July 20 last year. Overall, **Gleason** earned a 96.4 average score -- based on scores from the five members of council -- out of a possible 120. The categories were divided as follows: Administration Skills, Fiscal Management, Personal Skills, Community Relations, Grants and Long Range Planning. "I'm very happy with what he's done based on the circumstances of the city and what he had to work with," Mayor Tony Rosado said. "He (**Gleason**) found ways to bring in business, including a major corporation (Family Dollar)."

Additionally, Rosado said this year's annual audit of the city, conducted by an outside consultant, concluded that the city showed improvement with its finances. "We're not out of the woods, but we're moving in the right direction. **Mr. Gleason** has something to do with that. He's walking us toward a new era in Mascotte," Rosado said, adding that **Gleason**, in addition to his city manager role, also works as economic development director after that position became vacant earlier this year and a decision was made not to fill it in order to save money. Rosado's final score on **Gleason's** evaluation was "exceeds expectation."

Mayor Pro Tem Barbara Krull gave **Gleason** high marks with an overall "outstanding," as did Councilwoman Louise Thompson. Councilwoman Brenda Brasher's overall assessment of **Gleason** was somewhere "between exceed expectation and outstanding." "I feel city Manager **Gleason** has proven he is dedicated to the city by accepting the challenge of the position. He genuinely cares for the city and its future," Brasher wrote. Brasher said she believes **Gleason** excels at fiscal management, the most important role of a city manager in her opinion, and promotes positively for the city's sake. "City Manager **Gleason** projects a positive image of the city to the best of his ability when others continue to attempt to drag him and the city down," she said.

Councilman Stephen Elmore had a different opinion of **Gleason**, scoring him at a "below expectation." "It is my sincere hope that **Mr. Gleason** look at this evaluation objectively and use it to better himself professionally. I genuinely like him on a personal level and hope that we can work together to keep Mascotte solvent without putting the entire burden on the people," Elmore wrote. "I know he wants to turn the city around and we have done some positive things in his short time here, but we must do more or we aren't going to make it."

According to evaluation notes, Elmore scored **Gleason** with an "exceeds expectation" when it comes to maintaining an open and informative community on with council, but scored him with a "meets expectation" or lower on everything else -- from the knowledge of state statutes, administrative codes and ordinances for the atmosphere of staff, based on situations he said were

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brought to his attention by staff members. Elmore also said the "fiscal management" part of the evaluation was lacking. "Albeit, he works at council's direction, however, he is tasked with providing logical action, one would think a reduction in funding would eventually result in a reduction in money spent and possibly services rendered," Elmore wrote, adding that he thinks **Gleason** concentrates too much on how "bad off" Mascotte is and not enough time on what can be done to turn it around. Before taking on the city manager position in July, 2011, he served as the city's interim manager for six months. **Gleason**, who earns just over \$70,000 annually, could not be reached for comment before press time Tuesday.

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**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Daily Commercial, The (Leesburg, FL)  
August 30, 2013

**City on the road to financial recovery**

Author: Roxanne Brown

An audit of Mascotte’s finances show the city is no longer facing the threat of financial ruin. City Manager **Jim Gleason** attributed the turnaround to selling off surplus city land, keeping a lid on spending, and increases in taxes, fees and service charges. “We were one step away from a real financial emergency or a bankruptcy,” he said. “That’s how close to the edge the city was when I got here (two years ago).”

The city’s problems date back to 2000, when Mascotte invested about \$1.5 million in a new wastewater plant and another \$1.5 million to install water lines. The facility was supposed to serve new homes that never materialized, so it didn’t get built. Mascotte also borrowed another \$2 million for a new city hall, which also didn’t get built. Then property values began dropping and the city — where about 20 percent of the people are below the poverty rate — found itself in a deep financial hole.

Since then, the land sell-off, a freeze on hiring, no raises and asking employees to do more with less, began to right the ship, officials said. Residents have done their part, too, accepting higher property taxes, a 58-percent hike in water rates and a fire service charge that more than doubled. Much like the county, property values in Mascotte have increased for the first time since 2007. “If we stay on the track we’re on, we should be able to re-evaluate the tax rates and water rates and start moving them down from their highs,” **Gleason** said.

Today, the city’s debt is down by about a third, **Gleason** said. “By the end of 2017, we should have that down to \$1.6 million from \$5 million,” he said.

Mayor Tony Rosado helped negotiate a deal that will allow Mascotte to hook into Groveland’s wastewater plant and switch from septic tanks to municipal sewer service in order to pave the way to more businesses coming to town. In January, the city will begin laying pipes down State Road 50 to make the hook-up possible. “We are no longer with the threat of bankruptcy or in danger of receivership, and we have started to build a financial foundation we did not have when I came into office,” Rosado said

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The Daily Commercial (FL)  
April 22, 2012

**Gleason Doing the Double Talk**  
Author: William Koch

**Jim Gleason**, Mascotte city manager since July 2011, after serving six months as interim manager. Or **Jim Gleason**, poster child for self-serving politicians who talk out of both sides of their mouths? To persuade council members he was the right man for the job last year, **Gleason** said he had the ideal credentials to save the struggling city from financial ruin. At the time, **Gleason** was being considered for city manager positions in Madeira Beach, Avon Park, High Springs and Boynton Beach. After his promotion to Mascotte's permanent manager, **Gleason** said he would ask any city to which he had sent resumes to pull him from consideration for their city manager jobs. Rest assured. He was committed to the arduous task of helping Mascotte work through its troubles, he said. **Gleason** never sent the emails.

Four months ago, he was still in the running to be Boynton Beach's manager. Puzzled, **Gleason** said he thought for sure he'd withdrawn his name. He called it all a simple misunderstanding. More recently, **Gleason** said his application for the manager's post of North Palm Beach Village was no mistake. He didn't make the final cut there. In explaining his apparent duplicity, **Gleason** said it all has to do with money -- not principles. **Gleason** makes \$87,000 a year at Mascotte. North Palm Beach Villages would have paid him at least \$110,000. "I'm making less today than what I was making in 2001. That's 12 years down the road -- which means 12 more years of experience," he said.

In other words, **Gleason's** pitch last year that he had only Mascotte's best interests in mind was just smoke and mirrors to persuade the council to give him the job. And since then, he's kept looking -- for more money. "I'm just doing what in the business sector is considered assessing my value, my worth," he said. As a public official, **Gleason** has a duty to serve the residents of Mascotte honorably and respectfully. If the conditions of his employment did not meet **Gleason's** high economic standards in July of last year, he should have passed on the job, or at least made it clear in accepting the post that he planned to keep looking. We question how much credibility **Gleason** now has with the citizenry of Mascotte considering the fact he's continuously looking for better opportunities. That's unfortunate because they need a manager that is truly committed to rolling up his shirt sleeves and working hand-in-hand with council to solve the lingering financial concerns the city has.

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The Orlando Sentinel (FL)  
April 12, 2012

**Cash-Strapped Mascotte Faces \$20M Suit for Rejecting Landfill**

Author: Ludmilla Lelis

This small south Lake County city is so cash-strapped it considered allowing a landfill to reap the revenue it could have brought. But City Council members rejected the proposal in the face of a massive public outcry, and now the financially struggling city faces new expenses: attorney fees and a \$20 million lawsuit claim. The landowner, Flagship Lake County Development Number V, is seeking that amount in damages for the failed project in a lawsuit filed in Circuit Court. Flagship, whose property is already zoned for a residential development, wanted a zoning change to allow a landfill as well as a recycling facility and a facility to convert methane gas from the landfill to energy.

Mayor Tony Rosado said the city will defend its unanimous vote denying the project. "This may be a way for them to pressure us," Rosado said. "They want us to spend taxpayer money and time on a frivolous lawsuit." The company's attorney, Samuel Miller of the firm Akerman Senterfitt, declined to comment on the pending litigation. But in the suit the company claims city officials shouldn't have relied on the opposition from residents. Hundreds of people packed a six-hour meeting in October and complained about the potential odors, rats and garbage truck traffic. Instead, Flagship thinks council members should have only relied on evidence and data offered by the company that odors would be controlled and that similar facilities don't have an increase in rodents and other animals. The council vote caused the company to lose more than \$20 million in revenue if the land had been developed by Waste Management into a landfill, according to the lawsuit.

Money is the one thing that the city of 5,101 lacks. The city has been on the verge of financial ruin, saddled with \$5 million in debt and unable to raise property taxes since residents already pay nearly the maximum allowable rate, City Manager **Jim Gleason** said. Tax revenue has plummeted because property values declined 19 percent in 2010 and 12.6 percent last year. Property Appraiser Ed Havill said there could be a 5- to 8-percent drop this year, though figures won't be firm until June. The lawsuit adds a looming expense for the city, starting with attorneys fees. Mascotte has turned to the Florida League of Cities for legal services, since the city has insurance with the league covering some of the costs. "The lawyers know better whether this decision made in public will stand. We thought we did democracy the way it was supposed to be done," **Gleason** said. "As a citizen, I'm not sure it's the court's job to overrule duly elected officials who make decisions on land use and zoning issues for their communities." YES

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The Orlando Sentinel (FL)  
July 26, 2011

**Gleason Takes Job as Mascotte's New City Manager**

Author: Martin E. Comas

**Jim Gleason** knows he signed on for a challenge when he agreed to become this city's new manager. Mascotte, a south Lake community of about 5,100 residents, is saddled with a debt of just less than \$5 million and struggling to make ends meet after the housing collapse has caused a sharp decline in property values. But it's a challenge **Gleason** says he is looking forward to. "If I can take this city and be able to fix it, I just believe that it could be a heck of a professional accomplishment," said **Gleason**, 53, who last week agreed to an \$87,100-a-year contract with Mascotte. "Maybe in four or five years this might bode well for me personally, and I'll be able to look back and say: 'See where they were when I came here and look at where they are now.' That's the goal."

**Gleason** became Mascotte's interim city manager Feb. 14, just weeks after City Council members fired Marge Strausbaugh. He was on the short list for similar positions in other Florida communities, and also interviewed for a position with Windermere in south Orange County. But **Gleason**, an Ocoee resident, decided to stay with Mascotte. **Gleason's** biggest challenge so far has been reducing the city's debt and replenishing its reserves. The city owes nearly \$3.1 million from plans to build a new wastewater-treatment plant. That includes about \$1.5 million Mascotte shelled out in 2006 to buy a 6-acre site — an old clay pit — at State Road 50 and Tuscanoga Road to hold treated wastewater from the proposed plant. The city also paid for a water-line expansion and design studies for the new plant.

To help continue making the loan payments, along with replenishing the city's reserve funds, council members — at **Gleason's** urging — agreed to raise water rates by more than double. Council member Tony Rosado, who was elected in November, praised **Gleason's** initiative in leading Mascotte's "new beginning." "He's rolled up his sleeves. He's looked at things and how they were being done and he was very tough and honest from the get go," Rosado said. "He said, 'we're in a bad way.'...I've been very impressed."

**Gleason** certainly has the experience in managing a city, including a stint as Ocoee manager from 2001 to 2004. From 2008 until last year, **Gleason** was city manager of Chamblee, Ga. He also served as a city-county adviser with the U.S. State Department in Kirkuk, Iraq, in 2007 and 2008. And before that he was city manager of Woodstock, Ga. **Gleason's** Mascotte contract also allows him use of a city car — a 2005 Ford Taurus — and five month's severance pay if he is fired without cause. **Gleason's** wife, Cheryl, is a teacher at Wekiva High School in Apopka. One of his two adult sons, coincidentally, works for Ocoee's recreation department, which **Gleason** calls "ironic." When he's not at work, **Gleason** enjoys watching football and being outdoors. "Give me some water and some sun and I'm great," he said.

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The Orlando Sentinel (FL)  
June 12, 2011

**After Wave of Incidents at Meetings, Central Florida Cities Pass 'Civility' Ordinances**  
Author: Martin E. Comas

In the rural town of Mascotte, it's not unusual for City Council meetings to turn into raucous affairs with dozens of residents venting their opinions on a particular issue. So in an effort to quell the vitriol and avoid having meetings turning into bedlam, council members this week passed a resolution that urges civility and decorum. Anyone attending a meeting had better behave or he'll be escorted out by a police officer.

It's not just Mascotte, a city of barely more than 5,000. Governments across Central Florida also have passed similar civility resolutions in recent years, including Ocoee, Orlando and Winter Park. "The level of anger that we have reached in public meetings, not just in Mascotte but everywhere, it's just gone out of control," Mascotte City Manager **Jim Gleason** said. "To me, it's gotten scary. But, my God, we're all Americans. What happened to the ability to have a good public debate and healthy debate without all this anger and incivility?"

In support of the resolution, Mascotte officials pointed to recent meetings elsewhere that have turned chaotic. In Windermere, the town manager's husband and the mayor had a confrontation March 22 that ended with the mayor flat on his back and unconscious. In Orlando, an April 26 town-hall meeting hosted by U.S. Rep. Dan Webster, R-Winter Garden, devolved into a shouting match, leading a police officer to scold some in the crowd to act "like grown people." In two extreme incidents, a 56-year-old ex-convict in December opened fire at a Bay County School Board meeting before killing himself, and in January a shooting spree at a constituents meeting in Arizona left six people dead and 13 injured, including U.S. Rep. Gabrielle Giffords.

'Heated debates'

Some say the recent rise in anger and rudeness is encouraged by Internet message boards, cable-television shows and talk-radio programs. "I do think that is fueling some of this," said Jay Corzine, chairman of University of Central Florida's sociology department. "Compared to the '80s and '90s, U.S. politics is becoming more contentious and more polarized." Corzine pointed out that American politics has a long history of hot-headed rowdiness at public meetings and rallies. In recent years, several Central Florida governments hoping to prevent public meetings from degenerating into unruliness have passed civility ordinances after heated incidents with protesters.

Ocoee adopted a civility code in 2003 that prohibits "clapping, whistling, heckling, gesturing, loud conversations or other disruptive behavior." Anyone whose "behavior is disruptive and violates the City of Ocoee Civility Code is subject to removal from the Board meetings by an officer and such other action as may be appropriate," according to the resolution. The Orlando City Council in 2006 adopted rules of order and decorum that prohibit "demonstrations of approval or disapproval from the audience" during meetings. City officials say it was passed

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after several protesters began attending council meetings. Deltona has rules that restrict the public from addressing individual city commissioners during meetings. Instead, a resident speaking at the podium has to address the entire board. The policy was adopted to shield commissioners from personal attacks. "We've had development proposals that have sparked heated debates," Deltona City Manager Faith Miller said. Winter Park in 2007 passed a resolution stating that anyone attending a city meeting must demonstrate "propriety, decorum and good conduct." The city did not necessarily pass the resolution because meetings were becoming boisterous, city spokeswoman Clarissa Howard said. "It was basically to streamline the meetings and make them move more smoothly," Howard said.

'Be professional'

Generally, city and county government bodies have to open meetings to the public, under Florida's Government in the Sunshine Law. But it doesn't mean the public has a right to speak, according to a Florida district-court ruling last year. Even so, governments across the state routinely give residents a chance to make comments, although time limits are often imposed and speakers cannot raise the same issue twice. Sanford recently passed an ordinance that supports allowing the public to speak at meetings. "We believe in open government and that all citizens should have the opportunity to express themselves at our meetings," City Manager Thomas George said.

Mascotte doesn't plan to stop people from speaking at its public meetings — residents are just asked to be cordial. "A couple of them [meetings] have come to the point where I get a little nervous," council member Barbara Krull said. "Occasionally they can get out of hand." **Gleason** hopes those days are past. "If you don't agree, be professional about it," **Gleason** said. "You don't have to cuss at people and disparage people."



**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Daily Commercial (FL)  
May 6, 2011

### **Email Scandal Deletes Trust in Officials**

Mascotte's interim City Manager **Jim Gleason** overstepped his bounds. **Gleason** sent an email to City Councilman Tony Rosado about Rosado's water bill. **Gleason** said he cannot prevent the city's water department from cutting off Rosado's water for lack of payment. **Gleason** then urged Rosado to delete the email, which he said he sent as a courtesy. **Gleason** said he deleted the email he sent to Rosado.

In his defense, **Gleason** said the email was a "of a personal nature. It wasn't policy discussion. I took it upon myself, knowing Tony was new in the council business." **Gleason's** lame defense misses the point. His email was public record -- as stated in the disclaimer at the bottom of the email. It is a violation of law -- and a major breach of political ethics -- to tamper with public communications. **Gleason's** actions also establish a precarious precedent. As the city's top official, **Gleason** suggests it is permissible to destroy certain public records if the sender arbitrarily deems them insignificant or harmless.

**Gleason's** communication may indeed have been harmless -- but only incidentally. The question **Gleason**, the council and the public must now ask is where will **Gleason** draw the line in the future. If **Gleason** deletes a public communication over what's arguably such a minor matter and urges a councilman to do the same, how will **Gleason** resist the temptation when faced with weightier issues with potentially deeper consequences? Essentially, can **Gleason** be trusted? **Gleason's** handling of the email speaks to his character. Parents may give their children the benefit of the doubt. But after catching their children reaching into the cookie jar one too many times, that trust begins to wear thin.

Public officials are held to higher ethical standards. It's the nature of the job. Those who choose to work in the public sector have authority over the lives and livelihoods of many people. **Gleason's** lack of diligence and foresight is an embarrassment to the residents of Mascotte. In the wake of Fruitland Park's scandal over its police chief, **Gleason's** misstep is one more mark on Lake County as a whole.

The public should remember that it's not the email that caused this stir. It's the principle -- and in public life the slightest deviation from the strict rule of law leaves the unsavory perception that all politicians are self serving. **Gleason's** task now is to find a way to reassure the public that this aberration was the exception to the rule, and not business as usual. The public deserves as much.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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The Daily Commercial (FL)  
March 08, 2011

**Interim Working to Leave His Mark**

Author: Roxanne Brown

After two full weeks on the job, **James Patrick Gleason** is just getting settled in as Mascotte's interim city manager. **Gleason** said he has been striving to get a grasp on the city's happenings, to get to know the city staff, and to get a good sense of what he can do to make a difference in the short time he's got. "'I'm trying to put a plan together to help the mayor and the council work though 2011 and into 2012 and beyond," **Gleason** said. "But so far, I can see that Mascotte is suffering from the absolute lack of growth. It is a city that a few years ago, was planning on residential growth," "It's a good microcosm as to what's happening in this state and in this country." The City hired **Gleason** as its interim city manager for 6 months after they terminated seven-year tenured Marge Strausbaugh as city manager for no cause in January. Meanwhile the council is preparing to begin a search for a permanent replacement, a job which **Gleason** can also apply for should he wish to.

As of now however, **Gleason** -- Former City manager of Chamblee, GA and former City Manager of Ocoee -- signed on for about \$57,000 and a six-month stint through August 31. A clause in the contract stipulates that either party can put an end to the gig with a two-week notice.

Officials were also warned in advance of **Gleason's** pending job interviews for open city manager positions in both Holly Hill and Sunny Isle Beach. Mascotte Mayor Jeff Krull said so far, he and the council are happy with **Gleason's** performance and would try to make a counter offer should he get a hit on one of the other cities' openings. Krull said the only problem with that plan is their own budget. "It's getting someone good in here to work for what we can pay them," Krull said. "But as times get better, perhaps the pay will get better too. That's what we're hoping the right person will be able to recognize."

Of **Gleason**, Krull said "We handed him an omelet and expected him to make an egg of it." "He knows the basic ropes regarding what goes on in city government but he's still learning the in's and out's of Mascotte in particular," Krull said. "What I like (about **Gleason**) is that in spite of the fact he's an interim at this point, he seems to be sincerely attempting to find out what Mascotte's problems are and be effective in correcting past mistakes and effecting positive change." **Gleason** said for the past two weeks he's felt like a doctor, investigating the symptoms of a tight budget in relation to the root causes and trying to find a solution. He's going through lists and prioritizing what needs to be done immediately and what can wait. **Gleason** is also noticing some of the things he needs to do to strengthen Mascotte's budget, including refinancing loans and finding ways to generate income to get ahead of the debt while keeping the levels of service and tax rates that residents have come to expect in Mascotte.

**Gleason** said his vast experience in dealing with past cities in similar situations will help him, adding that he'll do whatever he can to make a difference for Mascotte. **Gleason** is also counting

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on past contacts he believes can help him formulate a good plan for the city emergency services. All that, and on his off days, he's a substitute teacher in Ocoee where he and his wife live. "I told the council that I'd come in here and act like I'm going to be here for years. I wasn't gonna treat it (the job) with a one-day mentality," **Gleason** said. **Gleason** said he will consider all his options carefully before deciding on any job or deciding to apply with Mascotte permanently. **Gleason** will have an idea regarding the outcome of his other interviews by month's end. In the end, whether he leaves or stays, **Gleason** said he wants his pride to be evident to the residents of Mascotte. "If it should come to that, I would want to feel proud that I've left this city with a blueprint and a plan that if they follow through with, will continue moving them forward," **Gleason** said "We'll have to just wait and see what happens."

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**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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The Atlanta Journal-Constitution (GA)  
November 2, 2010

**Chamblee City Manager Stepping Down Nov. 19**

Author: April Hunt

**Jim Gleason**, Chamblee's city manager for more than two years, is stepping down just as the city could grow in size. **Gleason's** last day is Nov. 19, just days after the city is set to finalize its budget for the coming year. The spending plan will be about \$15.8 million or \$17.4 million, with the larger budget needed if up to 7,000 people vote to annex themselves into the city today.

Mayor Eric Clarkson said all of the plans to handle annexation and the upcoming budget have been completed. The city expects to appoint an interim manager during a national search for a new manager. **Gleason**, who has led the city since late 2008, is following his wife to Florida for a job. He replaced Kathy Brannon, who was city manager for 14 years.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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The Atlanta Journal-Constitution (GA)  
December 9, 2009

**Chamblee Launches Economic Committee**  
Author: April Hunt

The Chamblee City Council recently approved a public-private economic development advisory committee to recommend initiatives to the city. The committee's first task will be to promote business activity in the city, including recruiting and retaining businesses and helping with site planning. City Councilman Tom Hogan will serve as chairman of the committee. Also on the board are Councilman Scott Taylor; Laurice Tatum and Marion Yoder of the Chamblee Business Association; Jim Loser of the Chamblee Arts Alliance; and Dan Schultz, the city's development director. The committee's board of directors includes representatives from DeKalb-Peachtree Airport, MARTA, DeKalb Public Schools, the CDC, the Mid-City Business District and the International Village.

Mayor Eric Clarkson and City Manager **Jim Gleason** will sit on the board as nonvoting members.

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[https://icma.org/sites/default/files/79\\_DECEMBER%202009%20%20C2%B7%20VOLUME%2091%20%20C2%B7%20NUMBER%2011.pdf](https://icma.org/sites/default/files/79_DECEMBER%202009%20%20C2%B7%20VOLUME%2091%20%20C2%B7%20NUMBER%2011.pdf)

ICMA.org  
 December 2009

**Local Management Experience Benefits Iraq!**

Author: **Jim Gleason**

PM conducted an online Q&A with **Jim Gleason**, city manager, Chamblee, Georgia, on his year long work detail in Iraq during 2008. Here is what he had to say about the work he did in conjunction with ICMA's Iraq Local Governance Program, which was funded by RTI International, Research Triangle Park, North Carolina.

**WHERE WERE YOU LOCATED IN IRAQ, AND WHAT DID YOU DO THERE?**

I was located in Kirkuk, and I worked with the district and sub-district councils (city and county) on local governance and capital budgeting. I assisted in teaching the basic principles of how we run municipal government and the need to prioritize and manage capital budgets.

**WHAT WAS THE OUTCOME?**

I would love to think I made a difference. Some councils did better than others but overall I believe exposing the Iraqis to the concept of local self-government will go a long way to stabilizing the country and establishing local democracy. Their system has been dictated from Baghdad for so long that it will take time for them to learn the art of local control.

**WERE YOU EVER IN DANGER AND, IF NOT, WAS THERE A SPECIFIC REASON (EXTRA SECURITY, LOCATION)?**

Yes, a few times! The first was around Thanksgiving when I was in Baghdad and the Green Zone where I was doing my training. The area came under attack. While the compound did not take a direct hit that time, we did have to run and take cover in the bunkers. The other time was when I was in our convoy returning to the base in Kirkuk from the local Iraqi government offices and an IED [improvised explosive device] went off just after we passed. There were a few times at night when on the base we had to go to the bunkers because a few rockets had been launched toward the base. It was a little reminder that we were working in a war zone. I was able to travel four to five days a week from the base to the Iraqi government office in Kirkuk. I had to wear body armor and head gear while in the convoy, but I did have full faith and confidence in the men and women of the military who served as my security and escorts!

**WHAT WAS THE MOST SURPRISING THING TO OCCUR DURING YOUR WORK IN IRAQ?**

How quickly I bonded with and became friends with the Iraqis who worked with me. I found the Iraqi people want the same things we all do. They want a safe environment to live, work, and play; good jobs; and educational opportunities for their children. The same basics we all want in

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**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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life. Those basics are the ingredients for stability, civility, and having a future vs. only an existence.

**WERE ANY OF THE ASSUMPTIONS YOU HELD GOING INTO THIS ASSIGNMENT TURNED UPSIDE DOWN AND INSIDE OUT? HOW?**

Yes: that the Iraqi people did not hate the USA or the American people, nor were they our enemy. Every Iraqi I met would tell me to thank America for the help and assistance and sacrifice we made to ensure their freedom. But they also would say they had to stand on their own feet and take responsibility in running their country.

**IF YOU WERE TEACHING A LESSONS-LEARNED-FROM-THIS-EXPERIENCE CLASS TO STUDENTS OF PUBLIC ADMINISTRATION, WHAT WOULD YOUR TOP FIVE LESSONS BE? ARE THESE THE SAME FIVE LESSONS YOU'D DESCRIBE TO SEASONED MANAGERS?**

Let's see if I can come up with five:

1. You cannot have preconceived ideas or opinions about any group (in this case the Iraqi people).
2. One must be aware I was there to assist, provide information, and share professional experiences, but I was not there to dictate how they should do something. I was a guest in their country, not an occupier.
3. Maintain respect for their religion and culture, and understand there are unique differences.
4. Realize democracy and governance can come in many forms. Although we believe our system is the proper model, there are variations that can and do work in different societies.
5. Respect who you are working with and for at all times. Without that mutual respect you can not be successful.

**THINKING OF YOURSELF AS THE STUDENT IN YOUR IRAQ ASSIGNMENT, WHAT DID THE IRAQIS TEACH YOU?**

Patience—the Iraqi senses of time and deadlines are different than in our culture. As a city manager, I am used to tight deadlines for myself and staff, and our elected officials expect answers and results in a very short time frame. The Iraqis did not operate under the same sense of deadlines. Not that they did not meet goals and objectives, but they were not as tied to the clock as we are. They had a statement when you would ask about the deadline—“Inshallah”—which can be translated into something like “If Allah wills it” or “God willing.” The other lesson was humility. I take great pride in being a proud American and the good our country stands for, but I learned Iraqis too take great pride in their country, culture, and religion. Although we may want them to be a model of American democracy, we have to understand their version will be different from ours. I was also humbled by their sense of history and place compared with our country's founding on July 4, 1776. Some of the oldest records of civilization in the world can be found in Iraq.

**WHAT CULTURAL DIFFERENCES IMPACTED HOW YOU WENT ABOUT YOUR JOB?**

The biggest was the Muslim religion, as I had not had a lot of experience with Muslim friends in the United States. I had to educate myself on the basic values and beliefs and also the differences between the Sunni and Shia. I did this by talking with the Iraqis I worked with; I would have

**Internet – Newspaper Archives Searches****James Patrick Gleason***(Articles are in reverse chronological order)*

them tell me about their religion. I have a greater respect for Islam today than I had before going to Iraq. I found Islam is not a violent religion but, like all religions, a few extremists can take teachings out of context to justify violent actions. The other difference was working with female Iraqis. I have always believed in equality between the sexes, but I learned I had to be more guarded in how I spoke to Iraqi women compared with the men. Also I had to be very careful about any physical contact; sometimes just shaking a hand was a little awkward. Also in any social settings the men and women were separated.

**HAS THE EXPERIENCE CHANGED YOUR THINKING ABOUT LEADERSHIP, PASSION, ETHICS, DEMOCRACY, ETC.? IF YES, IN WHAT WAY?**

I am as passionate about democracy and leadership as I was before I went to Iraq but I have realized our form of democracy may not fit with every culture. One can have civil liberties and social freedoms, but the government model may not follow our model. I realize the goal is for people to have a legitimate free vote and a right to self determination, but we have to respect that in that process some societies may choose different types of leaders than we might or a different model of government. As long as the election and choice is by a legitimate vote of the people, we have to respect that it may be different from the outcome we would have liked.

**HOW DID THIS KIND OF ASSIGNMENT IMPACT YOUR PERSONAL LIFE? ANY UNEXPECTED SIDE EFFECTS?**

I am honored I was selected by ICMA to work on this assignment, but it was a greater challenge being away from family and friends than I thought. While the Internet and e-mail helped me stay connected, it was not the same as being there. Being away for holidays and birthdays was the toughest part. I have always admired those who choose to serve our country in the armed forces, but I now understand the challenge they go through when being deployed. They and their families go through this multiple times.

**HAS THE EXPERIENCE UNCOVERED OR GIVEN RISE TO NEW GOALS OR PURSUITS? HAS THE EXPERIENCE CHANGED YOU IN ANY WAY?**

I have always been passionate about good governance and leadership, but this experience strengthened my belief that all of us must work together to make our system better. We can have different opinions—be conservative or liberal, Christian or Muslim—but unless we find the common ground to work out our differences, we will not be as successful as we can be. The level of anger and discord we have in politics today really saddens me. We all have more in common that we do differences, but it seems our system is now about making the other guy look bad or take the blame. I hope we return soon to the time when leaders become statesmen and can communicate and reach across the aisle to find solutions and compromise that works for all Americans, not just for one's party or political ideology.

**OF THE THINGS YOU DIDN'T HAVE ACCESS TO IN IRAQ BUT TAKE FOR GRANTED IN THE UNITED STATES, WHAT DID YOU MOST MISS WHILE ON THIS ASSIGNMENT?**

**FOOTBALL!** I missed tailgating at the Florida Gator games with family and friends and watching my Minnesota Vikings on the NFL Ticket!



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**WHAT'S YOUR MOST VIVID MEMORY OF BEING IN IRAQ?**

The first time I got to go among the Iraqi people without wearing body armor or having an armed soldier by my side. The Iraqi people and shopkeepers I met in the market were so friendly. Those who spoke English would engage me in conversation and ask about America. I will never forget the smiles and laughs of the children who came up and greeted me and wanted me to take a picture. It also did not hurt that I was giving out candy; it just proves kids are kids no matter the country or culture. Candy is the universal language. It can bring a smile to a child's face.

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Public Management Magazine (a publication of the ICMA)  
 March 2008 · Volume 90 · Number 2

**Managers Strengthen Iraq’s Representative Government**

Author: Margaret Rogers

In a country where most news coverage has been of bombings and deaths or, more recently, of the decline in murders of innocent civilians, it is easy to overlook everyday heroes making a difference in Iraq’s provinces. City managers and ICMA members Jerry Calhoun, Paul Sharon, and **Jim Gleason** are classic examples of these unsung heroes. Although the managers’ lives vary greatly, they have several things in common. Each accepted a one-year contract to provide technical assistance to local Iraqi government officials. Each left behind family, friends, and a comfortable home in the United States. And each sees his contract as an opportunity to serve his country as well as Iraq’s nascent representative government.

Jerry Calhoun, city manager, Port Richey, Florida, thinks of his work in Iraq as a chance to teach Iraqis “to be their own masters.” Working with the Iraqis helps him serve his own country. “I love my country. I’m proud to be an American and hadn’t had a chance to serve. I decided this was it! I want to give back.” Based at Al-Asad Air Base in western Iraq, Calhoun trains leaders in five districts and their subdistricts, which are the “equivalent of counties and cities in the United States. Sometimes the results are evident immediately. This work is so exciting to me because I have seen firsthand the light turn on when the Iraqis learn something. They want more and more training; they are so eager to learn from us.”

Paul Sharon accepted his contract after retiring from a 35-year career in city management and serving as an ICMA Range Rider. He is assigned to Salahaddin Province. “To other ICMA members in the U.S., I say there are a lot of newly elected Iraqi officials whose skills we can enhance, teaching them processes to organize government, develop policies, and deal with the mundane day-to-day issues. What we deal with every day in the U.S. cities we serve uniquely qualifies us to teach Iraqis.” “We need to empower the Iraqis to govern themselves,” said **Jim Gleason**, former city manager, Woodstock, Georgia, who felt a personal calling to help Iraqis attain self-sufficiency after serving his local community as an elected official and city manager.

**Iraqis Learn to Build Strong Local and Provincial Governments**

These three ICMA members work with Iraq Strengthening Local and Provincial Governance (LGP), a project funded by the U.S. Agency for International Development (USAID) through a contract with the Research Triangle Institute (RTI International) and subcontracted partners that include the International City/County Management Association (ICMA). The mission of the project is to assist the people of Iraq by building the capacity of local and provincial governments and increasing citizen participation during Iraq’s transition to a democratic system. LGP began in 2003 and was expanded in 2005. From its headquarters in Baghdad, LGP oversees operations of regional offices in Erbil, Hillah, Basra, and Baghdad, which serve all 18 Iraqi provinces. The program currently has a staff of 120 international employees representing 28 nationalities as well as more than 450 Iraqi national employees working throughout Iraq. LGP

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staff members are currently assigned to provincial reconstruction teams (PRTs) in the provinces of Ninewa, Tamim, Babylon, Anbar, Diyala, Salahaddin, Thi-Qar, Basra and in the city of Baghdad. Thanks to LGP, Iraqi municipal leaders are learning from practiced city managers from the United States. Manager advisers are especially critical now in Iraq. The U.S. government is increasingly focused on building capacity from the ground up, making local and provincial governments work in light of the challenges the central government in Baghdad is having being effective.

#### ICMA Members Make a Difference in Iraq

ICMA members who help strengthen local governance in Iraq help elected leaders improve governmental management and administration, understand the roles and functions of government officials and agencies, increase the efficiency and effectiveness of public services, and train civil servants. Why do they do it? “To be a part of history. To make a difference in the lives of the Iraqi people.” —Jerry Calhoun, city manager, Port Richey, Florida “To enable. The opportunity to help teach the Iraqis to govern themselves and to make their lives better was irresistible.” — Paul Sharon, ICMA-CM, former local government administrator and ICMA Range Rider, Jacksonville, Florida

“I felt a personal calling. I think I can make a difference as a city manager helping empower Iraqis to make decisions.” —**Jim Gleason**, ICMA-CM, ICMA-RTI Advisor Iraq and former city manager, Woodstock, Georgia ICMA members Calhoun, Sharon, and **Gleason** are indispensable to Iraqi officials learning how to serve their local populations. Under Saddam Hussein’s Baathist regime, the central government controlled all decisions. Now, under the burgeoning new representative system, local leaders are gaining a voice in the decision-making system. But they have little experience of their own on which to build.

#### LGP and PRTs Improve Iraq’s Stability

LGP supports the PRTs’ and embedded PRTs’ efforts across Iraq by providing technical advisers who work alongside the military in governance, electrical utilities, public finance, agriculture, urban planning, water engineering, policy reform, economic development, and geographical information systems. PRTs are joint civilian-military units that support local leaders and empower provincial authorities by working closely with the communities they serve. They are the primary interface between U.S. and coalition partners and provincial and local governments throughout Iraq.

Under the president’s “New Way Forward in Iraq” announced in January 2007, the PRT program has expanded from the initial 10 PRTs established in 2006 to 25 PRTs now. Ten of the new PRTs are embedded with U.S. brigade combat teams. These civilian-led teams work hand in glove with brigade combat teams or regiments (of the U.S. Marine Corps) to support the military surge in Anbar Province and the greater Baghdad area. These teams include U.S. diplomats, military officers, development experts, and other specialists in local government management, law, engineering, industrial development, urban planning, and agribusiness. The individuals come from many U.S. government departments and the private sector. The Office of Provincial

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Affairs within the U.S. embassy in Baghdad provides policy guidance and support to the PRT program.

The overarching goal of LGP and the PRTs is to empower Iraqi citizens and local and provincial authorities by helping them:

- Develop a transparent and sustained capability to govern.
- Increase security and the rule of law.
- Promote political and economic development.
- Provide the administration needed to meet the population’s basic needs.

Managers are uniquely qualified to fulfill the mission. Their experience in organizing public meetings, operating city and county budgets, obtaining federal funds, and running essential services is invaluable to newly elected Iraqi leaders. To his fellow ICMA members, Jerry Calhoun says, “These skills will carry on for future generations and the value in that is incalculable. How can one put a price on the value of teaching local government officials how to hold public meetings? The importance of public participation? Transparency in all levels of government? And how to lobby and work to compromise with the national government to achieve funding for local projects?” The advice managers provide at the local level is especially crucial now, given the difficulties the central government in Baghdad is having serving its public. “City management is most important now in Iraq because the central government is not functioning optimally,” Calhoun said. “We need to create capacity in the Iraqis to run effective local governments and sustain them over the long run. As a result of the efforts of the LGP program, we are starting to see local governments work.” City management requires skills in communication and conflict management. Paul Sharon learned both from his father, a former city manager who taught him the occupation is a “noble calling.” It’s better to improve the lives of others than seek personal gain, Sharon said. “My father told his sons ‘if you ever have a chance to step in and change the lives of others, take it!’”

#### New Guide Outlines Iraq Government Structures, Responsibilities

A two-volume handbook published in December 2007 provides the first comprehensive overview of the organization and workings of Iraq’s government systems. The Republic of Iraq District Government Field Manual describes Iraq’s federal and local government structures in simple language, including information on Iraq’s constitution, the roles and functions of various government structures, and information on public finance and economic development.

The handbook was developed by the U.S. Agency for International Development’s (USAID) Iraq Local Governance Program (LGP), which has supported efforts to strengthen government in Iraq at the local, municipal, and provincial levels since 2003. LGP is being implemented by RTI International, with assistance from ICMA and several other organizations. The 48-page first volume and the 100-page second volume of the manual are available for free download in both English and Arabic on the “Reports and Publications” page of LGP’s Web site at <http://www.lgp-iraq.org>. For more information, contact the RTI International Office of Communications at 919/316-3596 or [news@rti.org](mailto:news@rti.org). It was that motto and a line from a Bonnie Raitt song—“Life gets mighty precious when there’s less of it to waste”—that led Sharon to

**Internet – Newspaper Archives Searches****James Patrick Gleason***(Articles are in reverse chronological order)*

work in Iraq after retirement. “Even though I am still young, I don’t have as much time as I did 50 years ago. Anything one can do to enhance that precious time is going to be fulfilling and rewarding.”

**Personal Sacrifice, Universal Rewards**

With the U.S. government’s increasing focus on building capacity in Iraq from the ground up, the work that technical advisers like Sharon, Calhoun, and **Gleason** provide is even more important. The rewards of strengthening a democracy, however, don’t come without costs. When **Gleason** departed for Iraq, he left behind friends, colleagues, and a wife of 27 years. At first, his friends didn’t understand why he would go to work in a war zone. They responded with the typical “Are you crazy?” “Once I explained my reasoning and that this is a once-in-a-lifetime opportunity, they understood,” **Gleason** said. “The irony is that if it were anywhere other than Iraq, say Paris, they wouldn’t have hesitated in their support. But non-challenging places are not where our expertise is needed.”

His long overseas assignment would mark the first time he and his wife would be apart for more than a couple of weeks. It would mean missing anniversaries, holidays, and birthdays. But perhaps it was the strength of the marriage that gave **Gleason** the courage to take on a challenge that would enrich both lives. “If your marriage has lasted this long and withstood all the usual trials and tribulations, it will survive this year.” **Jim** added with a laugh, “This might make our marriage last longer, giving my wife a break from me. I’m pretty intense to live with!”

Aside from a few trips to his wife’s native country of Colombia and a short trip to Brazil, Iraq is Calhoun’s first international experience. Now he regularly travels by helicopter between the Al-Asad Air Base, where he is assigned, to LGP headquarters in Baghdad. He is used to wearing the necessary body armor, a helmet, and a fire-resistant jumpsuit each time he travels. Back home, Calhoun’s family understands and supports his mission. “Without my wife’s 100 percent support, I wouldn’t be here,” Calhoun said. “Lupe is Colombian and a naturalized citizen. She loves the U.S. and believes in serving her country, in giving back. As Americans, we take for granted everything we have.” Sharon’s wife and children were sad to see him leave for Iraq, but they support his decision. “My wife said, ‘I know you can make a difference. I don’t want you to go, I’ll worry every day, but I am proud of you!’ My children are proud of me even though they are unhappy with the U.S. approach toward Iraq,” he said.

Working in Iraq gives **Gleason** the opportunity to advise Iraqis how to build foundations for managing local representation and to learn from U.S. mistakes. “To my colleagues in the U.S., I would say we all work in challenging environments, even if we take our democratic form of government for granted. If they come to Iraq they could have an opportunity and unique challenge to actually advise Iraqis how to create city management that would work efficiently and avoid some of our mistakes made over the past 250 years. We can teach them best practices and use the many ICMA resources in our work here.” “My goal is to leave the leave a city a better place than when I arrived,” **Gleason** said. “You need to be a bit of a risk taker; think outside the box rather than have the don’t-rock-the-boat attitude or be someone who doesn’t want to get out of their comfort zone. You have to be willing to fail; you won’t like it but we

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*(Articles are in reverse chronological order)*

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learn so much from our failures. Life is full of lessons; we learn more from setbacks than successes.”

#### How to Serve in Iraq

The work being performed by ICMA members Jerry Calhoun, Paul Sharon, and **Jim Gleason** is helping to create efficient and responsive local government in Iraq and is furthering the country’s slowly emerging stability. If you want to serve in Iraq and experience firsthand this unique opportunity to teach Iraqis to build the foundation of strong local governments, contact ICMA’s Ross Mallory for more information at [rmallory@icma.org](mailto:rmallory@icma.org). Margaret Rogers is governance adviser, public affairs, Iraq Strengthening Local and Provincial Governance (LGP), Baghdad, Iraq ([lroger01@lgp-iraq.org](mailto:lroger01@lgp-iraq.org)).

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Cherokee Tribune (GA)  
October 11, 2007

**Gleason to Resign as Woodstock's City Manager**  
Author: Kristal Dixon

Woodstock soon will begin the search for a new city manager. **Jim Gleason** has informed the mayor and city council that he will resign as city manager, effective Nov. 8. **Gleason**, who has been the city manager for three years, accepted a consulting position with the International City-County Managers Association (ICMA). As a consultant, **Gleason** will travel overseas to help emerging democracies form local governments. "It won't be a luxury assignment, but it will give me the opportunity to do something on the international level that'll make a difference,"

**Gleason**, 49, of Canton, said of the ICMA position. The position also will allow **Gleason** and his wife, Cheryl, who teaches English at Etowah High School, to move to Orlando, Fla., in June 2008. The **Gleasons** have two adult sons who live in Orlando, Fla.

News of **Gleason's** resignation was not a surprise to city officials. "It wasn't a shock," Woodstock Mayor Donnie Henriques said. "We knew he wanted to return to Florida, so we were prepared mentally." Henriques said the city government has not yet started searching for a replacement. He has asked Human Resources Director Tracie Barnes to come up with "alternative ways to gather information on candidates." "We want to broaden our horizons," Henriques said. The mayor, as well as city council members, said **Gleason's** work ethic and professionalism really turned Woodstock around. "He's put in the best city staff," Henriques said.

Councilwoman Liz Baxter said **Gleason's** tenure was an asset to the city. "He's done a lot of cleaning up," she said. "He is very professional." Councilman Bud Leonard, who took office in January 2006, said the time he's worked with **Gleason** has been "very positive." "I hate to see him leave, but I'm really excited for him," he said. Councilman Randy Brewer said **Gleason's** efforts to streamline the city have paid off. "Since my seven years on the council, the city has been running more smoothly," he said. "Woodstock has become a customer-friendly city."

**Gleason** said he is proud of the relationship he's had with the mayor and council members, both past and present. "It's been a great pleasure working with them all," he said. **Gleason** added he also was satisfied with the work he did on the proposed Interstate 575 interchange at Rope Mill Road as well as in establishing Woodstock's tax allocation district (TAD). "It was a collaborative effort with (the Georgia Department of Transportation), the landowners and the mayor and the council," he said of the interchange. "I hope to get the loose ends tied up before I go."

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**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Cherokee Tribune (GA)  
January 18, 2007

**National Group Honors Woodstock Manager**  
Author: Staff Reports

Woodstock City Manager **Jim Gleason** was recognized by the National League of Cities for reaching the silver level in its certificate of achievement in leadership program. Sponsored by the organization's Leadership Training Institute, the award was presented in Reno, Nev. at the Congress of Cities Congress. The silver certificate level is achieved by local city officials when they earn 36 credits in all five of the core competency areas of municipal leadership. **Gleason** is one of only 135 NLC members to reach this level.

The areas include personal leadership growth and development, effective governance, effective communications and media relations, skills in developing and promoting partnerships and promoting and managing change. The organization that included 19,000 cities is the nation's oldest and largest group devoted to strengthening and promoting cities.

**Lutz moves practice to new location**

Dr. John Roman Lutz has moved his practice to a new location in Woodstock. The office is at 240 Creekstone Ridge and he will host an open house from 2 to 6 p.m. Friday. Lutz specializes in providing psychotherapy to adults and couples and has been practicing for more than 20 years.



**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Cherokee Tribune (Canton, GA)  
August 31, 2006

**Suit blocks trash-hauler franchise**

Author: From staff reports

The commercial franchise established for a trash hauler in Woodstock will not go into effect next week as planned due to a pending lawsuit. Trash-hauling companies and local businesses have expressed concerns about the city government's contract with Advanced Disposal that has established a commercial franchise in the city. "What will happen is everything will be on hold until we have a determination from the court," City Manager **Jim Gleason** said. "That way nobody is impacted, pro or con."

On July 13, Georgia Waste Systems Inc., also known as Waste Management, and North Metro Waste Inc., filed a lawsuit in Cherokee County Superior Court against the Woodstock City Council, mayor and Advanced Disposal Services Atlanta LLC.

In June the council approved an amendment to make Advanced Disposal the citywide hauler for commercial customers. The company already is the citywide hauler for residential customers. JoAnn Birrell, community relations municipal marketing manager for Waste Management, said she could not comment on the specifics of the case. "It's Waste Management's policy to defend ourselves and our rights against illegal contracts," she said.

Mayor Donnie Henriques and Sheryl Collie, owner of North Metro Waste, both said they could not comment since it involves litigation.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Cherokee Tribune (GA)  
February 25, 2006

**Officials Begin Market Research Woodstock Aims to Attract Visitors, More Businesses**  
Author: Sarah E. Alexander

"Have you been to Woodstock?" It's a question Woodstock city officials hope more people soon will be asking each other. City officials are researching ways to market the city to bring in both more businesses and more visitors. City Manager **Jim Gleason** said since the city is being redeveloped with construction such as Hedgewood Properties' Woodstock Downtown mixed-use project, now is the time to step up marketing. His staff is seeking cost estimates for marketing firms and later this year, the council could vote to hire a marketing firm. **Gleason** said the council could include between \$5,000 and \$10,000 in next year's budget for marketing expenses. "This is not going to look like the same place three to five years from now," **Gleason** said. "It is truly creating a destination where people from not only in the county, but from outside the area would want to come to in the evenings and on the weekends."

On Tuesday the Woodstock City Council will consider approving a contract with CGI Communications for marketing tools, such as a video about the city for the city's Web site and city banners -- at no cost to the city. The council last week asked the state legislature to create a convention and visitors center authority. If the request passes, the city will be able to increase its hotel/motel tax from 3 percent to 6 percent. The revenues would help the Woodstock Downtown Development Authority fund projects, including marketing efforts. **Gleason** said while the city has a visitor center at Dean's Store downtown, nothing is being done by city staff to market Woodstock. "Cities are no different than businesses," he said. "You want outside people to come into your town and spend their money."

**Gleason**, who said the public would be involved in developing marketing ideas for the city, said his staff also is reviewing changing the city logo and seal, which includes the train depot, now being turned into a restaurant. "I don't think you want your city logo to essentially be a private business," he said. **Gleason** said it's important for cities to distinguish themselves because it can determine whether people want to live in or visit the area. "You want your city to be known and have a certain image," he said. "We want a community that when people hear the word 'Woodstock' that it's like, 'Oh man. Have you been to Woodstock?'" **Gleason** said his goal is to see the downtown area "alive with people." "We're not going to be Disney World," he added. "

At the end of the day we recognize that." Council members said they support an increase in city marketing efforts. Councilman Bud Leonard said he thinks marketing could help to make the city a destination. "I think it will attract people who may not know anything about Woodstock," he said, adding he would like to attract both more commercial development and visitors to the city. "I also want to see people in the city want to come to downtown and participate and go out to eat." Councilwoman Liz Baxter said she would like to highlight a special city feature like its mountain biking trails in an effort to bring in more businesses. "What we're looking for are jobs," she said. "If we're doing any advertising at all, we're trying to entice big business and

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**

*(Articles are in reverse chronological order)*

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corporations in here that are going to mean some jobs." Councilman Bill Long said he would like to market the city to attract upscale commercial developments, as well as businesses to the city's industrial park. "If you attract them, you get the others. You get your jobs, and you'll attract people who want to come here," he said. "If you're going to change the town, you've got to be prepared to change with it." Councilman Bob Mueller said he thinks funds spent on marketing would be well spent. "It just makes the city grow better," he said. "I think that downtown Woodstock is growing, especially since Hedgewood has come in."

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Cherokee Tribune (Canton, GA)  
January 26, 2006

**Woodstock mulls \$8-a-month fee Money would pay for stormwater improvements**  
Author/Byline: Sarah E. Alexander

Woodstock residents soon could be paying an extra \$8 a month. The Woodstock City Council is considering adding an \$8 stormwater utility monthly fee per household or business to pay for stormwater improvement projects. If approved by the council, the new fee would begin appearing on city water bills July 1. The federal and state governments are mandating local governments address stormwater issues, but do not specify how they should pay for the improvements.

The council on Tuesday night tabled the issue so the public works committee could first review the issue and consider how to raise money for the stormwater projects. The city's first stormwater improvement projects, which include installing curbs and gutters and pipes to help to eliminate standing water in some areas, could cost about \$2 million, according to City Manager **Jim Gleason**. "The fairest and most equitable means seems to be establishing a stormwater utility that is like your water and your wastewater fund. It's an enterprise fund. It stands alone," **Gleason** told the council Tuesday night. "There's only two other ways that I know of to find those funds and that is to raise property taxes or to cut services."

**Gleason** said the city could begin with a lower fee and raise it later, but that way could take the city about three years to raise the money to begin addressing the stormwater issues. "I think, personally, that residents wonder after five years, 'What am I paying this for if I'm not seeing something done?'" he said.

Councilman Steve Faris said he thinks the city should inform and educate residents about the stormwater fee before approving it. "I understand the need," he said of the fee. "People will perceive it as a tax increase." Councilman Randy Brewer said he would like the council to further discuss the issue before voting. "My concern is that we've stood up here and lowered the millage rate, and now we're going to put a very sizable monthly tax on the water bill," he said. "I don't have an answer for it, but it's a very big concern of mine."

Councilman Bob Mueller said he favors having the annual total of the fees -- \$96 -- included in city tax bills instead of on monthly water bills. "It's once a year," he said of including the fee with city taxes. "We don't have a choice. We have been mandated by the federal government."

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Cherokee Tribune (Canton, GA)  
August 10, 2005

**Woodstock council lowers millage rate**

Author/Byline: Sarah E. Alexander

Most Woodstock residents will not see much of an increase in property taxes this year. The Woodstock City Council approved lowering the millage rate Tuesday night. No residents spoke at the public hearing.

The council approved a rollback of 6.115 mills, which is revenue neutral and a decrease from the current rate of 6.458 mills. The rollback would prevent most homeowners from seeing a property tax bill increase. A homeowner with a house valued at \$200,000, with the standard \$5,000 homestead exemption, would pay \$458.63 in city property taxes this year based on the new rate. A homeowner with a house of the same value in 2004 paid \$484.35.

Council members said they liked the new millage rate. Councilman Bob Mueller said he is happy about the decrease. "I think we have very good management here with (City Manager) **Jim Gleason**, and everything's working good," he said. "I just think that the people ought to be given back anything we have left over." Mueller added he does not know if the city can continue to lower the millage rate since there eventually could be more costs for storm water management. "We'll try to do the best we can," he said.

Mayor Bill Dewrell said he supported the decrease. "I think any time you can lower the rate of what the citizens pay for a service while raising that level of service, you've got to be doing something right," he said. "We're doing more for less."

Last month the council approved budget cuts such as \$6,200 in advertising in the media and \$4,800 from the concerts and special events fund, to help to lower the millage rate.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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North Port Sun (FL)  
January 5, 2005

**Commissioners Disappointed with Selection**

Author: Elaine Allen-Emrich

All sides of **James Gleason's** story aren't being told about the former city where he was fired last year, he said. As one of the top four candidates on the North Port's city manager short list, City Commissioners Rue Berryman and Dick Lockhart said they would like to see **Gleason's** name removed. "He sued the city commissioners and mayor," said Berryman after reading an incomplete \$10,000 background search provided to the city by a Texas firm last week. "He sued the people he worked with. Do we really want that in our city?" However, **Gleason** said there are elements regarding his tenure in Ocoee, Fla., if given the opportunity to answer questions, he could reveal.

**Gleason** said despite having to sue his former city, he "stood" his ground on alleged Sunshine violations among commissioners and the town's mayor prior to him being fired. "Beyond working for Ocoee, commissioners are still calling the places where I've applied as a city manager and trying to prevent me from getting a job," **Gleason** said. "I think public officials have a higher standard to live up to and I have solid ethical and moral values." An Internet search of **Gleason** reveals the transcript from a special meeting where **Gleason's** employment was discussed in Ocoee, Fla. on Feb. 3, 2004, prior to him being fired in March.

A city of Ocoee commissioner Nancy Parker, who attended the February meeting, said at that meeting that "It's a shame when we (city commissioners) allow rumors, innuendoes, and struggles for personal power, consequences of our own actions and our infighting amongst ourselves to become an embarrassment to this city. And it's undeniable that we, and I include myself in that, have all done that." Parker went on to say "I believe that today, Ocoee's in better shape financially, I believe we have a vision that we are moving toward, and I cannot think of one proper direction that has been given to the City Manager (**Gleason**) -- I cannot think of one consensus direction, one vote direction, that has been given to this City Manager (**Gleason**) that he has not done his best and carried out."

**Gleason** said he filed suit last year against Ocoee Mayor Scott Vandergrift and commissioners Danny Howell and Scott Anderson for allegedly making 57 phone calls to one another before the decision to fire him. **Gleason** claimed the Florida Sunshine Law was violated during those alleged phone calls. He said he had to deal with several interesting obstacles deriving from the commissioners he served, even after leaving Ocoee.

**Gleason** said while North Port City Commissioners might have prejudged him, there are several similarities between here and the city of Ocoee. **Gleason** said he told Ocoee commissioners that they could not continue running the city's wastewater district in a negative balance. He helped privatize and eventually had to raise rates in order to get the district back on track and in compliance with state requirements. "At the end of the day people probably said '**Jim Gleason**'

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raised our rates," he said. "This allowed the elected officials to dodge a bullet. But ultimately the city became solvent again. You cannot run in a negative fund balance."

North Port had a similar problem as the Solid Waste District borrowing more than \$1 million from the city's general fund to create a positive fund balance this year. Currently, as the city manager for Woodstock, Ga., **Gleason** says he's familiar with growth issues. He said it's the second fastest growing area in Georgia and the seventh in the nation with 30 percent growth each year. North Port is the third-fastest growing city in Florida with more than 3,000 new homes built last year. "I waited for at least a letter from North Port saying the city had hired a city manager since I applied back in July," **Gleason** said. "Then since I didn't hear anything, I took the job on Nov. 1 in Woodstock. They are very fine people here."

**Gleason** said the reason he wants to move back to Florida is because he is well-versed in Florida government. His wife is an Orlando teacher and his son attends college in Fort Myers. "At the end of the day, I have to believe I stood up for what is right," he said. "I went back to being a city manager because that is what I am good at. I am on probation for up to six months at my Woodstock position. I have not signed a contract with the city of Woodstock because that would be violating the code of the International City County Manager's Association. I also did not apply for any jobs after I was hired in Woodstock." **Gleason**, who withdrew his name from the Friday interviews with the North Port City Commission, said he might reconsider flying in on Friday. He said he would talk to his wife and then call City Clerk Helen Raimbeau with his answer.

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*(Articles are in reverse chronological order)*

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Cherokee Tribune (GA)  
November 3, 2004

**Woodstock's New City Manager Begins First Day on Job**

Author: Sarah E. Alexander

New Woodstock City Manager **Jim Gleason's** first day at City Hall was Tuesday, but he began working off the clock last month. **Gleason**, who started preparing for the job as soon as the City Council appointed him in mid-October, said his main priorities include the proposed interchange plans and improving traffic. He said he plans to get all the facts about the proposed plan to revamp the Interstate 575 exit 8 interchange at Towne Lake Parkway. His fact-finding efforts will include meeting with Georgia Department of Transportation and Federal Highway Administration officials. "One of the key things I'm trying to do is follow up with these agencies," he said. "When (the council members) are making a decision, hopefully they are making it based on the best information."

**Gleason** said he thinks the proposed interchange project could help traffic. "What happens with the interchange is going to have a trickle affect on feeder roads," he said. Councilwoman Susan Jones said she is glad the proposed interchange plan is one of **Gleason's** priorities. "The interchange is definitely a priority to me," she said. "We need it." **Gleason** said another goal is to ensure city staff continues to follow policies. "As long as I do that, we should have a very successful and long-term working relationship," he said. **Gleason**, 46, who recently moved to the city, said he began working at home before Tuesday so he could become educated about the city's issues. "I really felt they had made a strong commitment and statement in offering me the position," he said of the council. "Even though the clock hasn't been ticking in reference to the paycheck, there was a reason to jump in." Mrs. Jones said she thinks **Gleason** is going to be good for the city. "He brings a whole new energy to the city," she said. "He means what he says, and he is totally putting himself into the job." Councilman Bob Mueller met with **Gleason** and public works department staff Tuesday morning to discuss an update on the wastewater treatment plant. Mueller said he thinks **Gleason** is going to be an excellent city manager. "He seems to be very informed and right on board already," he said. "He's done his homework."

**Gleason** said while his first day was non-stop, he expected to be busy. "I'm excited to finally get here and to get going," said **Gleason**, who is the former city manager for Ocoee, Fla., where he previously served as a city commissioner for four years. "This is an opportunity to experience a different quality of life in a different environment." **Gleason's** professional background includes working as vice president of governmental and community relations for West Orange Healthcare Governmental District and owning a durable medical equipment company called Compression Therapy Inc. He earned his master's degree in public administration from Webster University in St. Louis, a bachelor's degree in business from Barry University and an associate's degree in business marketing and management from Valencia Community College in Orlando, Fla. **Gleason** and his wife, Cheryl, who is a ninth-grade English teacher, have two grown sons.



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**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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The Orlando Sentinel (FL)  
 May 22, 2004

**Vendetta in Ocoee Revs up with Claims of Extortion**

Author: Jim Stratton

Even in Ocoee, where political feuds sprout like dollar weed, the latest communal drama is tough to ignore. It features a pancake restaurant, sophomoric insults and an alleged assault with a box of leftovers. It has sparked charges of illegal phone calls, favoritism and now, extortion. It would be funny if the feelings behind it weren't so toxic. And now things may get worse. In a claim sure to fuel the fire, former City Manager **Jim Gleason** says Commissioner Danny Howell pressured him to pay Howell's debts, rig a city auction and give Howell preferential treatment when the commissioner failed to pay his water bill.

**Gleason** has contacted the State Attorney's Office, which is investigating. That office would not discuss the case, but city records suggest that **Gleason** repeatedly helped Howell financially. **Gleason** says he did so for fear of losing his job. "He told me: 'You make the big bucks. Find a way to take care of it,'" **Gleason** said. "He said he'd supported me as city manager and that he could just as easily remove that support." Howell, who voted to fire **Gleason** in February, said he has done nothing wrong but would not discuss the allegations or respond to questions sent by e-mail. He said only that he was "getting tired of all these accusations." The commissioner and the former city manager have been bickering for months.

In March, **Gleason** accused Howell and two other elected officials of conspiring to fire him in a series of private phone calls. Such conversations are illegal. State prosecutors also are reviewing that complaint. A month later, **Gleason** tipped the media when police found Howell asleep in his car in a city park with his pants down. With so much bad blood flowing through this small suburban city, the recent confrontation at a Perkins restaurant on State Road 50 was probably inevitable. The sheriff's report says **Gleason** and Howell ran into each other as Howell was on his way out. Their exchange, according to the report, went like this:

Howell to his wife: "Let's go. It stinks in here."

**Gleason** to Howell: "At least I have my pants on."

A scuffle followed, and Howell's wife allegedly whacked **Gleason** with a box of leftovers – or possibly, the report says, a stuffed animal. Like so much else about this small-town slugfest, the facts are fuzzy.

**GLEASON IS EMOTIONAL**

**Jim Gleason**, on the other hand, is not. He can be prickly and emotional and easily baited. After commissioners voted to fire him, he traded words with one of his critics in the lobby of City Hall. That has led to a misdemeanor battery charge, though **Gleason** says he merely touched the woman, a former city employee, on the arm. Last month, he was drawn into an e-mail spitting match with a Howell supporter. The two swapped insults, with **Gleason** mocking the woman's recent appearance on the local government TV channel. "The scary part is seeing your 'Over Weight Behind on TV' with your Pants in the Crack!" he wrote in an e-mail given to the

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Sentinel. “What a laugh we all got out of that one!” **Gleason** admits he needs to hold his tongue. “I have absolutely no defense for that. I was totally wrong,” he said. “That is probably my biggest fault, and I’ve got to control it.” He does not apologize, however, for the floodlight he has thrown on commissioners. They broke the law, **Gleason** maintains, and people should know. His latest charge focuses on Howell, who was first elected in 1997. In his complaint to the State Attorney’s Office, **Gleason** says that during a 15-month period, the commissioner pressured him for financial help at least three times. The first instance, he said, happened in May 2002, when Howell was a year late paying a \$150 campaign fine. The city clerk tried to collect but was unsuccessful, according to a memo she gave **Gleason**. Finally, she contacted **Gleason**, who met with Howell. In his second-floor office overlooking Starke Lake, **Gleason** said he tried to persuade Howell to pay. “His comment was, ‘That’s why we pay you the big bucks,’” **Gleason** said. “‘You find a way to take care of it.’” “Soon after that, according to the memo, **Gleason** showed up with \$150 in cash to pay Howell’s fine.

A few weeks later, the finance department reported that Howell had failed to reimburse the city for more than \$350 in unauthorized charges on his city-issued credit card. **Gleason** said he urged Howell to pay but claims Howell again told him to “take care of it.” So **Gleason** wrote the city a personal check for \$354.18, the amount Howell owed. Later, at a public meeting, a resident asked why the city manager covered a commissioner’s expenses. **Gleason** said he told “some story” about wanting to close out the books for the month. He also said Howell had already reimbursed him. Now **Gleason** says that was a lie. “I covered for him,” **Gleason** said, “because it was clear if I didn’t, I’d have a rough time.”

**Gleason** said the last time he helped Howell financially came more than a year later. In September 2003, the city allowed employees to bid on a handful of surplus personal computers. **Gleason** said Howell instructed him to “make sure” Howell got one. **Gleason** says he spoke with the city’s technology manager, telling him one of the computers had to be set aside for **Gleason** to win for a commissioner. Information Systems Administrator Brian Ross refused, saying that everyone had to make a sealed bid. Ross, however, did say that he and **Gleason** “might have discussed a price” that would likely win a bid. In the end, **Gleason** paid \$130.10 to get one of the computers. He says he delivered it to Howell’s home and later asked about setting up a payment plan for Howell to reimburse him.

About that time, **Gleason** said, he also told Howell he would no longer give the commissioner special treatment when he was late paying his water bill. At least twice, **Gleason** claims, Howell demanded water service be turned back on even though he still owed the city money. “At that point,” **Gleason** said, “the relationship started to deteriorate pretty rapidly.” On the advice of the city attorney, Ocoee’s finance and utility officials would not discuss **Gleason’s** claim that Howell sought special treatment. Today, **Gleason** says he “knew it was wrong” to give in to Howell’s requests, but he said he did so because the commissioner “made it clear” he could jeopardize **Gleason’s** job. **Gleason** concedes that Howell “never explicitly said” he would try to fire **Gleason**. “He was one of my bosses, and I was trying to keep the peace,” **Gleason** said. “I felt pressured for my job.”

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**Gleason**, who is suing the city over his firing, made no formal complaints at the time about Howell's behavior, but he did mention the requests to Ocoee Commissioner Nancy Parker, who later opposed **Gleason's** firing. "I remember **Jim** being very uncomfortable," Parker said. "He was upset. . . . He said it was like he was expected to do it."

#### MAY HAVE PROBLEMS

Even if Howell applied no pressure on **Gleason**, Howell still may have legal problems. Florida law requires that local elected officials report any gifts they receive worth more than \$100. Unpaid loans could be considered gifts, and Howell, according to the Florida Commission on Ethics, has not reported receiving any gifts for at least two years. A carpenter and repairman, Howell has had several run-ins with the law. He has been arrested at least nine times since 1967 on charges that range from drunkenness to carrying a concealed weapon. In 1988, he was found guilty of writing a bad check. That felony conviction almost cost him his commission seat, but Howell appealed to the Governor's Office to win back his voting rights and avoid being removed.

Today, Howell and **Gleason** are stuck in the same uncomfortable boat. All they can do is wait for investigators to determine how much of this fight is fact and how much is just friction. "I'll be glad when it's over," **Gleason** said. "I mean, it's crazy when you reach a point where you have to worry about where you can go out to eat."

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The Orlando Sentinel (FL)  
May 9, 2004

**Former City Manager Draws Media Attention; Jim Gleason is Threatening to Sue Ocoee Over His Firing in February**

Author: Jim Stratton

Seven years ago, Ocoee voters told **Jim Gleason** they didn't want him to be their mayor. Three months ago, a slim majority of commissioners said they didn't want him to be their city manager. But none of that has pushed **Gleason** to the margins. Like a moth drawn to Ocoee's front porch light, he keeps coming back. He is in the news again for the latest twist in his long-running feud with Ocoee city commissioners. Fired in February on a 3-2 vote, **Gleason** has been busy collecting information for a threatened lawsuit against the city. The paperwork is ready, and his attorney has put the city on notice. But **Gleason**, 46, says he'll settle the issue for a payment of \$280,520. The crux of the lawsuit concerns his firing. **Gleason** says he was dismissed because he reported a possible violation of Florida's "Government in the Sunshine" laws involving Ocoee Mayor Scott Vandergrift and Commissioner Scott Anderson.

**Gleason** says Commissioner Danny Howell told him that Vandergrift and Anderson had approached him and asked whether Howell would support an effort to get rid of **Gleason**. **Gleason** has some evidence, but it has almost been overshadowed by his eagerness to put the squeeze on political opponents. After he spoke with Howell, the former city manager fired off an e-mail describing the conversation to the city attorney and more than 100 city employees. Since then, he has gone to the State Attorney's Office with five months of phone records suggesting the three commissioners who fired him conspired illegally to do so. Most recently, he pounced on the opportunity to make Howell look bad. It was **Gleason** who notified the media when Ocoee police found Howell one night at a city park asleep in his car with his pants down. **Gleason** says he called attention to Howell because voters have a right to know how their elected officials are behaving. But he also admits a less noble motive. "Did I take some personal satisfaction in it?" he asked. "Yeah, I don't deny that."

**Gleason** has been a polarizing figure in Ocoee from the moment he was elected commissioner in 1993. Smart, articulate and ambitious, he served until 1997, when he challenged Vandergrift for the mayor's seat. He lost. After a stint as a hospital administrator, he became Ocoee city manager in 2001. A river of bad blood continues to flow between **Gleason** and Vandergrift. It was the quirky, popular mayor who pushed for his firing. Vandergrift says **Gleason** craves power, and he does little to hide feelings for his former commission colleague: "Did he tell you about the time I called him a name that rhymes with 'glass bowl?'" he asks. These days, **Gleason** spends his time talking with his lawyer, teaching part time at Barry University and looking for another city manager job. He concedes his habit of popping up in the news will probably make that search harder. "Yeah, it probably doesn't help," he said recently. "I should probably keep my mouth shut." History indicates that probably won't happen.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Orlando Sentinel, The (FL)  
February 4, 2004

**SPLIT COMMISSION FIRES MANAGER**

Author: Unknown

OCOEE - A bitterly divided City Commission voted 3-2 to fire City Manager **Jim Gleason** on Tuesday night.

Mayor Scott Vandergrift and Commissioners Danny Howell and Scott Anderson voted in favor of terminating **Gleason's** contract. **Gleason**, 45, said he will appeal the decision at a public hearing before the City Commission later this month.

More than 100 people packed Ocoee City Hall for the meeting, many in support of **Gleason**. The city appointed its finance director, Wanda Horton, as interim city manager.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Daily News (FL)  
June 30, 2002

**Ocoee Feuding Worsens**

Author: Anthony Colarossi and Sentinel Staff Writers

During the heat of last year's Ocoee City Commission election, Bill Henderson got a telephone call from then-acting City Manager **Jim Gleason**. Henderson, who was running for a commission seat, said **Gleason** gave him the "courtesy call" to let him know someone in city government had run a criminal background check on him. "He said it could be very embarrassing to you and your family," Henderson said. "He kept emphasizing that these kinds of things have a way of leaking to the press. He said, 'Are you sure you don't want to pull out of the race?' "

The background check and other reported attempts to nudge Henderson out of the campaign against incumbent Danny Howell are at the center of a yearlong state Commission on Ethics investigation in Ocoee, according to interviews and a copy of the ethics complaint obtained by the Orlando Sentinel. Commissioner Scott Anderson is accused of trying to influence the race and thus guarantee that **Gleason** would eventually become the permanent city manager, according to the documents and interviews. The City Commission gave **Gleason** the job shortly after the election, which Henderson lost. **Gleason** confirms he called Henderson about the background check as a courtesy but denies he used the information to try to push out Henderson. "That's a lie," **Gleason** said. "We never had that conversation. We never discussed the issue of his being in or out of the race. Either he's lying, or he's got a different recollection than I do." Anderson did not respond to attempts to contact him. Earlier this month, **Gleason** blamed Ocoee Police Chief Richard Mark for running the background check and cited it as one of the reasons that he wanted to fire Mark. The city and the chief negotiated a deal under which Mark would leave his job.

Henderson, 47, said he was charged at age 18 and served a brief probation. The judge sealed the file and then expunged his record, he said, on a felony charge of grand larceny. A Sentinel search of state criminal records last week turned up nothing on Henderson. In earlier interviews, Anderson told the Sentinel he mentioned Henderson's past to **Gleason** and Mark out of concern that his successful election to office might be illegal, if he had a felony conviction. Anderson said he never requested the check, conducted by the Florida Department of Law Enforcement. Later in the 2001 campaign, Henderson said Anderson approached him again and offered positions on charter review and redistricting boards if Henderson backed out of the race. Henderson said Anderson suggested that Danny Howell would not run in the next election and would throw support behind Henderson, if he chose to run then. "I took it as a bribe or a buyout," Henderson said. "I told him I wasn't interested."

Both the background check and the allegation of an offer by Anderson are the heart of a complaint filed with the state Ethics Commission in June 2001 by Denise Lenko, Henderson's treasurer and campaign manager. Lenko, who serves on the Ocoee code-enforcement board, says in her complaint that hiring **Gleason** as the permanent city manager was Anderson's motive.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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"Mr. Anderson's abuse of power by offering this deal would benefit his private agenda where Mr. **Gleason** was concerned, and would benefit Mr. Howell by helping him to get re-elected if Mr. Howell would vote to keep Mr. **Gleason** in exchange," Lenko wrote. During the campaign, Henderson had publicly stated he would not vote for **Gleason** as permanent city manager. "He's a divisive person," Henderson said last week. "It just seems that controversy follows him."

On April 10, 2001, Howell easily defeated Henderson in a runoff. Howell's re-election ensured another 4-1 board majority. The night Howell was sworn in for a new term -- April 17, 2001 -- four commissioners decided not to call 100-plus applicants for city manager. They were going to stick with **Gleason**, who had three months of city management experience. **Gleason** had been handily defeated by Scott Vandergrift in an earlier mayoral election. Despite public opposition to the hiring, commissioners voted to discuss terms of **Gleason's** new contract, according to a tape recording of that meeting. Only Vandergrift voted against it. "The thing is, you're a true leader," Anderson told **Gleason** that night. "I think we need that. I think you're going to be a great city manager."

Howell, who had not voted for **Gleason** as acting city manager, also offered **Gleason** his support that night, and said, "I went through all these resumes, and I found nothing in there that really impressed me." By the next regular meeting, commissioners voted to hire **Gleason**, with Vandergrift again the lone dissenter. The incident with Henderson apparently wasn't the only matter that caught the Ethics Commission's eye. **Gleason** confirmed that he also has been questioned by the commission about possible involvement in Commissioner Rusty Johnson's last election. That questioning, **Gleason** said, concerns allegations that he discouraged a candidate from running against Johnson in the 2001 election in return for **Gleason** getting the acting city manager's job.

**Gleason** supported candidate Dan Matthys in his bid to unseat Johnson, but in early January 2001 Matthys abruptly backed out of the race. **Gleason** said he only advised Matthys that he would "be in for one tough fight" against Johnson. Matthys said **Gleason** had nothing to do with his quitting. "This decision was made solely by me," Matthys wrote in a letter to commissioners at the time, "and had absolutely nothing to do with the appointment of **Jim Gleason** to [the] interim city manager position, or any agreements with any city commissioner, including my opponent at the time." Matthys' letter is dated the same day that **Gleason** started as acting city manager. Howell had not supported that appointment. **Gleason** says the ethics probe does not focus on him, and that he has done nothing wrong. "I was doing a job, and I stayed out of the politics," **Gleason** said. "In politics there are bruised feelings. Whether this is that, I don't know." The state Ethics Commission will not confirm or deny investigations in progress. An ethics violation by a commissioner or city manager could result in their removal, suspension, a reprimand or a civil fine. Last week, Henderson said he didn't think the background check was such a big issue, but is troubled it has resurfaced. "The group running Ocoee, I thought they had the highest ethical standards," Henderson said. "I'm not so sure now."

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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The Orlando Sentinel (FL)  
June 1, 2002

**Ocoee Manager Confirms He Plans to Force Chief Out; Jim Gleason Offered Police Chief Robert E. Mark Several Options. Mark's Decision is Due Monday**

Author: Anthony Colarossi

City Manager **Jim Gleason** confirmed Friday that he has plans to force police Chief Robert E. Mark out of his seven-year stint as the city's top cop. **Gleason** is offering Mark several choices: become a consultant for the city, retire, resign or face termination. Mark's decision is expected Monday. Without offering many specifics, **Gleason** said he and Mark have fundamental differences in the vision they have for the future of the department. "There were differences in terms of management styles and philosophies," **Gleason** said. "At the end of the day, Bob Mark will not be police chief for the city of Ocoee."

**Gleason's** statements ended a week's worth of speculation over whether the police chief had already been fired. "To say the chief has been fired, that is inappropriate and inaccurate," **Gleason** said. He refused to comment, however, on whether he has asked for Mark's resignation. An e-mail **Gleason** sent to commissioners Tuesday states that because of the "turmoil" and "hostility in the police department and the lack of effective leadership, I asked Bob to retire or resign." "If Bob does not accept this offer," **Gleason** wrote, "I will start the termination process." The e-mail says **Gleason** offered Mark a severance package with salary and benefits and an "opportunity to be a consultant through this transition." Mark, who makes \$87,260 as chief, was placed on administrative leave from Wednesday through Friday. Lt. Steve Goclon has been serving as acting chief in his absence. Neither Mark nor his attorney was available for comment Friday.

Mayor Scott Vandergrift said he thinks "very poorly" of the city manager's handling of the matter. He wants to know what specific actions prompted **Gleason's** decision. "I have a problem with the way the city manager is handling business at this point," Vandergrift said. "I think he's the one creating the turmoil, not the chief." City administrators are "probably going to have to defend themselves in court over this one," he said. The police chief in Ocoee oversees 85 total employees, including 59 sworn officers.



**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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The Orlando Sentinel (FL)  
May 26, 2002

**No One's Laughing at Mascotte Joke**

Author: Jason Garcia with a contribution from Sherri M. Owens

Two weeks ago, Brenda Maxwell, a city of Ocoee clerk, won a special Mascotte election to replace her slain friend Steve Allred on the City Council. Allred was shot to death by police during a Feb. 24 traffic stop. Upon learning of Maxwell's victory, her boss, Ocoee City Manager **Jim Gleason**, sent an e-mail to the city staff, congratulating her. But he couldn't resist taking a jab at her hometown. "I ask the [Ocoee Police Department to] provide her with a vest for driving through [Mascotte] !" the note read.

When the e-mail got around, some people in Mascotte didn't think the quip was funny. Neither did Maxwell, who said she talked with her boss about it, though she didn't want to discuss the matter publicly. **Gleason** didn't return the Pulse's phone calls.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Orlando Sentinel, The (FL)  
 February 17, 2002

**WRANGLING OVER COSTS - OCOEE, SEWAGE-SPILL VICTIMS AT ODDS - THE CITY AND TWO OF FOUR FAMILIES ARE FIGHTING OVER THE EXPENSE OF CLEANING UP A SEWAGE SPILL.**

Author/Byline: Martin E. Comas

Two weeks before Christmas, Cecilia Luce walked into her bathroom and saw gallons of raw sewage gushing from her shower drain and toilet. It flowed through her home and seeped into the walls. The stench was "unbearable," said her husband, Dick Luce, recalling the night of Dec. 12. "It was worse than anything you could imagine." Next door, the same thing was happening at the Freemans' house and in two other homes on Olympus Drive. "It was running out the back door like a stream -- it was running out like mad," said David Freeman, who lives with his wife in his son's home at 124 Olympus Drive. The problem began just after 8:30 p.m. when a fuse blew at a lift station, causing the sewage to back up. The blown fuse also disabled the system's alarms that would have warned city officials of a problem. Now, more than two months later, the Luces' house and the three other homes have been mostly restored. The carpeting has been replaced, as well as some tiling and drywall -- most of it at the city's expense. The Luces and the Freemans say city officials are rushing to determine a final restoration cost for their homes. "The city just wants us to come up with some final number so they can pay us and hope we will just go away. But, honestly, we don't know how much it's going to cost and we certainly don't want to guess," Dick Luce said. Last week, city officials met with contractors and Robert and Carol Reid of 122 Olympus Drive and John and Melissa Craig of 130 Olympus Drive to determine a final restoration cost. The damage to the Craigs' home totaled \$11,925, and for the Reids' home the cost came to just more than \$14,000, City Manager **Jim Gleason** said.

**PARTIES DISAGREE ON COST**

Ocoee officials, at first, agreed that the city should pay all the restoration costs. "The next day, I assured all the residents that we would do whatever is possible to restore their homes," City Manager **Jim Gleason** said. "My view was that these people were in the middle of an emotional trauma, and this happened right before the holidays." So far, the city has spent more than \$130,000 in restoring the four homes, and **Gleason** expects to spend about another \$30,000 of the city's money. However, the Luces and Freemans are now asking to be reimbursed far beyond the typical costs of restoration, **Gleason** said. "The objective here was not to upgrade, but to put their homes back to the way they were," he said. "And to be honest, some of the requests seem to be pretty substantial and excessive." For example, he points to estimates from the city's adjuster in restoring the bathroom tile flooring and bedroom furniture in both homes.

Dick Luce disagrees. He said restoration workers ripped out some of the tiles in his master bathroom to survey the damage inside the walls, but the replacement tiles did not match the original tile. "It cost us \$4,500 to replace all the tiles. We gave the city the estimate, and then they said they weren't going to pay. They offered only \$2,500," Luce said. Luce also said the city is stalling in paying for bathroom counter tops and vanity mirrors and in removing dust left over

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**

*(Articles are in reverse chronological order)*

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from restoration. **Gleason**, however, said the Luces' bathroom tile was replaced and the \$2,500 the city offered was the cost given by the city's adjuster, who was hired by the city three weeks after the accident. **Gleason** also said the Luces are asking for \$8,000 to replace furniture in their master bedroom. "Our adjuster found their headboard and furniture in a Dumpster and valued it at \$2,500. In fact, we even OK'd it at \$3,000," **Gleason** said. "The shame of it is, this is becoming an issue of personal compensation." In the Freemans' home, **Gleason** said that the city received bills for painting ceilings and replacing kitchen cabinets, which may not be related to the sewage spill. However, David Freeman said that city officials originally said they would pay for the cost of painting the entire home and are now renegeing. "They backtracked on us. What's silly is that they started painting our cathedral ceiling and now the city doesn't want to pay for that. The sewage stench goes up and it gets in the paint," Freeman said. He also said the cabinets in his kitchen and lanai need to be replaced because of mildew.

#### INSURANCE MAY PAY PART

Since the accident, the Freemans have been living at the Red Roof Inn on West Colonial Drive on the city's tab. Last week, a representative with Farm Bureau Insurance Co., which insures both the Luces and the Freemans, said the company may pick up part of the cost. Carol Reid said the city erred in not sending an adjuster out to the homes immediately after the accident and in not having a set of guidelines on how to handle such disasters. "The city had no idea what they were dealing with. So once the bills started coming in, they were freaking out," she said. **Gleason** said Reid has a point. "The mistake I made was not bringing in an adjuster from day one," he said. "Because, quite honestly, I made the decision we would take on the bills."

A lift station is like a well that collects sewage from nearby homes and businesses. Once the tank is about two-thirds full, it then pumps the sewage on to a sewer plant. When the system failed that December night, it shut down the mechanism that empties the lift station's tank, and it also shut down the alarms and autodialers that warn city officials of a problem. Because the four homes on Olympia Drive sit lower than the lift station, the sewage flowed back into them. The sewage flow was shut off about an hour later, and a water-damage restoration company was called in to move out furniture, rip out carpeting and tear out damaged walls.

#### ALL LIFT STATIONS UPGRADED

Luce and Freeman said that mold and fungus growing in the walls and cabinets can cause respiratory ailments. "What if there are more health problems down the road after the city has paid us? Then we're the ones left holding the bag," Luce said. In the past 12 years, there has only been one other incident in which an Ocoee lift station malfunctioned and flooded a home with raw sewage, **Gleason** said. He estimated that there are about "40 or so" similar lift stations in the city. Since the accident, **Gleason** said, all the city's lift stations and alarm systems have been upgraded and improved. "This is one issue I feel comfortable, as a resident and city official, that we made the right decision," **Gleason** said.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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The Orlando Sentinel (FL)  
January 6, 2001

**Gleason is Acting Manager**

Ocoee has hired **Jim Gleason**, a hospital spokesman and former city commissioner, to serve as acting city manager. **Gleason**, 42, replaces Ellis Shapiro, who resigned last month after 12 years as city manager.

A spokesman at Health Central in Ocoee, **Gleason** was elected as a commissioner in 1993. He left office in 1997 in a failed bid for the mayor's post. **Gleason's** annual salary was set at about \$84,000, the same paid to Shapiro. **Gleason**, who is taking a leave of absence from the hospital, will start Jan. 16. No date has been set for choosing a permanent city manager.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Orlando Business Journals (FL)  
August 14, 2000

**Battle Lines Drawn in Local Land Skirmish**

Authors: Noelle Haner-Dorr and Susan Lundine

Can a city take land from a hospital to benefit a retailer? That's the question at the heart of a dispute now brewing in Ocoee, where Health Central, Wal-Mart and City Hall are facing off over the fate of a 10,000-square-foot piece of land on Blackwood Avenue. Blackwood Avenue is the only road leading to busy Health Central's emergency room. It's also the only road leading to a proposed new Wal-Mart SuperCenter. A deal struck with the city calls for Wal-Mart to install a right turn lane, to handle expected traffic once its store opens for business. The hospital owns the property Wal-Mart will have to buy. But now, the city has put Health Central on notice that it is ready to take matters into its own hands -- condemning and seizing the property if the two businesses can't agree on a price.

"We're not out to fight Wal-Mart," says **Jim Gleason**, vice president of community relations for Health Central. "But the city is out to take land from a nonprofit hospital to benefit one of the richest corporations in America." At issue are three years of planning between the city of Ocoee and Wal-Mart to construct its supercenter on 35.9 acres of land, fronting West Colonial Drive. The site -- and the only access road -- sits directly across from Health Central. The developer's agreement, which will go before the City Commission for approval Sept. 5, stipulates that Wal-Mart must have a right turn lane enabling drivers to turn off Blackwood Avenue and into the store's parking lot. The city staff says traffic studies indicate the right turn is necessary to ensure public safety.

That set off two alarms for the hospital: First, hospital officials expressed fears that the heavy flow of traffic would impede its own use of the road, the only access to the facility and its emergency room. Further, building the turn lane called for using land owned by the hospital. The two businesses began bargaining. Health Central offered to sell the land to Wal-Mart if the retailer would design and build a new emergency entrance to Health Central from West Colonial Drive. But, unknown to the hospital, the city already had determined the outcome of the negotiations: A developer's agreement between the retailer and the city indicates that, if Wal-Mart and Health Central cannot come to a compromise about the sale of the 600-foot by 15-foot piece of land, then the city will seize the land, using the laws of eminent domain.

According to **Gleason**, the hospital only found out about the agreement when he and Health Central CEO Richard Irwin met with Ocoee City Manager Ellis Shapiro on July 28. There, he says, Shapiro told them that if the hospital failed to come to terms with Wal-Mart, the city would step in, effectively rendering the negotiations between the two businesses moot. After the meeting, he says, Wal-Mart low-balled the amount of money it was willing to pay the hospital for the land and entrance, to \$50,000. Hal Kantor, special counsel for Wal-Mart, confirms that Wal-Mart offered \$50,000 to Health Central for its land. But, he says, it had nothing to do with the city's willingness to simply seize the land. "I was authorized by Wal-Mart to offer only

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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\$50,000 at that time," he says. Later, the company offered another \$125,000 to the hospital to fund construction of a new entrance, but the hospital, which has pegged costs at \$600,000, refused.

Shapiro admits that he did meet with **Gleason** and Irwin in July, but, he says, it was only to make them aware of the developer's agreement "I believe in full disclosure," says the city official. "I wasn't trying to browbeat the hospital. I told them the city could exercise eminent domain, not that we would. We don't want to use it if we don't have to." In fact, there may be a legal question as to whether the city can use its legal clout in this case at all. Attorney Mike McMahon, an eminent domain specialist with Akerman Senterfitt, says the city is within its right to exercise eminent domain if the private property is taken for a public purpose and if the owners receive "just compensation." Transportation improvements and road projects are considered public purposes under the law.

But, he adds, the city's stance does raise some questions. "It could raise some issues in terms of the impact on the hospital and in terms of public uses," he says. "It also raises the question as to whether this is a real public purpose or a private economic purpose." For now, the negotiations between the two businesses will continue -- but now, the city will have a place at the bargaining table. Shapiro has indicated the city will act as an intermediary in the negotiations. But, he points out, that could be financially beneficial. Although he doesn't have formal approval from the City Commission, he has offered to add between \$100,000 and \$125,000 out of Wal-Mart's transportation impact fees to the amount of money Wal-Mart already has offered to Health Central. "Government has a responsibility to mediate or ameliorate these kinds of situations," he says. "We want a situation where everyone walks away happy."

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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The Orlando Sentinel (FL)  
August 6, 1998

**Jim Gleason Stands Out**

Author: Unknown

Three articulate candidates are competing for the Republican nomination to speak for the District 41 seat in the Florida House of Representatives. The three – **Jim Gleason**, Michael Hammond and Randy Johnson – are seeking the seat being vacated by House Speaker Daniel Webster. With no Democrat running to represent the district – which covers the western edge of Orange County and portions of west Lake County and northern Osceola County – the winner of the Republican primary election will get the seat. Of the three candidates, **Jim Gleason**, an administrator at Health Central hospital in Ocoee, stands out.

With two terms on the Ocoee City Commission under his belt, **Mr. Gleason** is well-versed in issues facing local governments. He views as critical the need to strengthen public education and to find long- term solutions to the region’s transportation problems. While holding elective office **Mr. Gleason** demonstrated the courage to take a public stand even on unpopular issues. Such backbone would serve him well in Tallahassee.

Randy Johnson, a former U.S. Navy officer, serves as president and chief executive officer of the Central Florida Sports Authority. He has familiarity with issues concerning education, but he lacks **Mr. Gleason’s** valuable and more broad-based experience as a local- government policymaker. Mr. Johnson stresses his military experience, for which he should be commended. But that experience may not be applicable to what it takes to do a good job in Tallahassee.

Michael Hammond, a lawyer, is the weakest candidate in the race. Though Mr. Hammond is bright and energetic, he is not as familiar with the district as the other two candidates. He does not even live in the district, though he plans to move there this fall. Some of Mr. Hammond’s positions also raise questions. For example, he agrees that the state lawmakers’ failed plan this year to send \$50 to every household with a homestead exemption was not the best way to use state money. But if he had been in the Legislature when that issue arose, he said, he would have voted for it. The Sentinel endorses **Jim Gleason** in the Republican primary for House District 41.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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The Orlando Sentinel (FL)  
 February 16, 1997

**Glass, Gleason, Howell Efficiency Would Benefit Ocoee**

Author: Unknown

Voters in Ocoee have some especially important decisions to make in this year's municipal election that will carry the city toward the 21st century. The choices are clear in all three races. There is no District 4 contest, because no one challenged Nancy J. Parker. In the mayor's race, Commissioner **Jim Gleason** faces lawyer Ben Griffin and incumbent S. Scott Vandergrift. Mr. Griffin is entertaining but doesn't present a compelling candidacy. Similarly, Mr. Vandergrift's folksy, attention-grabbing style skirts the city's substantive issues. His main proposal - changing to a strong-mayor form of government - would not be in the city's best interests.

**Mr. Gleason**, a master's degree candidate, understands the efficiency that Ocoee's city manager contributes. As a small-business owner, **Mr. Gleason** also has a grasp of financial matters. He takes the time to study key issues and doesn't shy away from hard questions. He aims to attract more businesses to Ocoee and to break down walls between the original and more newly established parts of the city. That's a sensible, shared vision for voters to embrace. The Sentinel's nod goes to **Mr. Gleason** for mayor.

In the District 1 race, three candidates are vying for a seat being vacated by Rusty Johnson: Danny Howell, a contractor; Lance K. Laird, a minister; and John H. Linebarier, an insurance manager. Mr. Linebarier presents an admirable community-service record. But he doesn't have a clear plan for matters such as promoting Ocoee's economic development. He also wants to roll back the tax rate, which would appear to be inappropriate in an environment of rapid change. Mr. Laird concerns himself too much with power shifts on the commission. Vocal, but not predisposed to compromise, he could be counterproductive. Mr. Howell calls for fairness for all Ocoee residents. He wouldn't change the city's tax structure but would be flexible in order to meet future needs. He also promises to consider creative ways to attract new businesses and to expand activities for young people. He's the best candidate.

In the District 3 race, incumbent Commissioner Scott A. Glass faces Alfred Luck. Mr. Glass, an assistant city attorney in Orlando, brings an invaluable perspective. He was a standout when he first ran for the seat. And his tenure on the commission has confirmed his capability. He deserves another term. Mr. Glass provides an informed, moderate and sensible voice on the commission. Mr. Glass is particularly well-informed about land-planning and use, which is the main challenge facing Ocoee. His opponent, Mr. Luck, has had little to say for himself. In the Feb. 25 city of Ocoee election, the Sentinel endorses **Jim Gleason** for mayor, Danny Howell in District 1 and Scott A. Glass in District 3.



**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **James P. Gleason** is listed below.]

Orlando Sentinel, The (FL)  
November 19, 1995

**IT'S FAMILIAR VS. NEW IN OCOEE RUNOFF**

Author/Byline: Jim Stratton

In the District 4 general election two weeks ago, incumbent **Jim Gleason** easily beat challenger Richard Roderick.

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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Orlando Sentinel, The (FL)  
October 29, 1995

**GLEASON ON MARCH FOR NEW TERM**

Author/Byline: Don Fernandez

The two years **Jim Gleason** has spent on the City Commission have left him slightly jaded about city government. But with the challenges and changes the city is facing, he doesn't want to quit now. "With all the growth, I almost feel like it would be giving up what we gained," **Gleason** said of his re-election efforts. **Gleason**, 37, is facing off for the District 4 seat against political newcomer Richard Roderick.

Controlling growth, **Gleason** said, must be done by the book, with aesthetics playing a role. "I'd like us to adhere to the growth management regulations, which would limit the amount of (automobile) trips and development," **Gleason** said. "As projects come up, we should also control how these projects look." He also wants to form an architecture review committee to review blueprints before approval. But after torrential rains swept the city this year, flood control is his top concern. "Bleeding streets, defective retention ponds; these have to be the number one priority before we face another summer like this," **Gleason** said.

Since he was elected in 1993, **Gleason**, who sells medical equipment, has been an outspoken commissioner whose views aren't always popular. He and Commissioner Scott Glass encountered heavy criticism when they tried unsuccessfully to revamp the city's Over 65 program, which gives utility and property tax breaks to some senior citizens. **Gleason** has said he was stunned by other commissioners' personal remarks, which often sidetracked decision-making. "Petty bickering and personal attacks are detrimental to the city," he said.

**Gleason** takes pride in the commission's ordinance that required manufacturers of oriented standard board siding (OSB) to inspect siding installed in area homes. The siding had rotted out in more than 500 homes in the area and is no longer used in Ocoee. He also represented Ocoee on the Florida League of Cities Ethics and Personnel Subcommittee. He has been appointed a vice chairman for the committee next year.

**Gleason** says all his experience makes him more qualified for the seat than Roderick. "When (Roderick) gets up in front of people to talk about issues, he lacks knowledge," **Gleason** said. "With our growth you can't say 'Give me the time to learn.' "

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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The Orlando Sentinel (FL)  
April 2, 1995

**Ocoee May Retire Senior Discount the 21-Year-Old Services Break for Residents Over 65 is Costing the City Needed Funds, Some Officials Say**

Author: Don Fernandez

A lucrative discount for senior-citizen homeowners may soon become a thing of the past. City Commissioners **Jim Gleason** and Scott Glass want the commission to consider forming a committee to review the "Over 65" discount, which they contend may cost the city \$500,000 annually in the next decade. **Gleason** said he will raise the issue at Tuesday's commission meeting, which begins at 7:30 p.m. in City Hall. The current program - known as "Over 65" - began in 1974 as a way to reward the pioneers of Ocoee. For residents 65 and older, who have been homeowners for at least 10 years, the city gives up to 10,000 gallons of free water, free garbage service, a utility tax break and a property tax rebate.

Residents who are 62 years of age are eligible if they are on Social Security. "My concern is that the program this year cost us \$150,000," **Gleason** said. "Based on our population growth, that figure could be a half-million (dollars) in 10 years." Not everyone wants to end the program, however. Mayor Scott Vandergrift said he favors keeping the plan in place. "One of the few things we can do for our seniors is offset the rising cost of living," he said. "If you're trying to live on Social Security or a few dollars a month, it's tough."

**Gleason** said this program was begun when Ocoee was expected to grow to about 12,000 residents. The population is currently just shy of 18,000 and is growing at about 6 percent a year. "As the population increases, more and more people can qualify," **Gleason** said. "We have to look at if we can afford a program like this." **Gleason** also questions if the program is fair, or even legal. He said that the program unfairly penalized seniors who are renting. "There is a potential discrimination case here," **Gleason** said. "Not young against old, but senior against senior. To say that it's a program that's taking care of all senior citizens is a hypocrisy."

**Gleason** feels phasing out the program instead of eliminating it outright would be the best solution. He would like to see a committee of young and old residents review the program and make recommendations to the commission. Ideally, he said, he would like to establish a cutoff date that would allow current program members to keep their benefits, but would limit the number of new program participants. With Ocoee's rapid growth, **Gleason** feels the money now used to pay for the program could be put toward projects that benefit everyone in the city, such as road and parks and recreation improvements. "I think the thought behind it was very admirable," **Gleason** said. "But what's the fairest way to spend money for the benefit of everyone in the community?"

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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THE ORLANDO SENTINEL  
October 10, 1993

**GLEASON BACKS A FRESH VIEW**

Author: Diane Sears

**Jim Gleason** says he has just the right perspective to represent residents on "the new side of town." In a district marked by construction sites, modern subdivisions, a new hospital and the promise of a mall, the city needs someone to look out for the interests of people who might be new to Ocoee, **Gleason** said. "It's time that we bring those people into Ocoee government," he said. "Everything's not based on five men who have lived here forever."

**Gleason** has been an outspoken critic of the current City Commission's political battles. And he says the city must move forward - aggressively - to make sure its growth is responsible. Today every municipality needs to market itself to compete for development that brings jobs. "I'm very much in favor of an economic development coordinator," he said. "We need a professional doing it."

One of Ocoee's biggest challenges, **Gleason** said, will be in making sure the city has enough amenities - such as recreation areas, schools and maybe a library - to satisfy residents as well as attract more businesses.

A broad-based core of light industry would help cushion the city against the kind of financial downturn that forced Ocoee to lay off 10 workers two years ago. "If you're a little more diverse," he said, "you're prepared to handle the ups and downs of the economic cycle."

**Internet – Newspaper Archives Searches**  
**James Patrick Gleason**  
*(Articles are in reverse chronological order)*

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THE ORLANDO SENTINEL  
March 21, 1993

**ALL HE IS ASKING, IS GIVE PEACE A CHANCE**  
Dateline: OCOEE

Saying he had watched ongoing conflicts among city leaders "with amazement and growing anger," a two-year city resident made a public plea for peace last week. In a 10-minute speech before the City Commission, **Jim Gleason** urged Mayor S. Scott Vandergrift to "be very selective in the battles you choose."

The mayor's hands-on style has put him at odds with City Manager Ellis Shapiro - and an increasing number of other city officials - since Vandergrift's election in November.

"Mr. Mayor, as any successful CEO or business owner will attest, you cannot and should not be involved in every issue . . . that is why you have department heads and staff," **Gleason** said. The mayor accepted **Gleason's** speech without comment.

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Research Compiled by:      Shannon Farr and Amanda Dillabough  
   Colin Baenziger & Associates

COLIN BAENZIGER & ASSOCIATES  
EXECUTIVE RECRUITING

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*Section 10*

*J. Mark Rooney*

*Belle Isle City Manager  
Candidate Report*

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*Cover Letter and Resume*

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The Honorable Nicholas Fouraker  
1600 Nela Avenue  
Belle Isle, FL 32809

Dear Mayor Fouraker & City Council,

I am excited to apply for the position of City Manager. I believe that my unique background and breadth of experience will fit your needs and enable me to transition seamlessly into the Belle Isle community. I have held leadership positions in organizations with a range of 40 to 3,000 subordinates. My combined experience managing people in the municipal sector and in the U.S. Army has given me a unique perspective on leadership in diverse, challenging environments and on managing projects from \$5,000 to \$50 million dollars. I am confident in my ability to facilitate successful intergovernmental consensus, as I have negotiated over 60 in my career. I have consistently worked in ethnically diverse communities with a broad range of businesses, housing options and neighborhoods. I have a great deal of experience promoting an inclusive and open minded community. My varied experiences demonstrates a high level of competence in managing all aspects of local government from a complex urban environment to a stand alone, tourist focused community that expands from a picturesque New England community of 25,000 to 52,000 every summer.

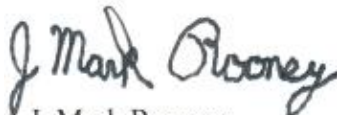
The varied positions and roles I have held in local and federal service will allow me to adapt my leadership and management style to address Belle Isle's day-to-day operations as well as your goals and priorities. I have extensive experience with high quality residential, retail and commercial economic development. The conversion of Fort Sheridan to civilian use has given me a keen sense of the impact on a community's identity when experiencing major economic and rapid population growth. I gained insight into the importance of updating the comprehensive plan to guide and foster consensus with residents and major stakeholders in the community.

I have had a successful record in financial management, particularly in the areas of budgeting and Capital Improvement Programs (CIP). During my tenure at the Village of Wheeling, the Village contracted and completed a new Village Hall, Fire Station, Public Works facility and completely renovated the Police Station. All projects were completed on time and within budget. The general fund had a surplus of over \$18 million dollars when I left the position of Village Manager. Working in conjunction with the Finance Director, Human Resource Director and labor attorney, I was able to address the expense side of our structural deficit due to the 2008 recession, by eliminating 45 positions. This was accomplished without any termination related lawsuits or union grievance filings. Early in my tenure at the Village of Carpentersville I relied on that experience to address Carpentersville's structural deficit by eliminating 25 positions and converting 15 full-time positions to part-time status. The reductions allowed the Village Board to devote funds to the Capital Equipment Replacement Fund (CERF) and the CIP. The general fund

increased from \$3.3 million to \$9.6 million due to significant sales tax growth as a result of successful economic development efforts, over seven years.

I have been fortunate throughout my career to work with councils that work collaboratively with staff in setting strategic and community objectives as well as organizational goals and priorities. This allows me, as City Manager, to build a culture of organizational excellence built on trust. I look forward to an opportunity to meet with you to discuss how I can utilize my can-do attitude, knowledge and expertise to be the transformative, visionary leader that will achieve measurable outcomes. I manage by empowering senior staff to utilize innovation and best practices. I lead by example. I focus on an organizational culture where department heads collaborate, as they have trust in each other and know that I will reward calculated, well planned risk taking in the furtherance of project completion and team and organization development. I set and communicate clear expectations and provide feedback and guidance and hold the organization and myself accountable in meeting the organization's goals and priorities established by the annual budget and the strategic comprehensive plan. I believe in and cultivate a culture of candor. In an era of volatility, uncertainty, complexity and ambiguity, the resulting chaos demands a very different skill set to **manage projects** and processes and to **lead people**. What sets me apart from my peers is an awareness of the importance and the ability to not only lead but to develop leaders at all levels in the organization. I believe having a sense of humor is an integral part of the art of leadership as is a positive attitude balanced with humility and a commitment to empowering, delegating and celebrating the accomplishments of staff and elected officials. Thank you for your consideration.

Sincerely,



J. Mark Rooney

**J. MARK ROONEY**  
2 RONAN ROAD · HIGHWOOD · IL · 60040  
847 · 525 · 0829  
jmrooney7@gmail.com

**PROFESSIONAL EXPERIENCE**

**Village Administrator, Round Lake Beach, IL** **Sep 2021 - May 2023**

Chief Executive Officer for a suburb located 39 miles north of Chicago with a diverse population of 30,000. FY 2022 overall budget of \$40M, 82 FT and 22 PT employees. Responsible for 5 operating departments.

*Accomplishments:*

- Issued \$10M of new debt, at an interest rate of 2.95%, to complete Village goals for infrastructure improvements, primarily replacement of 80 year old water mains.
- Facilitated the completion of a revision to the Village’s Building Permits and Code Enforcement process. Created “Get to Yes” vision for staff to implement Village goal of being business friendly.
- Worked with the Village Board and staff to develop a \$1.5M plan, utilizing the American Rescue Plan Act funding to create an outdoor concert venue and renovate the Village Cultural Center.
- Reduced cyber risk by implementing new hardware and software changes along with major changes to protocols for external and internal system access.
- Successfully secured \$2.75M grant from DCEO-STOCIP that will address storm water flooding. Began process to remove impacted taxpayers properties that require FEMA mandated flood insurance.
- Worked with County Administration to implement framework to establish County wide dispatch for Fire/EMS and Police.

**Town Manager, Westerly, RI** **May 2018 - Sep 2021**

Chief Executive Officer for a coastal community located 2.5 hours from New York and 1.5 hours from Boston, with a population of 25,000 residents / 50,000+ summer months. Home to magnificent beaches, including Watch Hill. Westerly’s thriving tourist economy supplements a healthy mix of commercial and residential tax base exceeding \$6.5B in EAV. Responsible for ten operating departments. FY 2019/20 overall budget \$98M. 180 FT and 70 PT town employees, with an additional 350 school employees.

*Accomplishments:*

- Achieved certification in Rhode Island’s municipal Resilience Program, a community focused process to assess current hazard and climate change impacts and vulnerabilities, due to storm surge and sea level rise. One of the first three in the state.
- Assisted policy makers in establishing Plastic Committee. Established plastic bag ban by 2020. Became leader in state to reduce use of plastic straws and utensils in all coastal establishments.
- Established Town’s first Capital Equipment Replacement Fund (CERF) and other GFOA best management practices to prevent downgrade of Aa2 bond rating.
- Received first GFOA Distinguished Budget award.
- Implemented E-permitting system to reduce zoning and building permit wait time by four weeks for major projects.
- Lead negotiator for all collective bargaining units, Police, Public Works and clerical staff.
- Initiated process to redevelop closed mill site with US EPA grant funding to make site suitable for redevelopment, creating 45 immediate jobs and potential for over 100 jobs by 2022.
- Worked with staff and Town Council to pass a \$15M referendum for infrastructure improvements. Utilized Rhode Island infrastructure bank and saved over \$1M in bond and interest cost over the life of the bond.
- Managed \$15M capital improvements to town roads. Worked out a decade old dispute between the States of Connecticut and Rhode Island to rebuild a bridge destroyed by Hurricane Sandy in 2008.
- Applied and received \$2M federal dollars to dredge sand from inter-coastal pound damaged by Hurricane Sandy to restore salt marsh and provide beach nourishment on Atlantic Ocean beaches.



**J. MARK ROONEY****PROFESSIONAL EXPERIENCE***Accomplishments:*

- Coordinated the completion of a Harbor Management Plan that had languished for 15 years. Resulted in approval by both the Army Corp of Engineers and the Rhode Island Coastal Resources Management.
- Facilitated an agreement with the Rhode Island Department of Environmental Management to improve the management of traffic, parking and trash at state and town beaches utilized by over 10,000 people every weekend from Memorial Day to Labor Day.
- Completed Comprehensive Plan and Zoning Map (1998). State requires every ten years. Last completed in 2006.
- Reorganized Animal Control and Town Dog Pound. Worked collaboratively with nonprofit agencies to reduce operating deficit by \$150K.
- Implemented a third-party billing and scheduling system to reduce police details and overtime by over \$500K in the first year. Increased third-party collections rate by 50%
- Increased grants from less than \$250K to \$2M

**Village Manager, Carpentersville, IL****Sep 2010 - Jan 2018**

Chief Executive Officer for a suburb located 32 miles northwest of Chicago. 39,000 residents. FY 2017 overall budget of \$65M, 178 FT and 42 PT employees. Responsible for seven operating departments.

*Accomplishments:*

- Oversaw the creation of 4 new TIF districts; maintained positive and collaborative intra-governmental relations with impacted tax districts: schools, park and Kane County.
- Negotiated a \$4.3M TIF incentive to bring a \$25M Wal-Mart Super center. (185,000 sq ft and gas station). Generates additional \$1.2M sales tax, \$80K local gas tax and \$650K property tax for the Village.
- Implemented a "priority-based" budget process which resulted in the Village adopting 7 successive balanced budgets with no reduction of service levels and a \$9.7M General Fund balance as of December 2017, a \$6.6M increase from 2010.
- Implemented the reorganization of 9 operating departments to 7 in 2011, resulting in the elimination of 25 full-time and 15 part-time positions resulting in annual savings of \$1M.
- Coordinated the completion of a comprehensive revision of the Village economic development process. Created "Get to Yes" operating slogan to implement Village Board goal of being business friendly.
- Negotiated a new, solid waste contract with a private sector company. Saved the Village \$1M over a 5-year contract term by implementing curbside solid waste and recycling containers.
- Managed the construction of a \$13M, 120,000 sq ft Public Works building and \$2M Village Hall rehab.
- Worked with staff and financial consultants to upgrade the Village's bond rating to AA2.
- Received the Illinois Public Employer Labor Relations Association 2011 James Baird Leadership Award. One of three communities nationwide to receive the National Public Employer Labor Relations Association 2012 Pacesetter Award for the Village's leadership and innovation in collective bargaining. Collectively the agreements saved the Village over \$250K by healthcare and step pay plan changes.
- Increased transparency rating by IPI, an independent watchdog agency, from 46% to 96%.
- Negotiated 12 intergovernmental agreements with various government entities.
- Initiated the Village adopting the Greenest Region Compact 2 to address and act on common public policy issues and multi-jurisdictional challenges regarding sustainability and environmental stewardship.

**Chief of Staff, North Chicago, IL (non-ICMA recognized position)****Nov 2009 - Sep 2010**

Chief of Staff for a suburb located 35 miles north of Chicago. Diverse population of 36,000. Home to the Naval Station Great Lakes, Rosiland Franklin Medical Center and Abbott Laboratories. FY 2009/10 overall budget of \$37M. Reduced \$2.3M deficit to \$650K.

## J. MARK ROONEY

## PROFESSIONAL EXPERIENCE

**Village Manager, Wheeling, IL**

Oct 2006 - Oct 2009

Chief Executive Officer for a suburb located 25 miles northwest of Chicago. 36,000 residents. Extensive industrial and office parks bring the daily population to over 100,000. FY 2008 overall budget of \$96M, 260 FT and 45 PT employees. Municipal board member of the Northwest Water Commission. Representative to Solid Waste Agency of Northern Cook County, SWANCC. Member of the Board of Directors of the Chicago Executive Airport, the third busiest airport in Illinois.

*Accomplishments:*

- Maintained Wheeling's AA+ Fitch Investor Services and S&P AA bond rating.
- Manage the \$25M construction of a 48,000 sq ft Village Hall.
- Demonstrated the cost savings of "Design Build" \$13M, 48,000 sq ft Public Works building; \$6.2M, 24,000 sq ft Fire Headquarters facility; \$5.1M, 48,000 sq ft renovation of Police Station and 911 Center. Total savings exceeded \$3M.
- Implemented two new TIF districts and negotiated an 11-year extension of an expiring TIF.
- Negotiated Village purchase of over 30 retail properties, totaling in excess of \$15M to accomplish downtown redevelopment plan. Increased EAV over \$50M.
- Negotiated with Village of Wheeling Park District and Metropolitan Water Reclamation District for the storage requirement of Levy 37, on the Des Plaines River to prevent regional flooding. Created a Forestry Division within Public Works; Managed by certified arborist.
- Created an Information Technology Department; Implemented GIS via an intergovernmental cooperative agreement with 12 communities.
- Negotiated IGA between Wheeling and the Cook County Forest Preserve to create a unique prairie restoration, canoe launch and bike/jogging trail.

**Assistant Village Manager, Wheeling, IL**

Mar 2003 - Oct 2006

*Accomplishments:*

- Lead negotiator for all collective bargaining agreements (Police, Fire and Public Works).
- Initiated request for a "special census" to ensure recent growth from new construction and annexation would be reflected in state revenue sharing figures and utility taxes. \$3M, 6-year, projected fiscal impact.
- Applied and received \$240K Brownfield Grant from IEPA.
- Negotiated exclusive waste hauler contract. \$175K annual franchise payment to Village.
- Negotiated a \$22M TIF incentive for a \$110M, 412 room Westin Hotel, retail and restaurant complex.

**City Administrator, Highwood, IL**

Feb 1996 - Mar 2003

First City Administrator in Highwood's 112-year history. Located 28 miles north of Chicago. 5,600 residents. Responsible for all aspects of City administration and policy implementation.

*Accomplishments:*

- Redevelopment of Fort Sheridan, a former Army base identified for closure under BRACC in 1988 and closed in 1992. Served as Highwood's chief negotiator in the redevelopment of Fort Sheridan from a former military facility to a premiere residential community. Preservation of unique historical and environmental features, which include 92 buildings listed on the National Historic Register and the restoration and conservation of its natural beauty and 2-miles of public beach access.
- Efforts recognized by the Illinois Planning Association in conjunction with the City Manager of Highland Park. Received award for historic preservation and adaptive reuse.
- Negotiated over 40 intergovernmental and developer agreements. Worked effectively with various levels and departments of government, i.e. Departments of Defense, Army and Navy, U.S. Senate, U.S. Congress, State of Illinois, Lake County, Cities of Highland Park and Lake Forest and 5 nonprofit organizations that held land interest on the closed military base.

**J. MARK ROONEY**

**PROFESSIONAL EXPERIENCE**

*Accomplishments:*

- Managed \$4.9 capital improvements to the City’s water treatment plant and associated infrastructure to include a new, 1 million gallon water tower.
- Negotiated model agreements for telecommunication providers, which generated over \$400K annually.
- Improved service by contracting with the City of Lake Forest.

**Staff Assistant to Senator Paul Simon** **June 1992 - Feb 1996**

- Achieved bipartisan consensus to facilitate the passage of Senate and House Bills which resulted in the redevelopment of Joliet Arsenal, Fort Sheridan, Glenview Naval Air Station and Rantoul Air Base.

**United States Army Officer, Lieutenant Colonel, Retired** **Nov 1983 - June 2014**

*Active Duty* *1983 - 1991*  
*Reserve Duty* *1991 - 2014*

Held positions of leadership and responsibility in domestic and international locations, including Germany, South Korea, East and West Africa. Graduated from military schools with emphasis on leadership, problem solving and cohesive team building skills. Possessed top-secret and compartmental security clearance.

**Desert Storm** **Oct 1990 - June 1991**

*Saudi Arabia, Iraq & Kuwait*

**Operation Iraqi Freedom** **Feb 2005 - June 2006**

*Iraq*

Senior Advisor for Military Transition Team (MiTT)

**Awards**

- Awarded the Bronze Star with V-device for valor, Combat Action Badge.

**EDUCATION & CERTIFICATIONS**

Graduate of Command & General Staff College, Ft. Leavenworth, KS  
*Civilian equivalent to Master Degree in Leadership Management*

Northern Illinois University, DeKalb, IL  
*Completed all coursework for Master of Public Administration*

University of Nebraska, Lincoln, NE  
*Bachelor of Science, Economics & History*

**AWARDS**

- ILCMA Special Service Award for Service to the Profession.
- Labor Relations and Collective Bargaining:
  - IPELRA - Leadership Award 2011
  - NPELRA - Pacesetter Award 2012



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*Candidate Introduction*

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**Section 10**

**J. Mark Rooney**

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**EDUCATION**

Bachelor of Science, University of Nebraska, Lincoln, NE

Completed Coursework for Master of Public Administration, Northern Illinois University, DeKalb, IL

Civilian Equivalent to Master in Leadership Management, Command & General Staff College, Ft. Leavenworth, KS

**EXPERIENCE**

Village Administrator, Round Lake Beach, IL Oct 2021 – present  
Pop 28,224 175 Full time/22PT w/5 direct reports Budget \$41M w/ \$28M Gen Fund

Town Manager, Westerly, RI May 2018 – Sept 2021  
Pop 25,225 Summer 52k 180 FT/75 PT w/12 direct reports \$98M/\$40M Gen Fund

Village Manager, Carpentersville, IL  
Pop 39,287 178 FT/42PT w/7 direct reports \$65M/\$30M Gen Fund 2010 – Feb 2018

Chief of Staff, North Chicago, IL 2009 – 2010  
Pop 36,000 172 FT/18 PT w/4 direct reports \$37M/22M Gen Fund

Village Manager, Wheeling, IL 2003 – 2009  
Pop 36,000 260 FT/45 PT w/8 direct reports \$96M/54M Gen Fund

City Administrator, Highwood, IL 1996 – 2003  
Pop 5,600 41 FT/18 PT w/ 7 direct reports \$28M/24M Gen Fund

**BACKGROUND**

Aging infrastructures are the primary issues facing the Village of Round Lake Beach. The Village has an older section of the community of pre-WWII summer cottages, that became year-round homes without being built to standard building code, nor with adequate sized or quality watermains for the current built-out density. The high failure rate and emergency repair costs necessitate their replacement. Yet, the political challenge of the lower valued properties being primarily Hispanic owned and viewed by the mayor as a drain on the newer higher valued homes presents a challenge of equity. Staff and I utilized the EPA revolving Loan program at 2% interest to address the problem without dramatically raising water rates. I secured a \$2.75 M

## Section 10

### **J. Mark Rooney**

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grant (with a \$75,000 match), that will address storm water flooding, due to disrepair of a 1930's era channel.

The Town of Westerly was founded in 1669. It occupies 35 square miles and possesses 9 miles of some of the most scenic and popular beaches in New England. Westerly has a permanent population of 25,000 and a summer population of 52,000, with an additional 10,000 day visitors in the summer. Westerly's thriving tourism supplements a commercial and residential tax base exceeding \$6.5 billion in EAV.

#### **Major Challenges in Westerly:**

**Tourism:** The need to coordinate with State Agencies to manage and mitigate the impacts of peak weekends of 10,000 day visitors to the quality of life of permanent and seasonal homeowners. This includes ability of existing wells during drought conditions meeting summer demands, and traffic impacts primarily on the weekends and summer Holidays. The discovery of PFOS & PFAS near one of the Town wells with the highest capacity at a closed textile mill threatened future growth, which necessitated working with State and Federal agencies to address the issue.

**Budgeting for and maintenance of infrastructure and facilities:** The Town lacked both a Capital and CERF plans. I incentivized the existing Finance Director to retire and hired an experienced Finance Director who was instrumental in gaining both staff and elected officials buy in to correct these deficiencies. We were able to issue two separate bonds totaling \$18 Million by voter referendum.

**Emergency Preparedness:** Oversaw the final changes and updates to replace a 15-year-old manual. The focus on hurricane preparation and recovery, proved beneficial as we experienced a Category-1 Hurricane and fortunately the eye passed over the Town and the heaviest damage was to our north. My insistence that active shooter training be added was proved necessary within months.

**COVID-19:** The State and the Governor's "LOCKDOWN" was a stark contrast to my use of the Executive-authority granted to me by the Town Council.

My first action was to close Nursing homes and congregant settings to the Public; to include mitigation steps for the workers of the facilities. Westerly suffered zero Covid deaths with over 350 occupants vs a State wide death rate that exceeded 60%.

I deemed all Town Staff as "essential workers" and I set the goal and established the standard of "open to the Public" and allowed wide latitude on how that was accomplished by department. I collaborated with staff and allowed Departments to propose the manner and method open for business would look like, as Public Safety personnel tolerance for 'risk' is far higher than a clerk in vital records.

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### J. Mark Rooney

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I opened access to Beaches almost immediately and explained to the Governor’s office that I would not Order our Police Officers to cite or block people from walking on a beach. After the State opened Liquor stores- I allowed takeout orders from restaurants and eventually authorized liquor to be sold by beach side bars and restaurants, an activity prohibited by the Town since 1978.

I coordinated with the school Superintendent & Police Chief to create an alternate 2020 High School Graduation. at the Town Beach Drive-Inn. Students were filmed receiving their diplomas in a controlled setting; then at the Town Beach Drive-Inn family and friends honked and applauded from their cars. It took 2-evenings due to the number of students and families, but we made it happen.

Administered 50k shots at the only municipal Vaccine Clinic in the State. Staff and I modified EMA planning documents to coordinate citizen Volunteers and the Yale New Haven Hospital staff and the School Nurses and the Rhode Island Pharmacy school volunteers.

### GENERAL MANAGEMENT STYLE AND EXPERIENCE

I recognize that I have the responsibility to (1) create and foster an organizational culture and environment in which trust is valued; (2) to be a role model for integrity and honesty in all professional interactions and encounters. (3) Collaboration is key to achieving a healthy organizational culture. I work closely with staff, empowering them through clear direction and expectations and the metrics success will be measured. I mentor staff and develop them by giving them opportunities to succeed and learn from mistakes, so they will be self-motivated, innovative and entrepreneurial, in their approach to problem solving. (4) I do not rely on my position and title for my authority, as compulsory compliance is far less effective than voluntary commitment. I manage by seeking input, options and feedback and I integrate their views into our plan. I believe there needs to be a discussion on the “why”, the meaning and purpose of a project and the desired outcomes. I provide the vision and guidance and give wide latitude on how and by what means staff adapts and adjusts their efforts to changing circumstances, as people are far more motivated when given autonomy to achieve the desired outcome, without being **micro-managed**. My core philosophy and direction to my direct reports is we **manage projects** but we **lead people**.

Elected officials would state that (1) I am a proactive, results orientated problem solver. (2) I collaborate with staff to present all reasonable options for council consideration and direction. (3) Politically astute but apolitical, while I always execute the will of the majority on a given issue, I never dismiss the viewpoint of the minority members of the council. (4) I respect the line between the policy maker and the staff role of executing and implementing the priorities of the council.

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### **J. Mark Rooney**

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Staff would state that I am (1) fair and consistent and respectful of others (2) That I am decisive in action and deed under pressure and that I never pass blame onto staff and publicly recognize their accomplishments. (3) I emphasize the importance of developing a positive organizational culture that identifies and nurtures potential leaders. Succession planning and training is not just for senior level positions. (4) That I fully embrace and model the public SERVICE nature of my role.

My greatest weakness was a lack of patience and tolerance for individuals with issues of character. The biggest mistake in my career led me to improving my management style and relationship skills. I used sharp and dismissive language, in a public setting, when a candidate for trustee, who was facing domestic violence charges, made a scurrilous charge about my integrity. I held myself accountable by participating in a training seminar conducted by Psychiatrist Dr. Morrison, the leader of the Midwest Leadership Institute, meets monthly with City Managers who work in the Chicago suburbs to discuss “Understanding Human Motivation and Leadership for City Managers”. I participated in a critical strengths assessment and discovered that my weakness was that I can be excessively competitive and focus on task completion over relationships. My strength of managing and dealing with ambiguity and goal accomplishment needed to be tempered with building relationships in order to be a better City Manager. I am keenly aware and thoughtful of how my mood and attitude impacts others. Each day as I get out of my car and walk into the office I consciously consider the analogy “what weather am I bringing”. I place a premium on developing and nurturing relationships and have developed habits to ensure that I focus on relationship building. Thus, I make a point to meet one-on-one with every elected official and Department Head monthly to obtain personal feedback as well as discussing status of goals and projects. I know that “active listening” is both a choice that must be made and a skill/habit that must be continuously developed to be effective.

My greatest strength is an optimistic attitude as it is a force multiplier in conveying my vision for a better future or that change can be positive. I possess a reservoir of “grit and resiliency” that provides me the ability to handle and deal with adversity in a calm deliberate manner. I attribute this quiet confidence to my years in the Army and the training and experiences it provided.

I use the City Council’s goals and objectives to form the basis for both budget preparation and a means to benchmark and set the metrics by which Department Heads and I evaluate their performance annually at the conclusion of the annual City budget process. Then we work together in an iterative discussion of the resources required for the subsequent years goals and convey this in the budget document for the Council’s discussion and consideration. I have learned to balance quantitative measurement with qualitative, as there is a vast difference between measuring efficiency and measuring effectiveness. Efficiency is a measure of how much each unit of output costs. Effectiveness is a measure of the quality of that output; how well did it achieve the desired outcome. When we measure effectiveness, we know whether our investment is worthwhile. There is nothing so foolish as to do more efficiently something that should no longer be done or does not fit Council priorities and organizational goals.

## Section 10

### J. Mark Rooney

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Yet, like most government organizations, in the early part of my career I focused on the inputs: how much time is spent on a program or a department, the cost of overtime by department, how many people were served, and what service was received. This is helpful information and required for political accountability and transparency. Yet, as my staff and I developed greater skills we adapted our metrics to focus on outcomes and the results of our processes, so we could demonstrate annually at budget hearings how dollar inputs and staff time tied to policy goals and objectives. For example, in community development, rather than measuring customer satisfaction we often measured the administration process, i.e. how many permits were issued, how fast were the permits issued. Although, these process outputs are useful metrics they do not measure the policy goal of “improved customer satisfaction.”

This led to One of my successes that I am very proud of, and utilized in subsequent cities I have served. Providing staff my vision and collaborating with them to internalize the concepts behind the slogan of “Get to YES” as an over-arching vision and guidance to the customer service positions through-out the organization. In deference to building code officials and fire inspectors we added an important caveat of, do not ignore the imperative of life safety provisions. This vision transformed a bureaucratic mindset tethered to rules and “this is how we have always done it”- to that of an engaged problem solver. Employee morale improved as well as the satisfaction of citizens and stakeholders as measured by surveys and feedback received by the council. Front-line staff were empowered to **help** applicants with forms rather than just accepting paperwork, or taking payments or logging complaints or service requests in the Public Works department. It is my firm belief that most employees are not the problem as the vast majority are dedicated, talented people who are trapped in bureaucratic systems that were designed for the industrial era, that frustrates their creativity and saps their morale, and absolutely frustrates citizens and stakeholders perpetuating a dim view of government. It is my responsibility along with senior leaders to redesign systems and procedures and rules that incorporates and utilizes 21<sup>st</sup> century technology, (a simple example is e-permitting), to meet the needs of our customers.

I have terminated over 50 individuals, between my public sector and military careers, for cause or as a result of budgetary necessity. I have never outsourced this responsibility to the HR Department. I firmly believe that terminations must be done with care, respect and dignity for the impacted employee, and the organization. It is never about me, but the individual who is being fired. My focus is having a process that is respectful and professional. I seek to have empathy for the individual and their situation.

The challenges I see facing Belle Isle are the *opportunities and why* I am interested in the position professionally. I am that candidate *who has a library of solutions* and a demonstrated record of success addressing the issues as outlined in the recruitment brochure:

- Growth /Annexation: both improving the quality of life of the community and the tax base without substantially increasing the demand on town services.
- Infrastructure: Work with staff and consulting engineers to quantify the problem, the financial costs and options for a stand-alone Police Station and City Hall or a combined

## Section 10

### **J. Mark Rooney**

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facility. Land availability may be the deciding factor, but in my experience a combined facility is the cost-effective option.

- **Personnel:** Staff retention is a problem shared by many communities in high growth states like Florida and Texas and are not unique to Bell Isle. I would look to partner with neighboring communities to cost share high demand and scarce available professionals. More importantly implement personnel policies to reflect current employee expectations to become more flexible with work hours and remote options when possible.
- **Funding:** Work with the Finance Director and Department Heads to quantify future costs to meet defined commission service levels and provide the Commission with “options” to fund current operations or explore possible changes to both expenses and revenues of Town operations.
- **Noise and Quality of life impacts of proximity to Airports** is an issue I have worked on twice in my career and the need to collaborate with the Airport management team to implement positive changes that can make a difference to residents is why I love local government. Yet, not all issues can realistically be resolved to the expectations of every critic, but I have found with respectful dialogue and truly listening to their concerns the anger and frustration can be decreased.
- **Crime:** I have always worked collaboratively with the police command team to solve and mitigate resident and business concerns, with a successful record of working with neighboring jurisdictions and the county Sheriff to address common problems. I firmly believe in the use of technology of Cameras and license plate readers to deter and successfully prosecute crime.

During my first six months I would:

- Have conversations with the Council as a whole and individually to listen and understand current situations and establish short-term (1<sup>st</sup> year) goals as well as mid-term (2-5 years) goals.
- Meet with the Florida ICMA Senior Advisors and the City Attorney to familiarize myself with relevant laws and City codes prior to my start date. Especially, those related to annexation.
- Ask the acting Manager and Department Heads to prepare an orientation binder for me. I would ask them to include the following items: 1. Information about the organization: people and projects. 2. Departmental goals, objectives and responsibilities. 3. Key policy documents. 4. One-page analysis, by Department, of their strengths, weaknesses, opportunities and challenges. 5. I would solicit suggestions about community leaders and stakeholders I should meet, from the departmental perspective. I would review the list with the Council to gain their insight. I would review this binder often to gain context about both the organization and community.

## Section 10

### J. Mark Rooney

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I have extensive experience with both local and major newspaper reporters. I have been interviewed by all the major networks that serve the Chicago and Providence, RI media markets. (NBC, ABC, CBS, Fox and WGN) I always defer to the Mayor before I assume the role of spokesman. No community activist expected. Although, I am not on any *personal social media* accounts, with the exception of LinkedIn. I have worked extensively with a dedicated staff member and the Police Chief via official social media accounts and City WEB page to inform the public about projects and events and any first responder activities. For the past 5- years I have issued press releases via email and social media.

I am an avid runner and biker. I have always enjoyed sports fishing and look forward to the largemouth bass opportunity. I enjoy reading autobiographies of historical figures.

### SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF

- Approachable- ability to relate to and engage respectfully with people from every walk of life
- Can-do-Spirit-with thick skin and accepts critical feedback with humility
- Innovative with entrepreneurial mindset (nonbureaucratic)
- Tactful and genuinely authentic leader; uses restraint and humor while obtaining results
- Reputation of candor and integrity
- Leader who inspires trust and builds collaborative teams and breaks down silos

### REASON FOR DEPARTING PAST POSITIONS

CARPENTERSVILLE: The former Fire Chief, who I dismissed for lack of integrity and his repeated verbal intimidation of women, became Village President. The unexpected death of my strongest supporter and the resignation of a second to take a job out of state, resulted in the appointment of two supporters of the Fire Chief, to the Council, and I was terminated the very same week.

WESTERLY: I loved the beauty of the Atlantic and New England, but after Covid and the inability to travel back to my children who were in College and completing H.S. caused me to prioritize family. (Yet, at this point in 2023 my two oldest have completed college and have joined the Army and my daughter is in her Senior year of college.)

ROUND LAKE BEACH: I am grateful for the opportunities Round Lake Beach has provided me, however the position has become routine and I realize that the mayor and I are a bad fit. Having earned my Illinois municipal retirement, my goal is to take advantage of that financial security and seek opportunities that align with my personal values over the next decade of my professional career.



**Section 10**

**J. Mark Rooney**

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I have a strong desire to work and live in a community that values strong leadership and appreciates the collaborative partnership between its City Manager and the community. My extensive experience in negotiating over 60 intergovernmental Agreements (IGAs) will be immensely valuable in addressing budget and service level challenges while prioritizing the City’s objectives. Throughout my career, I have been passionate about capital infrastructure projects, despite the stress of financing, managing timelines, and mitigating construction impacts on businesses and residents. The satisfaction of working with staff and elected officials to achieve the end product is deeply rewarding, as it embodies the Athenian Oath’s spirit of civic duty – leaving the city greater and more beautiful for future generations. I am passionate about city management because it allows me to transform the vision and dreams of elected officials and community stakeholders into reality. Building upon my past successes, I am confident in my ability to enhance customer service focus and boost morale among frontline staff in your organization. As a leader, I will make a positive contribution to both your community and organizational culture. Belle Isle presents a tremendous opportunity for me to be part of a thriving organization and community, where I can contribute and be inspired by the vibrant culture of this special place.

**CURRENT / MOST RECENT SALARY**

Westerly \$176,000 and Round Lake Beach is \$193,500.



**Section 10**

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*CB&A Background Checks*

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**Background Check Summary for  
JAMES "MARK" MARK ROONEY**

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**Criminal Records Checks:**

Nationwide Criminal Records Search	No Records Found
County	
Lake County, IL	No Records Found
Washington County, RI	No Records Found
Kane County, IL	No Records Found
Cook County, IL	No Records Found
State	
Illinois	No Records Found
Rhode Island	No Records Found

**Civil Records Checks:**

County	
Lake County, IL	No Records Found
Washington County, RI	No Records Found
Kane County, IL	No Records Found
Cook County, IL	No Records Found
Federal	
Illinois	No Records Found
Rhode Island	No Records Found

**Motor Vehicle**

Illinois	No Records Found
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**Credit**

Excellent

**Personal Bankruptcy**

No Records Found

**Sex Offender Registry**

Not Listed

**Education**

Confirmed

**Employment**

Confirmed

**Social Media**

Nothing of Concern Found

**Background Check Summary for  
JAMES "MARK" MARK ROONEY**

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Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

**Background Check Summary for  
JAMES "MARK" MARK ROONEY  
Personal Disclosure**

**Personal Disclosure Questionnaire**

Name of Applicant: J Mark Rooney

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

- 1. Have you ever been charged or convicted of a felony?  
Yes  No
- 2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?  
Yes  No
- 3. Have you ever declared bankruptcy or been an owner in a business that did so?  
Yes  No
- 4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?  
Yes  No
- 5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?  
Yes  No
- 6. Have you ever been charged with driving while intoxicated?  
Yes  No
- 7. Have you ever sued a current or former employer?  
Yes  No
- 8. Please list links to all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one. LinkedIn
- 9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?  
Yes  No
- 10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Attested to: J Mark Rooney  
Signature of Applicant

Please email this form via PDF DOCUMENT to [Monique@cb-asso.com](mailto:Monique@cb-asso.com) or via fax to (561) 621-5965 no later than 5:00 PM MST 05/15/2023.

**Background Check Summary for  
JAMES “MARK” MARK ROONEY  
Personal Disclosure Explanation**

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**Personal Disclosure Questionnaire**

*Name of Applicant: J. Mark Rooney*

10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Jim Kelly – A former Village of Wheeling Building Inspector sued over his dismissal in 2008. The Village settled on the eve of the trial in 2013 to avoid further legal costs as advised by the insurance carrier.

Nannette Burns – A former Village of Carpentersville finance employee sued over her dismissal. The insurance carrier for the Village, over the objections of the Village Board, forced settlement as the case would exceed Village SIR.

J. Mark Rooney – Filed a lawsuit against the Village of Carpentersville for breach of contract and violation of the Illinois Wage Payment and Collection Act. (see attached letter from Walsh Law Group, P.C.)

Nancy Markey – A former Town of Westerly human resource employee sued over her dismissal. The insurance carrier recommended settlement as the settlement cost was less than Town SIR.

**Background Check Summary for  
JAMES “MARK” MARK ROONEY  
Personal Disclosure Explanation**

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**WALSH LAW GROUP, P.C.**

WWW.THEWALSHLAWGROUP.COM

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21 N. FOURTH STREET  
GENEVA, ILLINOIS 60134  
PHONE: (630) 457-4242  
FACSIMILE: (630) 262-0644

June 17, 2020

Mr. Colin Baenziger  
Colin Baenziger & Associates  
2055 South Atlantic Avenue  
Suite 504  
Daytona Beach Shores, FL 32118

*Re: J. Mark Rooney Application*

Dear Mr. Baenziger:

My office represented Mr. J. Mark Rooney (“Mr. Rooney”) with respect to his separation from employment from the position of Village Manager with the Village of Carpentersville (“the Village”) on January 24, 2018. I was asked to provide an explanation of that litigation in support of his application to be the City of Brighton’s City Manager. I have reviewed extensive documentary evidence including emails, meeting minutes, memos and performance reviews and interviewed numerous witnesses about the circumstances of his separation. Based upon that review, I can say without reservation that all of Mr. Rooney’s performance evaluations had been excellent and he had always performed his duties beyond the expectations of his supervisors.

In 2016, Village President John Skillman was the Village’s Fire Chief. At that time, the Village commissioned a lengthy investigation into his management style. Based on the results, he was allowed to resign from his position as Fire Chief in lieu of termination. In April 2017, Mr. Skillman was elected Village President. Not long after his inauguration, Mr. Rooney learned through a co-worker’s complaint that President Skillman was referring to a trustee and a trustee’s spouse gender-specific derogatory names. Upon receiving the complaint, Mr. Rooney commissioned a brief investigation, which substantiated the claims. Mr. Rooney then insisted that President Skillman apologize to the complainant to defuse the situation. After apologizing, President Skillman told Mr. Rooney, “when I get the votes, I’m going to have you terminated for embarrassing me.”

On December 5, 2017, due to one trustee retiring and another passing, President Skillman was able to appoint two allies and create a majority bloc on the Village of Carpentersville Board of Trustees (“the Board”). President Skillman called a special meeting on December 12, 2017, at which time President Skillman announced his intention to terminate Mr. Rooney.



**Background Check Summary for  
JAMES “MARK” MARK ROONEY  
Personal Disclosure Explanation**

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Mr. Rooney’s employment with the Village was governed by an employment contract, executed on August 31, 2010 and amended two times thereafter (collectively, “the Agreement”). Section 4 of the Agreement was entitled “Severance Compensation.” Section 4 (a) provided that “If Rooney is terminated as Village Manager by action of the Village President and Board of Trustees for any reason other than conviction of a felonious act, the Village shall continue to pay Rooney his then current salary and fringe benefits for a period of...nine (9) months after five years of service.” Section 4(b) provides “In the event the Village and Board of Trustees take action at any time to reduce Rooney’s salary and/or fringe benefits in a greater percentage than an applicable across-the-board reduction for all employees of the Village, or...refuse, following written notice, to comply with any other provision herein benefitting Rooney, or in the event that Rooney resigns subsequent to a suggestion, formal or informal, by the Village President and Board of Trustees that he resign, then Rooney may, at his option, be deemed to be ‘terminated’...and shall receive severance compensation in accordance with the provisions of Section 4(a) of this employment agreement.”

As noted above, on December 12, 2017, President Skillman sought to terminate Mr. Rooney’s employment in large part as retaliation for investigating a female staffer’s complaint about President Skillman’s disturbing language. In furtherance thereof, the Village and Board of Trustees offered a separation agreement to Mr. Rooney, with a deadline for acceptance of January 4, 2018 at 12:00 p.m. Mr. Rooney declined to execute the agreement. Shortly thereafter, and upon learning Mr. Rooney had declined to execute the separation agreement, President Skillman notified Mr. Rooney that he intended to terminate him on Saturday, January 6. President Skillman then called a special meeting for Saturday, January 6, 2017.

The agenda for the January 6, 2018 Special Meeting was for “Possible Action by Board on the Removal of a Specific Employee or Execution of a Separation Agreement.” Mr. Rooney and his representative David Limardi were present for the meeting. While the Board was in closed session, then-Village Attorney Steve Elrod stepped out of the meeting and asked Mr. Limardi if he could speak with him privately. Mr. Elrod said that the Board and Village President wanted Mr. Rooney to go on leave while the parties discussed separation. Based upon that representation, Mr. Elrod and Mr. Limardi devised a plan whereby Mr. Rooney would be placed on involuntary leave but would continue to get paid through exhaustion of his sick, vacation and personal time while the parties attempted to negotiate a separation agreement and ultimately end his employment on March 30, 2018. The Board approved of the plan and Mr. Rooney was notified by Mr. Elrod and President Skillman that he was being placed on leave, effective immediately. I have personally reviewed documents and emails indicating the same. Indeed, Mr. Rooney was paid consistently with the agreement for the next three weeks.

Monday, January 8, 2018, would have been Mr. Rooney’s next regularly scheduled work day had President Skillman and the Board not placed him on leave. At 8:20 a.m., more than thirty minutes before Mr. Rooney’s customary start time, President Skillman sent out an email noting “Mark Rooney will not be back to the Village.” On January 9, 2018, then-Village Attorney Hart Passman sent two emails to Mr. Limardi with suggestions of how to communicate Mr. Rooney’s status. The first suggested “Mark Rooney is out sick with a back injury. Marc Huber is acting manager in his absence.” The second email suggested “Manager Rooney and the Village are working out a mutual separation agreement. In the interim, Manager Rooney is on vacation, and Assistant Manager Marc Huber is responsible for all day-to-day affairs of the Village.” It is clear that no one in the Village believed that Mr. Rooney abandoned his position. Moreover, President Skillman would not have



**Background Check Summary for  
JAMES “MARK” MARK ROONEY  
Personal Disclosure Explanation**

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known that Mr. Rooney would not be back to the Village on the morning of January 8, 2018 if he hadn't placed him on leave.

On January 16, 2018, the Village and Board of Trustees again met with the purpose of proposing a third “Resignation Agreement and General Release.” The agenda for the January 16, 2018 meeting read “Action by Board on the Removal of a Specific Employee or Execution of a Separation Agreement.” During the meeting, the Board voted to approve an amended separation agreement for Mr. Rooney. The consideration for the separation agreement was only a fraction of what Mr. Rooney was contractually entitled to if he were separated from employment involuntarily. Mr. Rooney declined to accept the proposed agreement. On January 20, 2018, the Board met again and approved another agreement with amended language. On January 22, 2018, Mr. Rooney notified the Village that he declined the offer.

Upon learning that Mr. Rooney declined to accept a separation agreement, President Skillman immediately called for another special meeting. The agenda for the January 24, 2018 special meeting again read “Possible Action by Board on the Removal of a Specific Employee or Execution of a Separation Agreement.” At that meeting, the Village and Board of Trustees terminated Mr. Rooney by characterizing his involuntary leave as abandoning his position. This was an obvious legal fiction created in an attempt to circumvent the Village’s contractual obligations pursuant to the Agreement.

Mr. Rooney was undoubtedly “terminated” under Section 4(a) or (b) of his employment agreement. The motivation for his termination was solely President’s Skillman’s vendetta against Mr. Rooney as a result of embarrassing himself, not anything that Mr. Rooney did. Mr. Rooney had an excellent reputation in the Village as well as among his colleagues. His unfortunate termination was the result of an impulsive and inexperienced individual, not misconduct and certainly not job abandonment.

On June 20, 2018, my office filed a lawsuit on Mr. Rooney’s behalf against the Village of Carpentersville for breach of contract and violation of the Illinois Wage Payment and Collection Act after attempts at informal resolution failed. In December 2019 and after very limited discovery, Carpentersville agreed to settle the lawsuit with Mr. Rooney. The litigation is concluded and the claim has been dismissed, with prejudice. Please understand that Mr. Rooney is not litigious. He had no choice, however, to enforce the contract that he bargained for to obtain the benefits for which he had provided significant consideration. It would be my pleasure to provide any further information available to assist Mr. Rooney with job placement.

Regards,

WALSH LAW GROUP, P.C.

By: \_\_\_\_\_  
Patrick J. Walsh, Esq.

cc: J. Mark Rooney

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*CB&A Reference Notes*

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## Reference Notes

### J. Mark Rooney

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#### **Ed Morrone – Former Town President, Town of Westerly, RI 401-932-4768**

Mr. Morrone was on the Council that hired Mr. Rooney and he did a remarkable job. Westerly is a tight Italian generational community, and it is not easy to assimilate in a place where everyone knows everyone, and they are all related. Hiring him was a leap of faith, but Mr. Morrone sensed something in Mr. Rooney during the interview process and was never disappointed with the selection. Mr. Rooney became so much a part of the community.

Before you can be a good manager, you have to be a good person and Mr. Rooney was. A mechanic in the public works department was killed on the job shortly after Mr. Rooney was hired, and he found out after his plane landed in Illinois to spend Christmas with his family. He hopped on the next plane back, and never went home to his family that Christmas. He and the Police Chief went to the home of the family to console them. He could not have been more warm, gentle, and caring had he been the manager of Westerly for years, which speaks highly of him. He made a wonderful mark with his performance, his empathy, and his ability to assimilate in the community. He was not perfect, and he had some rough edges but the human part of him and his loyalty is extraordinary.

Since Mr. Rooney was not able to return home for Christmas after the accident, Mr. Morrone invited him to spend Christmas with their family. While there, Mr. Rooney noticed the volunteer fire fighters preparing to protect the community from stray fireworks and walked over to shake everyone's hand and thank them for being there on a holiday. He was authentic and had a great perspective from his military experience. He could not be intimidated, but he had an affinity for the community and the residents cared about him.

When hiring, Mr. Rooney fully vetted the candidates, but some applicants do not always show their weaknesses in the process. He kept the Council informed and worked with them as a team, and he did not favor individual members. He anticipated as much as he could and then moved forward to accomplish much.

A pond in Westerly was decimated and ruined by hurricane Sandy and the dredging was stuck in the permitting process. Mr. Rooney led the process to move 35 cubic yards out of the pond in the dead of winter. Once the pumps were turned on, they could not be turned off because they would have frozen. The process was fascinating, and he handled it well.

The constitution in Rhode Island guarantees access to the beach for residents. For decades the topic has been contentious. Mr. Rooney led the process to determine right of way and had the area surveyed and marked so there would be no question in the future. Some of the paths were overgrown or blocked by fences and he led the process very well. The end product was successful though it was not easy working with wealthy individuals who think they own the water. Another instance of his problem-solving ability involved a veteran's group that was fractured. He brought them together to resolve the issues.

## Reference Notes

### J. Mark Rooney

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Mr. Rooney and the Police Chief had an exceptional relationship and worked extraordinarily well together. They faced a host of recurring issues related to covid with closures and restrictions to bars and businesses. They were timely in submitting reports to the state and the Department of Health. Their vaccination program was excellent, and they vaccinated hundreds of residents seamlessly. They utilized the senior center, staff and more to accomplish the goal. They pulled together and the effort was the pride of the community. As an added challenge, their governor was appointed to a federal board but did not relinquish control, so the Lieutenant Governor's hands were tied. As such, Westerly could not depend on state assistance, but they still moved forward through Mr. Rooney's guidance. He showed great leadership and received only praise for his handling of the vaccine process. He was fearless in an unprecedented and uncertain time.

Mr. Rooney handled the City's finances like his own, he was very astute. Their bond rating is on the way up and he did not overextend the community. He worked very well with the finance director and planned for the future. He was respected by everyone, even those who may not like him personally. He was hands on and worked with staff in the trenches. He led by example. He was very loyal to the community and rode on police boats on weekends to monitor the harbor as part of the mooring and safety program.

One fourth of July weekend Mr. Rooney picked up Mr. Morrone and they drove all over town to talk to business owners in the beach area. In the 45 years that Mr. Morrone has been in business, no town official ever stopped to talk to him on a holiday. Extend yourself and people respond, and the word gets around. Actions like this are why Mr. Rooney is so well respected. He is professional and has so much going for him.

Mr. Rooney has done so much for the community and moved them forward kicking and screaming at times. He brought them through controversy successfully. One such issue related to roads the City plowed for years even though they did not own them, and another was related to a bond issue. Everyone in the community loved him because he was committed to the job and the safety of the community. He was not only respected in the community, but also in the state. Any community would be well suited to have him.

Mr. Morrone has tremendous respect for Mr. Rooney and misses him both personally and professionally. He did a wonderful job in Westerly and is a good family man.

#### **Words or phrases used to describe Mark Rooney:**

- Devoutly religious,
- Caring father,
- Laughs easy and appropriately,
- Still knows how to have fun,
- Humble and
- Loyal friend.

## Reference Notes

### J. Mark Rooney

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**Strengths:** Committed and loyal, extends himself, does what is right for the community, professional.

**Weaknesses:** None identified.

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#### **Lisa Pellegrini – Former Development Services Director, Westerly, RI 860-227-9057**

Ms. Pellegrini has known Mr. Rooney since 2018 and reported directly to him until 2021. Mr. Rooney was an excellent manager. Communication was a two-way street and they were good at keeping the other informed.

Hiring decisions made by Mr. Rooney were excellent and he made good decisions in general. He thought outside the box and was very innovative. His vast experience was helpful, and he understood the basics of town government as well as the nuances of each community he serves. He easily identified key individuals to work with him, which was a gift. He knew how to assess the task and put the best group together to complete it.

Immediately upon arriving in Westerly Mr. Rooney was very active in meeting everyone and talking to them, and he continued to be active in the community. He met with various groups to establish communication and was very effective. When covid first hit, he realized they could not shut down completely or they would lose that personal connection. Westerly was one of the few towns that stayed open, but he was also very sensitive to residents who were uncomfortable or at high risk and found ways to safely connect with them. He hired employees who were good at making those personal connections. The executive team interacted together, and their projects coordinated with each other. He effectively overcame the silo mentality that existed when he arrived to create a very interactive group. He empowered Directors to make changes in their department for the good of the organization. Working with him was a wonderful experience.

The Town had been working on their comprehensive plan for ten years when Ms. Pellegrini was hired, and it fell under development services. The Council seemed afraid to make any decisions before adopting the plan, so they created many different committees and bypassed the planning Board. Mr. Rooney held meetings and really listened to the obstacles that the senior leadership team was facing. He identified two members of the Council to bring into the process and helped everyone realize that the planning commission needed a new Chairman. Once the new Chairman was in place, they were able to complete the comprehensive plan. Mr. Rooney is extremely supportive not only to the Council members but to the staff and the public. When residents were abusive in public meetings, he remained positive and did well in his approach to them. Another issue was when some wanted to remove the Columbus statue in town. He kept everyone calm and helped diffuse the situation. The statue remains and everyone is calm.

Mr. Rooney is absolutely customer service oriented, and he has excellent financial skills. To relieve stress, he exercises. When upset, he stays very cool but is direct, so you know what the issue is. Working with him is refreshing as compared to a manager who is passive aggressive and

## Reference Notes

### J. Mark Rooney

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will not tell you what the issue is. He talks to staff about any issues and expects them to fix it but will assist if they are having any trouble. When they need guidance, he breaks down the situation to help them determine how to move forward, rather than taking over. He has an excellent leadership style, most likely from his military career.

Everything in Westerly is controversial. The former HR director blamed Mr. Rooney for something related to covid that was not his fault, everyone in the organization feels that the accusations are unfounded. Nothing in Mr. Rooney's background would embarrass an employer.

Ms. Pelligrini would hire Mr. Rooney and his departure was a significant loss. When Ms. Pellegrini's parents both died in a short time frame, he encouraged her to take time off. He cares about the staff. He is an excellent and dedicated manager.

#### **Words or phrases used to describe Mark Rooney:**

- Fearless,
- Extremely dedicated,
- Very loyal,
- His word is his bond,
- Fiscally conservative,
- Compassionate,
- Very willing to mentor staff, and
- Very seasoned.

**Strengths:** Unifies everyone in one direction, keeps everyone in sync, encourages discussion and working together to accomplish crazy impossible things, excellent leader.

**Weaknesses:** At times he can expect much and perhaps moves at too fast of a pace. However, you can tell him you need to slow down a little and he acknowledges it. He is just on overdrive most of the time and has an enormous amount to do.

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#### **Dyann Baker – Former Finance Director, Town of Westerly, RI 401-348-2548**

Ms. Baker reported to Mr. Rooney from 2018 to 2021. Mr. Rooney was financially astute and helped Ms. Baker assimilate to the municipal environment because she came to Westerly from a non-profit organization. He provided good leadership while she worked through the nuances of public finance. He was very supportive of high performing employees.

Finding good talent willing to work in the public sector can be difficult. Mr. Rooney often could not hire the best person for the job because the Town could not pay them what they are worth. He does the best he can within the financial limitations of the organization. His decisions in general are good.

## Reference Notes

### J. Mark Rooney

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Mr. Rooney was very much about change and improvement, and he was a very community-oriented person. He attended community meetings and interacted well with the public. He understood the nuances and tried to understand the concerns and the sticking points. He worked to maintain relationships in the community.

Considering his schedule, Mr. Rooney kept everyone informed to the best of his abilities. He had to be reminded at times, but he really did the best he could. He was stretched even further in Westerly because they did not have a public works director for most of his tenure and he ran that department as well as the Town.

Due to the nature of finance, Ms. Baker and Mr. Rooney met one on one, but he truly helped to resolve any issues. During stressful circumstances he was very fluid, but he also showed great strength. The only time his stress elevated slightly was when his leadership was challenged.

Westerly has had a few controversies, one that involved a lawsuit. Some in the organization may have a different opinion of Mr. Rooney because there are differences of opinions about styles. Some employees may feel put upon because his expectations are high.

Ms. Baker would hire Mr. Rooney, he is a good manager. He did a tremendous job in Westerly, particularly for a person running a town while their family lived in a different state. He worked very hard for their community.

#### **Words or phrases used to describe Mark Rooney:**

- Strong,
- Knowledgeable,
- Employee centered,
- Financially astute, and
- Very taxpayer and citizen oriented.

**Strengths:** Very strong in finance, provides good leadership, supportive of high performing employees, understands when to be hands off and when to be involved with department heads.

**Weaknesses:** He allows his emotions to get in the way at times. For example, he is very loyal to the organization and staff. He wanted to reward employees with compensation equal to job performance, which was difficult for the Council to approve given the pandemic. As such, there was tension and emotion in the room.

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## Reference Notes J. Mark Rooney

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### **Kay Teeter – Former Trustee, Carpentersville, IL 847-894-8804**

Ms. Teeter was a Village Trustee for ten years and worked with Mr. Rooney as the Village Manager for five of them. She has served on the Business Development and the Planning and Zoning Commissions since she left the Board.

In terms of job performance, Mr. Rooney was on point. They did not hire him because they wanted people to like him, although he was a nice person. Change was absolutely necessary for Carpentersville. Staff had not been held accountable by the previous manager. Hiring was done based on who you knew, and the previous manager was personally doing some of the work that employees did not know how to do. They conducted an intensive interview process because they needed a change agent who could sustain a high-performance group. They selected Mr. Rooney and he was the right person for the job.

Mr. Rooney came in and mentored some of the employees and they improved so they are still with the organization. Some were already doing well, and he solidified them. When employees left or were not performing, he helped identify the qualities needed for that position, so they hired the right person to replace them. He always did what needed to be done. He made good decisions because he always focused on what was good for the whole and not one single entity.

Mr. Rooney attended every community event and many of the community meetings. When interacting with the public he was very friendly, open and approachable. He greets people with respect and listens to their comments and concerns. He is very good about keeping the Board informed and he meets deadlines.

The departments were not working well together which made community development very challenging. Developers and business owners met with one department and were given a to-do list. When they completed that list, they went to the next step and were given a second list, etc. The back and forth was incredibly frustrating for them. Mr. Rooney helped the departments put a master list together while putting the right staff in place, even if it meant moving employees around. He balanced out the issues and helped the departments work together. When someone wants to do something in the Village, every department that needs to be involved in that particular project is sitting at the table for the very first meeting. It has not only streamlined the process but has made it very customer friendly. The changes are significant and wonderful.

The person who owns the business that employs the most residents would not do any economic development in Carpentersville because the departments gave him grief and the process was not defined. He was very critical of their organization and took his business to surrounding communities. Since the change in the process, he is doing business development in Carpentersville and he speaks well of the City. He has seen the leadership of Mr. Rooney and is now willing to invest in the community.

The public works department had not been remodeled since the 1950's. The plan to remodel it received much pushback from the community, but Mr. Rooney guided them through the process



## Reference Notes

### J. Mark Rooney

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and helped them see the vision. Since the project has been completed, the residents are so excited about the changes, even those who complained in the beginning. The right thing to do is not always the easy thing, but Mr. Rooney can always discern the right thing to do and work in the right direction. He brought the project in under budget because he utilized the staff for the project when he could. With the money saved, he did an expansion and redevelopment of their City Hall which had not been updated since the 1970's. He helped the Board see the possibilities when they could not envision them. Mr. Rooney realizes that investing in the staff is beneficial and helps the organization to be more efficient. The end result has been wonderful.

The Village had never saved for capital purchases and projects before Mr. Rooney was hired. He put money aside every year so that when they need to buy a fire truck or ambulance, or need to paint the water tower, the funds are already available.

The Village had full time and part time firefighters. The part time fire fighters filled in the gaps and are cost effective because they do not require benefits. The full timers try to get rid of the part timers to increase their own pay by demanding that all firefighters have the same education level. Rather than dismissing the part time fire fighters, Mr. Rooney and the Board worked with the part timers to increase their education. An additional benefit is that they are able to step into a full-time position as openings occur. The full timers went public with allegations that Mr. Rooney was against fire safety and claimed he was a detriment to the community. The situation was very controversial but none of what they claimed was justified or accurate. Ms. Teeter is not aware of anything controversial in Mr. Rooney's history.

Ms. Teeter would hire Mr. Rooney. He was a great leader for Carpentersville, he did the job that needed to be done.

#### **Words or phrases used to describe Mark Rooney:**

- Driven,
- On purpose,
- Open,
- Futuristic, and
- Visionary.

**Strengths:** He looks at a situation from both perspectives because he is very objective, but he does have a heart. He sees what changes need to be made and what strengths the organization already has. He was very good at working through the process and provided the Board with enough information to make educated decisions.

**Weaknesses:** He has a military background and at times can be more focused on the task at hand rather than being warm and fuzzy. He is very personable, but he is also strong willed which is not a bad thing if it is channeled in the right direction. He is sometimes so passionate, and he could be softer when presenting his ideas.

## Reference Notes

### J. Mark Rooney

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#### **Dean Argiris – Former Village President, Wheeling, IL 847-845-6990**

Mr. Argiris has known Mr. Rooney since 2003. Mr. Arigis was a Trustee when Mr. Rooney was the Manager. Mr. Argiris was an aggressive Trustee who was always suggesting ideas, Mr. Rooney always found ways to accomplish them. They had a great relationship.

Mr. Rooney was a hard worker and a smart person. He was very good and dedicated to his field. He liked challenges, which was a good thing. Each of the Trustees has a different personality and he worked well with all of them.

When hiring personnel Mr. Rooney made good choices and they were happy with his selections. His decisions in general are good, he was very focused on the job. He answered the phone, even late at night on the weekend, and communicated well. He quickly supplied any information they requested. He managed 245 employees, worked with the unions and managed the TIF districts, which was a significant undertaking. He worked seven days a week and did well.

Because of the climate in Illinois, Mr. Rooney was always looking for ways to save money and find new revenue sources. He was always trying to keep businesses in the community and was really good at growing the community and maintaining services.

Mr. Rooney attended City events and other events like Chamber meetings. They held some fundraisers, and he was always in attendance. When in the community he has a great personality and the gift of gab. He can speak to anyone.

Keeping the Board informed was a mandate and Mr. Rooney did well. The elected officials created the vision, Mr. Rooney made sure the vision was set forth in the organization. He knew how to address hair brained ideas and suggested better ways to get to the end result. He listened and researched options. The residents gained a sense of pride by his example.

Schools, libraries, and parks were against TIF districts but the only way the Village could fund economic development was to create them. Mr. Rooney met with supervisors from the taxing bodies to explain why the district was important and how it would benefit their organization. He assured them that it was the right choice because he knew that they all had to work together. They now have five TIF Districts. One expired after lying dormant for twelve years because of the past administration. Mr. Rooney declared a surplus to expand the District, which is now bringing in some nice revenue. He was very creative.

During Mr. Rooney's tenure, they had to lay people off and teach employees to multitask. The situation was challenging but he was able to lead the organization while keeping the funding in place and their bond rate consistent. They received financial awards during his tenure. He was creative in refinancing the bond debt. He saved millions by changing from a 5% interest rate to a 2% interest rate. He is very skilled with finances and was very instrumental in what they were able to accomplish.

## Reference Notes

### J. Mark Rooney

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Mr. Rooney is visionary and always looks ahead. He is very transparent. He has a good head on his shoulders. If he has a Board who supports him and a good team to work with, he will thrive.

Before he came to Wheeling Mr. Rooney was involved in a controversial situation involving the union members who were backed by lobbyists. He did what was right for the community. He left Wheeling after a new Mayor was elected who decided to go in another direction. It was based on politics and not on Mr. Rooney's job performance. People were happy with him, and it was unfortunate that politics interfered.

Mr. Argiris would hire Mr. Rooney, he is a good Manager.

#### **Words or phrases used to describe Mark Rooney:**

- Good personality,
- Military background,
- No nonsense approach,
- Leads by example,
- Fun to be with socially,
- Creative, and
- Innovative.

**Strengths:** Good personality, separates the politics and dealt with each of the seven board members well. Good work ethic, just a great Manager.

**Weaknesses:** In Wheeling he was a bit of a micro manager. However, Mr. Argiris knows employees in Carpentersville, and they have confirmed that Mr. Rooney has improved in this regard.

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#### **Mr. Pat Horcher – Village President, Wheeling, IL 847-331-4234**

Mr. Horcher was a Trustee in Wheeling when Mr. Rooney was selected as the Village Manager in 2006. Mr. Rooney was excellent and always did a great job. At least two of the employees he hired are still working for the Village. He explained every decision he made, and they all made sense. Working with him was very easy.

The Village went through a big growth spurt before the economy tanked. Mr. Rooney definitely maintains an organization, but he was able to be innovative because of revenue streams from the growth spurt. He coordinated the construction of a new Village Hall, Fire Station, Public Works Building, and turned the old Village Hall into a dedicated Police Station. He definitely kept the Village moving forward.

## Reference Notes

### J. Mark Rooney

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Mr. Rooney was always at community events like the 4<sup>th</sup> of July celebration, but meeting with the general public was not his responsibility, Mr. Rooney primarily met with developers. He became involved when the job progressed to the point that it required coordination with the Village Attorney, Engineers, the developer's attorneys and the engineers.

Mr. Rooney always presented every option rather than just highlighting those that might be favorable to one side of the board or the other. He kept them very well informed. He led the project to buy a parcel of property that is now being developed as the Village Town Center.

When they began to feel the loss of tax revenue after the economic downturn, Mr. Rooney had to reprioritize departments, functions and services. He looked at employees who were close enough to retirement that they could buy out. He managed the Village during a volatile time and did very well. He always meets deadlines.

The Village had a fueling station with gas pumps and tanks. The Park District uses the station and pays for the gas. The Board decided that the Park District should contribute to a new building. Mr. Rooney sent them a memo outlining this idea and they were not happy about having to contribute. Even though Mr. Rooney was only doing as he was instructed, the Board declared he had overstepped his bounds and asked him to apologize to the Park District. Mr. Horcher thought it was absolutely wrong to ask him to do so, but Mr. Rooney understands the chain of command and that he needed to make the apology. He is honorable and did his job.

Mr. Rooney has not been involved in anything controversial. Over a period of several years a developer was given over 10 million dollars in TIF money, which put the Village in a difficult situation because they have maxed out the funds but did not receive the benefits they had hoped to receive. At the time the Village President was the Vice President of the bank who financed the developer on the other end and another Trustee backed the developer no matter what. On a day that this developer was coming before the Board to ask for more funds, they discovered that the developer had allowed his associates to dump material on a piece of Village owned designated wetland, of up to eight feet of debris. The Board had to hold an emergency executive session. The Trustee who backed the developer stated that she did not understand why they were making a federal case out of it. Mr. Horcher responded that it was a federal case as the land was federally owned wetland. The Trustee convinced the Board to give the developer more money anyway, which Mr. Rooney was opposed to. He pointed out that they were not receiving much value per unit being built. This situation factored into his departure from the Village and was part of the reason that Mr. Horcher resigned from the Board.

Mr. Horcher would hire Mr. Rooney in a heartbeat and really enjoyed working with him. Mr. Rooney's information was always accurate, and he relayed all the options even when they were not in the best interest of the community. He implemented whatever the Board decided.

## Reference Notes J. Mark Rooney

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### Words or phrases used to describe Mark Rooney:

- Dedicated,
- Loyal,
- Honest,
- Diligent, and
- Honorable.

**Strengths:** Very thorough with his research, absolutely committed to the chain of command – his job was to give the Board the facts and then implement the decision made. Working with him was very simple.

**Weaknesses:** He trusted people.

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### **Oneida Fehring – Administrative Assistant to Police Department and Village Manager, Carpentersville, IL 224-293-1660**

Ms. Fehring met Mr. Rooney in 2013. She has worked for the Village since 1999 and is the administrative assistant for the police department. After his administrative assistant left, he began utilizing her as his administrative assistant, too, until he left in 2018.

Mr. Rooney was tough, but fair. He was the best Village Manager they had during her tenure. He made good decisions when hiring and likes to promote from within if he found the talent. He made good decisions in general.

The Village was very rundown with many potholes when Mr. Rooney was hired. She never would have moved into the Village at that time but with the upgrades and changes that he introduced, and she would gladly move into town. He maintains operations at a high level.

Mr. Rooney was often out in the community and was very friendly with residents. He was always happy and shook their hands. When residents called, he answered the phone and spoke to them. He was very involved in the community.

Even though Ms. Fehring was an admin, Mr. Rooney always treated her as though she was part of the senior staff. His leadership was exceptional. All department heads did their best to please him, and whatever it took to make sure the organization is running smoothly and well. He had good financial skills and was very responsive.

Controversy always exists in municipalities and people do not always agree, but those who are critical of Mr. Rooney do not always see the whole picture. Ms. Fehring does not believe that anything in Mr. Rooney's background would concern an employer. People did not complain

## Reference Notes

### J. Mark Rooney

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about Mr. Rooney to Ms. Fehring because she came to his defense, but she acknowledges that sometimes union employees were unhappy because they did not get their way.

Ms. Fehring would hire Mr. Rooney and enjoyed working with him, he is excellent. The town really turned around through his leadership. When he was walking to her office, he spoke to people on the way to find out how their day was going. He was very involved in City Hall. He was with Carpentersville longer than any previous Manager and was very, very fair. An employee in finance told Ms. Fehring she was very grateful to him because he gave her the opportunity to prove herself. He offered a position in payroll to another employee who did data entry for the police department, and it worked out very well. He encourages talent and makes sure that employees grow within the organization. He is fantastic.

#### **Words or phrases used to describe Mark Rooney:**

- Fair,
- Great leader,
- Good natured, and
- Great leadership skills.

**Strengths:** Leadership, knows how to lead his departments heads. The Village ran so much better and comradery between departments was better than it ever has been.

**Weaknesses:** When people do not follow orders, he calls them into his office though this does not happen often nowadays.

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#### **Kathy Lamkin – Former Human Resource Director, Carpentersville, IL 630-464-4690**

Ms. Lamkin does Human Resource consulting. Another manager recommended her to Mr. Rooney, and they worked together from September 2015 to January 2017.

Overall Mr. Rooney had an excellent job performance. He was extremely analytical. He was hired to help Carpentersville from a budget perspective and did an excellent job. He was a good match for the Village at that time.

Everyone makes a mistake or two, but Mr. Rooney made good hiring decisions overall. He made great decisions for the organization. From Ms. Lamkin's perspective in Human Resources, she would have liked him to think more about the individual employee, but she understands that the Manager has to look at the big picture.

Mr. Rooney is definitely innovative. He came up with many ideas, some of which Ms. Lamkin questioned, but they almost always worked. If someone does not like change, they might be

## Reference Notes

### J. Mark Rooney

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frustrated working for him because he always has new ideas to try. When employees do their work, he is good to them. If they do not, they will know they are not meeting expectations.

Mr. Rooney attended Board and staff meetings. He kept Ms. Lamkin informed most of the time, but she was only in the office three days a week, which made it challenging. When she felt she should have been informed about something, he always listened. He was always responsive.

During a police department investigation, they had to decide how to handle it to keep the employee from filing charges. Mr. Rooney asked some questions and helped them determine the best route. He used the newspaper test, meaning he asked them what each decision would look like on the front page of the newspaper.

The Fire Chief was investigated and rather than being fired, he was given the option to retire. He then ran for Mayor and won which created a very uncomfortable situation. This Chief grew up in the Village. Ms. Lamkin gained a great deal of respect for Mr. Rooney during this time. It was a difficult decision and asking for the Chief's resignation could have been the end of Mr. Rooney's career. Even so, he did what was right for the organization. Also, there was a situation about a disagreement that ended up in the paper. Ms. Lamkin does not know much about it, except that Mr. Rooney was exonerated. In Illinois, Administrators do not hire their department heads. Mr. Rooney will do better if he has control over who his department heads are.

Depending on the culture, Ms. Lamkin would hire Mr. Rooney. He is not a good fit for her client that is extremely focused on doing everything for the employee even if it means changing the rules. To be clear, Mr. Rooney was fair to employees and offered benefits that were cost neutral to part timers, but he did not bend over backwards to make sure that everyone gets what they want. In general, she recommends him and enjoyed working with him.

#### **Words or phrases used to describe Mark Rooney:**

- Smart,
- Creative,
- Wants to do the best for the organization,
- Loyal, and
- Assertive.

**Strengths:** Extremely smart, analytical, understands the politics, keeps the Board informed, handled very sensitive issues including union negotiations or investigations, knew what to tell the Board without getting them involved in the minutia.

**Weaknesses:** He can be pretty business oriented and some who are sensitive might not think that he cares as he is just not touchy feely. While it did not bother Ms. Lamkin, she had hoped he would open up a little more.



**Reference Notes  
J. Mark Rooney**

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**Mike Angus – President, Chicago Area Mountain Bikers, Carpentersville, IL 630-804-9521**

Mr. Angus and Mr. Rooney met in 2013. They worked together on projects for the community which mainly consisted of identifying land options and approaching owners to see if they were amenable to using the land for a bike park. The park they envisioned is now in construction.

They participated in eight formal meetings together. When issues occurred, Mr. Rooney was very quick to address them, and he even visited the park to see the progress. He was very supportive. He is a great person and did everything that they asked of him.

Mr. Rooney was open to the idea of a bike park when many people were negative, and the resulting project has improved the Village substantially. When Mr. Angus had a question Mr. Rooney either responded quickly or delegated to the staff if he was busy. He was very good about keeping others informed.

The park had an issue with gangs and graffiti, Mr. Rooney was quick to offer police support and City staff to clean up the graffiti. If they had leftover rubble or trash, Mr. Angus called the City. Mr. Rooney swiftly took care of any issue.

Mr. Angus had limited exposure to Mr. Rooney but is not aware of anything controversial that is related to him. Mr. Angus would hire Mr. Rooney, he did very well in Carpentersville. They would not have the bike park without his efforts, he was very supportive.

**Words or phrases used to describe Mark Rooney:**

- Open minded,
- Direct,
- Caring,
- Supportive,
- Responsive, and
- Collaborative.

**Strengths:** Can make decisions and does not beat around the bush, he deals with issues.

**Weaknesses:** Employees have said that he can be pretty direct, but Mr. Angus has not witnessed it firsthand.

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**Prepared by:** Lynelle Klein  
Colin Baenziger & Associates





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*CB&A Internet Research*

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**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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[CB&A Note: Only the information pertaining to Mr. Rooney is included.]

<https://biz.crastr.net/illinois-has-spent-nearly-5-billion-in-pandemic-funds-heres-how-some-suburbs-used-it/>

August 20, 2022

**Illinois has spent nearly \$5 billion in pandemic funds. Here's how some suburbs used it.**

by Shawn Johnson

In Illinois, more than \$14 billion is expected to be divided and spent over the next four years from the American Rescue Planning Act, among state, county and local governments. The amount is about 4% of the \$350 billion state and local Financial Recovery Fund aid package approved by Congress and President Joe Biden in 2021. The funds were intended to stabilize government budgets, which could experience revenue deficits related to the pandemic, as well as operating expenses to maintain government services during the pandemic. According to a recently released report by the US Treasury Department outlining the first year of ARPA spending across the country, government agencies in Illinois have so far spent nearly \$5 billion on a wide range of initiatives and projects. But experts from some government finance organizations have limited details about how that money was spent and its effectiveness.

Round Lake Beach officials last year spent \$53,500 received from the American Rescue Plan Act on a COVID-19 vaccination incentive program for their employees.

Village manager **Mark Rooney** said 63 of the city's 73 full-time employees received an incentive of about \$1,000 "because it wasn't a mandate."

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Herald (IL)  
October 21, 2021

**Top Priority is Economic Development**

Author: Mick Zawislak

Round Lake Beach has a new full-time village administrator for the first time in nearly three decades. **Mark Rooney** has 25 years experience in suburban government, with stints in Highwood, Wheeling, North Chicago and Carpentersville. He assumed full-time duty in Round Lake Beach on Oct. 4 and was sworn in Monday to succeed Dave Kilbane, who retired in April after 28 years.

**Rooney** returned to Illinois and his longtime home in Highwood after three years as town manager in Westerly, Rhode Island, a tourist town known for its beaches and a summer population of 52,000. Round Lake Beach Mayor Scott R. Nickles said it was a hard decision but **Rooney** emerged from three highly qualified candidates. "We made our decision based on some of the issues facing our village now and in the future," Nickles said. "The future is our economic development and filling our empty voids," he said. The village doesn't have a lot of space for new development, making infill projects a key, he added.

Handling various intergovernmental agreements, continuing cooperation with surrounding communities and hiring a full-time finance director are other considerations moving forward, according to Nickles. **Rooney's** annual base salary is \$175,000, with a \$6,000 annual car allowance. He must give the village six months' notice if he voluntarily resigns within the first three years and 60 days' notice after that. As an "at-will" employee, **Rooney** can be fired at any time with or without cause.

**Rooney's** team and leadership approach was cited as a factor in the choice. He noted the stability created by Kilbane and long-term former mayor Rich Hill. "I want to build on the success the village has had," **Rooney** said. In the bigger picture, the Round Lake-area communities work together on regional decisions and understand the economies of scale, he added. The village offered **Rooney** the job on Sept. 4. Days later, he resigned as Westerly town manager. He'd been hired there as interim manager in May 2018 and given the full-time job that August.

**Rooney** served in the Army for 31 years, including seven on active duty. He retired as a lieutenant colonel in 2014. He was a staff assistant to the late Sen. Paul Simon before being hired as Highwood's first village administrator in 1996. In 2003, **Rooney** was named assistant village manager in Wheeling serving three years before being named manager. He left in 2009 for a brief stint in North Chicago before being hired in Carpentersville. He served seven years in Carpentersville before the village board in January 2018 voted to accept what it considered to be **Rooney's** "voluntary resignation," saying he had stopped reporting for work.

**Rooney** sued the village, claiming he was placed on involuntary leave and then fired without the severance and benefits he was owed. The parties settled in 2020 for \$220,000. Former Buffalo

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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Grove Village Manager Bill Balling, who served as interim administrator in Round Lake Beach, said the village was looking for a highly experienced manager who understood state and county government and who had the experience to sustain and build activity along Rollins Road, its main business corridor. "I think we're setting the table with the management structure we have in place," Balling said. "We think we're getting the right person in place to mature the organization" and build on successes, he added.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
Sep 15, 2021

**Rooney still on the job in Westerly ... for now**

By Dale P. Faulkner

WESTERLY — If you're not sure who's running the town, you're not alone. As it turns out, according to town officials, Town Manager **J. Mark Rooney**, who on Sept. 9 announced his intention to resign, will stay on for at least the rest of this week. But on Monday, the Town Council did not discuss **Rooney's** status during the public portion of its meeting, even though he had already tendered his resignation. The council did, however, go into a private executive session to evaluate Rooney's job performance.

**Rooney**, who attended Monday's council meeting and participated in the executive session, declined to answer questions for this article, saying he had been asked by the council to refrain from making public comments. Following the executive session, Town Council President Sharon Ahern announced that the council had not taken any votes pertaining to **Rooney's** job performance or on the other topics listed on the agenda for the private session.

On Sept. 9 Ahern acknowledged that she had accepted **Rooney's** resignation and said he had discussed interest in staying on to assist the council with the transition to a new town manager. At the time, Ahern said she anticipated discussing **Rooney's** resignation and offer to stay on for a period of time during the council meeting on Sept. 13.

On Tuesday, Ahern said that **Rooney** was continuing to work for the town. "**Mark Rooney** is still the town manager as of today," Ahern said. "The Town Council has a plan and a firm leadership agenda and because, as you know, we were in executive session under personnel, we were advised by Town Solicitor [William] Conley that we could not discuss any details at this time, but action will be taken on Monday."

When asked whether **Rooney** would continue on for the rest of this week, Ahern initially said she was uncertain she could answer, but eventually said, "Yes. I don't want people to think that the town is without leadership. It most certainly is not."

Ahern said she had communicated with the chairpersons of some of the town's boards and commissions. "I have reached out to some of the board chairs and told them 'Please rest assured we have a plan' so no one thinks we are in an era of disruption," Ahern said. While the departure of a town manager can be "disturbing," Ahern said the position in Westerly and other municipalities tends to be one with a high turnover rate.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
August 3, 2021

**Town Council Considers Ways to Balance Transfer Station Budget**

Author: Dale P. Faulkner

WESTERLY — A new \$50 annual transfer station fee would be charged to all dwellings in the town, and the cost of town-issued orange trash bags would increase by \$1.00 under a plan being considered by the Town Council. The fee and bag-cost increase were some of the options developed by Michael Serra, assistant superintendent of the Department of Public Works, as a means to reduce the transfer station's reliance on the annual municipal budget to balance its financial ledger. The transfer station is designated as an enterprise fund that many officials say should be financially self-sustaining based on user fees. The Board of Finance, during deliberations on the municipal and enterprise budgets last spring, asked the Town Council to study the transfer station's financial performance, noting its increased reliance on funds from the town budget rather than fees charged for use of the facility to balance the facility's annual budget. The transfer station is relying on \$488,571 from the annual budget in the current fiscal year to balance its \$2.96 million budget. In return for the \$50 annual fee, which officials said would likely be included with municipal tax bills, property owners and residents would receive a permit that would grant entry to the transfer station.

Serra and Town Manager **J. Mark Rooney** discussed the recommendations with the Town Council during a workshop meeting on Monday. **Rooney** said use of funds from the municipal budget has increased in recent years because expensive equipment used at the transfer station has required replacement. He also reminded the council and residents that the town no longer receives money for recyclable items because of the decline in the international market for recyclable items. The recommendations come as Rhode Island Resource Recovery Corporation, which operates the state landfill in Johnston, which receives the town's trash, is increasing its fees to municipalities. In the current fiscal year, the corporation's fee increase to the town is estimated to result in a 4% overall increase from \$1.049 million to \$1.086 million and an estimated 13% overall increase in 2022-23 to \$1.22 million. Additionally, the vendor that supplies the orange bags is increasing the cost of the bags by 15%. Members of the council stressed that the recommendations they are considering are intended to mitigate reliance on the annual town budget. They also noted that ultimately residents all pay for the transfer station either through taxes that support the municipal budget or fees imposed for use of the facility. "We're not trying to make money. What we're trying to do is close the gap. We need to figure out how we can break even every year," Councilor Suzanne Giorno said. Councilor Caswell Cooke Jr. said he supported the proposed new permit fee and increase to the cost of trash bags, and said Serra and **Rooney** should be given authority to increase fees when the town is facing increases in the fees charged for use of the state landfill. The council is expected to consider an ordinance that would establish the permit fee and trash bag cost increase in the future. **Rooney** and Serra agreed to study a proposal by Councilor Karen Cioffi to eliminate use of the town-issued trash bags. Cioffi said the bag system would no longer be necessary if the permit fee is adopted.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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NPR Radio (USA)  
August 22, 2021

**Rhode Island Braces for Tropical Storm Henri**

Author: Susan Davis

Susan Davis speaks with **Mark Rooney**, town manager of Westerly, Rhode Island, about how the town is planning for Tropical Storm Henri.

SUSAN DAVIS, HOST:

Henri is already dropping rain on New England and hitting the coast with high winds. The tropical storm spent much of yesterday as a hurricane and is expected to officially make landfall this afternoon. **Mark Rooney** is the town manager of Westerly, R.I., and joins us now. Thanks so much for taking the time.

**MARK ROONEY:** You're welcome.

DAVIS: Other officials in the region today say they're expecting something akin to Superstorm Sandy. Is that what you're preparing for?

**ROONEY:** That is exactly what we're preparing for because we're - with the high tide of the full moon - causes about a 3-foot rise naturally, and then the 3 to 5 feet of storm surge could be very detrimental because it'll breach the dunes and bring sand and water inland. And that - it leaves a lot of sand on the road and causes a lot of infrastructure issues.

DAVIS: So what kind of preparations are you making, and what have you been telling your constituents about how to prepare for the storm?

**ROONEY:** Well, we've issued a shelter-in-place at about 9:30 this morning, and we had a temporary - or a recommended evacuation of the area that is most prone to the storm surge. And we're - at this time, we're closing off some of the access roads into the most prone flooding areas on - along the shore.

DAVIS: Have folks been listening to the evacuation order? I know, oftentimes, people decide to stick around even when they're told to leave.

**ROONEY:** For the most part, they did. The hotels, I think, had check-out this morning in the affected region. And so some of those visitors did leave the cottages or their Airbnb. But we do have - we still continue to have people that come in to the area because they see the Weather Channel. But we do have police cars advising people to leave those areas.

DAVIS: Can you talk us through the preparations that you've made and what you're telling your constituents about how to weather the storm?

**ROONEY:** Well, we've issued a shelter-in-place to every resident of the community. And in the heavily impacted areas, we have police blocking access into those areas and escorting people out that have gotten in there to do observation or - we had surfers earlier in the day. So those all have been moved out of the area.



**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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DAVIS: What's your biggest concern right now in terms of safety?

**ROONEY:** Downed power lines. I saw some preemptive shutdowns of gas lines in the beach areas to preclude any problems to the system overall. And they do have crews that will work to restore power as long as the winds are below 35 miles an hour. So they have been working, even in the storm, to restore power. We've got scattered power outages but not widespread.

DAVIS: It's been nearly 30 years since a storm of this measure has affected the New England area. Do you think that the local area is more prepared for a storm like this now?

**ROONEY:** The communication systems are much more robust now in the coordination between the fire district, national grid and the town, and then we have state assets, as well. That cooperation and interdepartmental level of training is there, and we find that the fire department - they have been staffed up and very responsive this morning to any trees on roads and opening them up within 30 minutes.

DAVIS: All right. That's **Mark Rooney**. He's town manager of Westerly, R.I. Thank you so much for your time.

**ROONEY:** You're welcome.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
July 24, 2021

**Westerly, Former HR Director Settle Lawsuit; Town Admits No Guilt**  
Author: Dale P. Faulkner

WESTERLY — A lawsuit filed against the town by its former human resources director claiming she faced illegal retaliation and that her rights under whistleblower and family leave laws were violated has been settled out of court for \$98,500. The four-count lawsuit filed in U.S. District Court in Providence in December on behalf of Nancy M. Markey, who worked as human resources director for about two years, claimed Town Manager **J. Mark Rooney** violated her rights as a whistleblower and rights she had under state and federal medical leave legislation, as well as rights she had under the federal Family First Coronavirus Response Act.

Terms of the settlement agreement were reached after both sides participated in a voluntary mediation session aimed at avoiding a trial. The agreement does not constitute an admission of wrongful or unlawful acts by **Rooney** or the town, according to terms of the agreement. The Town Council voted unanimously to approve the agreement in late June but did not announce the vote until Monday because the town's lawyers advised not announcing the agreement until it was signed by all parties, said Town Council President Sharon Ahern on Monday.

Lawyers for Markey and the town said the agreement reflected give and take by both sides. "Both parties compromised significantly. I think it's in the best interest of the taxpayers," said Matthew Oliverio, the lawyer who represented the town in the case. By settling early, Oliverio said the town avoided the cost of additional legal representation, which would have started to mount if the case was decided by a judge, regardless of whether the town won the case.

Employment law claims generally involve economic damages related to the claimant's salary and livelihood and whether they found alternative employment and at what level of compensation, as well as an analysis of economic damages including pain and suffering, said Richard Sinapi, Markey's lawyer in the case. Potential settlement agreements are also based, Sinapi said, on clients' risk preference. "My client felt it was a fair settlement and it was acceptable to the town as well and that was the compromise that was reached," Sinapi said. Markey is now working for a school district and is "doing very well," Sinapi said.

According to the agreement, the settlement payment was broken into three components: \$32,400 for unpaid wages, less applicable deductions and withholdings; \$32,400 for non-economic damages (such as pain and suffering); and \$33,700 for legal fees and costs. Markey claimed, in the lawsuit, that **Rooney** retaliated against her after she told him she planned to report violations of COVID-19 protocols she observed in Town Hall in March 2020 as the pandemic started to take hold and wreak havoc throughout the country.

The retaliation continued, the lawsuit alleged, when the town unsuccessfully contested and appealed Markey's application for unemployment benefits. The town argued, according to

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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Markey's lawsuit, that Markey had been terminated for insubordination and failure to follow leave and attendance policies, but a state Labor and Training Department appeal-hearing officer found Markey had followed routine steps for leaves she took and that there was no evidence of intentional wrongdoing. **Rooney** did not return a telephone message seeking comment for this article but typically does not discuss matters involving employees.

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**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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[**CB&A Note:** We have spoken to the Town about this matter and, we are confident the suit described below is without merit.]

Westerly Sun, The (RI)  
February 7, 2021

**Westerly's former HR chief sues the town**

Author: Dale P. Faulkner

In federal suit, Markey alleges she was fired after blowing whistle on alleged violations

It was the early days of the COVID-19 pandemic last March, and tensions were running high, including on Broad Street in Town Hall. Workers were, allegedly, pushing for permission to work from home and asking for the building to be sanitized and for the public's access to be limited.

According to a federal lawsuit filed recently against the town by Nancy M. Markey, its former human resources director, it was against this backdrop that she was fired by Town Manager **J. Mark Rooney** in retaliation for informing him she planned to report alleged violations of COVID-19 protocols to state and federal agencies. It was, the lawsuit asserts, a violation of both federal and state family medical leave protections.

The lawsuit also describes the mood in Town Hall when two workers tested positive for the coronavirus and detailed concerns with how **Rooney** was handling the pandemic, including whether employees would be informed if other employees tested positive for the virus. Many of the events depicted in the lawsuit occurred prior to Town Hall eventually being closed for a special cleaning and before an appointment-only policy was put in place during the first surge of the virus.

**Rooney** and Town Attorney William J. Conley Jr. declined to comment or answer questions for this article, citing personnel policies of not commenting on pending litigation. The town has yet to file a formal response to the lawsuit, which was filed Dec. 22 in U.S. District Court for the District of Rhode Island in Providence.

The lawsuit also alleges that **Rooney** failed to quarantine himself after experiencing symptoms of the virus and getting tested and that he ordered Markey not to tell anyone that he had been tested. Other accusations made by Markey include that **Rooney** initially failed to inform her that a Town Hall worker had tested positive for the virus, despite **Rooney** having asked Markey to handle employee COVID-19 issues, that **Rooney** criticizing the state's handling of the virus and that **Rooney** swore at Markey on one occasion.

**Rooney** and the town are named as defendants in the lawsuit, which contends that **Rooney** retaliated against Markey when he put her on administrative leave the day after she sent him an e-mail stating her intent to complain to state agencies about the town's alleged failure to comply

**Internet – Newspaper Archives Searches**

**J. Mark Rooney**

*(Articles are in reverse chronological order)*

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with COVID-19 executive orders issued by Gov. Gina Raimondo. Markey worked for the town from October 2018 until she was removed from her position in May following her placement on administrative leave in April. The retaliation continued, the lawsuit alleges, when the town unsuccessfully contested and appealed Markey's application for unemployment benefits. "... The director of the Rhode Island Labor and Training Department issued a decision that [Markey] was entitled to unemployment benefits because the investigation conducted by [the department] failed to show evidence of intentional wrongdoing" by Markey, the suit asserts.

The town appealed the director's decision, arguing that Markey had been terminated for insubordination and failure to follow leave and attendance policies, but the appeal-hearing officer found Markey had followed routine steps for leaves she took and that there was no evidence of intentional wrongdoing. "The [hearing officer] further found that the alleged insubordination was centered on disagreement over the handling of COVID-19 protocols that eventually led to her termination, which did not constitute misconduct in connection with the workplace," the lawsuit states. A second appeal by the town to stop Markey from receiving unemployment benefits also failed.

Markey's Family Medical Leave Act claims stem from leaves she took in March and April. The lawsuit also alleges Markey's rights under the federal Families First Coronavirus Response Act were violated when she was placed on administrative leave after taking a medical leave to await the results of a COVID-19 test.

The termination of her employment also amounts to a violation of Markey's rights under the state Whistleblowers Protection Act, according to the the suit, which alleges she was fired for filing complaints with Raimondo's office and other state agencies. The lawsuit seeks unspecified back and other pay or reinstatement of Markey's position, compensatory and punitive damages, as well as attorneys' fees and court fees.

Richard Sinapi, Markey's lawyer, said the damages that will be sought had not been calculated but would be based on lost wages and benefits and on the impact of the termination on Markey's reputation. "... And there is some emotional pain and suffering that is associated with an abrupt termination from a publicly appointed position where you are trying to do your best job and you get the rug pulled out from under you," Sinapi said.

In July of 2019 Markey received an "exceeds expectations" job performance review from **Rooney** and her pay was increased from \$85,000 per year to \$90,125, according to the lawsuit.

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Brattleboro Reformer (VT)

February 1, 2021

**R.I. COMMUNITIES OFFER VACCINE**

Bennington Banner

Cities and towns are administering a limited number of COVID-19 vaccines to residents ages 75 and older. The Rhode Island Department of Health announced Thursday that they could get vaccinated. Many appointments filled up quickly. Each city and town has been allocated a certain number of doses.

In Westerly, most of the people who were called were selected using the municipal voter roll. Their names were sorted randomly using the last four numbers of their phone numbers, Town Manager **J. Mark Rooney** told the Sun.

Some of the 34 housing authority and senior center individuals were not taken from the voter list in order to include others who might not be registered to vote. "We tried to get across the demographic as best we could," **Rooney** said.

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**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Westerly Sun, The (RI)  
January 27, 2021

**Progress made on Westerly rights of way**

Author: Dale P. Faulkner

Council lauds Rooney's efforts to clean up beach access pathways

Two-dozen rights of way that provide access to the shoreline have been surveyed and many cleared and marked with granite posts under a program directed by Town Manager **J. Mark Rooney** at the request of the Town Council.

The work was performed in conjunction with development of the municipal Harbor Management Plan. An interim version of the plan, mostly focused on moorings, was adopted by the council in 2018. The council thanked and praised **Rooney** Monday following his presentation on the work that was accomplished by a professional land surveyor and public works personnel with input from Lisa Pellegrini, director of Development Services, Julia Beasley, interim Recreation Department director, and Kimberlie Rayner- Russell, assistant harbormaster.

**Rooney** also reviewed four potential new sites around Winnapaug Pond that could be formally designated as municipal rights of way in the future. The four sites have been used historically but are not listed on town documents as designated rights of way.

Councilor Caswell Cooke Jr., who serves as executive director of the Misquamicut Business Association, said residents and business owners have asked for formal access points to the pond for decades. "It's something that people have really talked about since I started down at the beach more than 20 years ago, and it never happened," Cooke said.

One of the proposed new rights of way to the pond is at the end of Terrace Avenue, where Rooney said officials hope to create a launch area for small watercraft. The other three proposed sites are all off Atlantic Avenue.

**Rooney** also reviewed photographs of the 24 rights of way that were surveyed. The photographs depicted clearing and sturdy granite posts that officials are hopeful will mark the paths to the shoreline indefinitely and stop a pattern of rights of way becoming overgrown and their location and status as public unclear. Officials are also seeking permission and grants from the state to install kayak and canoe racks at some of the rights of way, **Rooney** said.

Pellegrini said officials hope a map depicting the rights of way can be added to the Harbor Management Plan. "To make it easy for the public to just flip through the plan and see where the rights of way are," Pellegrini said.

**Rooney** assured residents that rights of way to the shoreline have been a priority in recent years but said the work is time-consuming. "I would ask the public, again, for a little bit of patience ...

**Internet – Newspaper Archives Searches**

**J. Mark Rooney**

*(Articles are in reverse chronological order)*

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we are, as the council has promised, moving on the rights of way. They have not fallen off ... the staff has worked on it. I want the public to understand that it's not that they were ignored," **Rooney** said.

Councilor Christopher Duhamel and other councilors joined with Cooke in praising **Rooney's** work. "**Mark** is a great asset. He's really made this happen and he's calmed a lot of battles on this," Duhamel said.

Prior to **Rooney's** presentation, the council reviewed proposed language changes to some of the rights-of-way descriptions in the Harbor Management Plan. As part of the review, the council agreed to strike proposed language that would have stated that public parking would be added adjacent to the Waters Edge Road right of way in Watch Hill. Council President Sharon Ahern said the council had received numerous written comments critical of the proposed language on parking. Residents and others who participated in the meeting remotely were critical of the decision, saying it was premature and that parking was needed at the right of way.

A lawyer for the Watch Hill Fire District and the Watch Hill Conservancy, Gerald Petros, questioned proposed new language in the plan related to Fort Road in Watch Hill. Petros said the road is not a public road and that a lawyer working for the town had previously reached the same conclusion. References to Fort Road as a right of way to the shoreline are unnecessary, Petros said, because the fire district and conservancy have demonstrated commitment to allowing public access to Napatree Point.

Anthony Palazzolo, who owns property in the town, asked the council to study the Fort Road question more closely and raised questions about the legal opinion cited by Petros.

Ahern asked residents and other interested citizens to submit comments to the council prior to Feb. 22 when she said the council would resume a workshop meeting on the rights of way section of the Harbor Management Plan.



**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Westerly Sun, The (RI)  
November 19, 2020

**Westerly councilors praise town staffers for road work**

Author: Dale P. Faulkner

Duhamel: Recent work on infrastructure, Duhamel says, has been completed quickly

Members of the Town Council are praising the municipal Engineering Department and town manager for their work on projects paid for with a \$15 million bond approved by voters in 2018. With the bulk of the bond funds spent or committed, long-serving council members say the work surpasses anything they had seen before. Work under previous road bonds of \$6 million in 2014 and \$6.5 million in 2010 was often slow to proceed.

"I'd like to go back to 2018 when the electorate approved the \$15 million bond. I thought it was insurmountable. How could we ever keep up with that? How could we get it all done? But you made it happen," said Town Council President Christopher Duhamel on Monday. Duhamel, who has served 16 years on the council, was speaking to Town Engineer Kyle Zalaski and Town Manager **J. Mark Rooney**.

Zalaski provided an overview of work accomplished under the \$15 million bond and what remains to be done. **Rooney** asked that former Town Engineer Sheila McGauvran also be recognized for her work on the bond projects before Zalaski started his job with the town and when she served as a consultant during Zalaski's first year in Westerly. "It's an incredible feat and you should be commended for what you've done. We sat on other councils when we didn't get any real results," Duhamel said.

In 2019 about 11.5 miles of roads were resurfaced and the School Street reconstruction project, which is set to begin in March, was designed. This year about 8.2 miles were resurfaced on 42 roads. All of the 58 roads on the original road bond list have been resurfaced except for Pearl Street, which will be worked on next year. An additional 28 roads were also addressed under the bond. "In all the years that Chris and I have been up here, it's never gone this smoothly or this quickly, so it's pretty amazing," said Councilor Caswell Cooke Jr., who has served on the council for 14 years. "It's an incredible feat and you should be commended for what you've done. We sat on other councils when we didn't get any real results." - Christopher Duhamel, council president

Councilor Suzanne Giorno thanked Zalaski for providing the council with regular updates on road bond projects, which she said enabled council members to easily answer residents' questions.

The council recently authorized **Rooney** to proceed with a \$2.95 million contract with Ferreira Construction of New Jersey for the School Street reconstruction project. The utilities department will pay \$750,000 toward the cost of the project to cover the cost of upgrading the water system on the road and \$2.2 million of the road bond is earmarked for the project, which is set to occur

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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from March 1 to Nov. 1. A 25% contingency to cover potential cost overruns and the cost of project oversight has been established for the project. Councilor William Aiello said the contingency was too high and will unnecessarily tie up funds that could be used for other projects. Zalaski said town officials decided on a 25% contingency in light of cost overruns that occurred with a similarly expansive project on Cross Street a few years ago. "There is some concern that we thought warranted the 25%," Zalaski said. Aiello was also critical of decisions to add certain road projects during the course of the bond.

Not including the School Street contingency funds, there is about \$2.1 million remaining from the bond. In the running for those funds are projects on Bowling Lane, Breen Road and Pasadena Avenue, and Riverview Avenue. Other projects on the horizon include Church Street sidewalks, Atlantic Avenue resurfacing, work to rights of way on Waters Edge Road and Manatuck Avenue, and the reconstruction of Uzzi Avenue.

**Rooney** said he anticipated recommending a new \$5 to \$7 million road bond to be considered in a referendum in the spring to cover the cost of some of the more expensive projects that remain to be accomplished.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Providence Journal  
May 21, 2020

**On R.I.’s south shore, opening town beaches gets down to nitty-gritty**

Author: Donita Naylor

Correction: Visitors to state and town beaches will not be required to wear cloth face coverings if they can consistently stay at least six feet apart from those in other groups. All beachgoers are asked to bring face coverings to the beach and wear them in any crowded area, such as bathrooms, concessions or parking lots. An earlier version of this story did not accurately describe the policy.

Remember before, when the things that triggered fear at the beach were a fin circling, a stomach cramp from swimming too soon after eating, or maybe sunburn, bullies, creeps or undertow? This year, danger at the beach is invisible and so much deadlier. Now, sitting downwind and within six feet of someone who sneezes, or touching a door handle last touched by someone who doesn’t know they have the virus, or talking with someone not wearing a face mask can land you in a medically induced coma, and, if all turns out well weeks later, a wheelchair for your ride home from the hospital. Gov. Gina Raimondo has been careful to open only two state beaches, to test whether infection rates rise. Scarborough in Narragansett and East Matunuck in South Kingstown will open Monday, free of charge, but they will have no lifeguards, no concessions, no changing rooms or showers. Towns have to meet strict requirements before opening a town beach. They’re tightening the rules for proving residency and, in some cases, allowing only residents to buy season passes. Nonresidents have to buy day passes. Towns will have to clean their beach facilities more frequently each day; require everyone to wear a mask in crowded areas such as bathrooms, concessions or parking lots; and enforce a limit of five people in a group and a distance of six feet between each group’s beach blankets and umbrellas. Nobody wants a coronavirus carrier who doesn’t know it, who hasn’t served two weeks of self-quarantine upon entering Rhode Island and who doesn’t wear a face mask. Seeing a spike in coronavirus cases in the saltwater beach towns would set back the progress that has come at so high a price to so many Rhode Islanders.

Only Westerly has announced it will open its town beaches in time for Memorial Day weekend, all three of them. Town Manager **Mark Rooney** said they’ll open Friday. At the same time, the executive director of the Misquamicut Business Association, which represents about 40 businesses along a three-mile stretch with half-mile Misquamicut State Beach in the middle, is asking Raimondo to open that beach this weekend, or at least install trash containers and portable toilets and allow cars to park in the giant state lots. “People are going to come,” said Caswell Cooke, executive director of the business association. “You can’t stop them.” With 2,800 parking spaces at the state beach shut down, those cars will flood the village. Cooke said that, with the state beach closed, his association will be picking up trash strewn along Atlantic Avenue for the half-mile of the state beach parking. He suggested that the governor might hope for rain this weekend. “By not opening that beach, it’s going to be a public safety hazard,” he said.

**Internet – Newspaper Archives Searches**

**J. Mark Rooney**

*(Articles are in reverse chronological order)*

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**Rooney** said people from New York, Connecticut, Massachusetts and Florida own second homes in Westerly, and they can get parking stickers for Wuskenau Town Beach and Larkin Road for access to East Beach, but they can't get passes for Westerly Town Beach. The problem is that it's impossible to know if a carload has been here two weeks or more for quarantine, he said. "Unless we see them cross the river, we don't know." The police approach will be officer discretion. "We're going to seek compliance, not confrontation," **Rooney** said.

Saltwater beach towns in South County — Westerly, Charlestown, South Kingstown, Narragansett and North Kingstown, are following directives from the governor that are outlined and detailed in ReOpeningRI.com. Towns are required to meet the new beach standards, Narragansett Town Manager James Tierney said. In Narragansett as in the other towns, the price of beach passes has not gone up, but residency rules have tightened. As issues arise, the town will have to solve them case by case, he and Narragansett Parks and Recreation Director Steve Wright said. Tierney promised that Narragansett Town Beach will open, but he wouldn't say when. It will be announced on the town website and social media.

The beach will have the same hours, 8:30 a.m. to 8 p.m., but unlike other years when the parking attendants left at 5 p.m., this year they will stay on duty until 8, turning away cars from elsewhere. Narragansett Town Beach has been widely perceived as a free beach after 5 p.m., but that will change this year. Narragansett beachgoers will see signs instructing them about the rules. "Please do your part to stay six feet apart," is one, Wright said, and another is that face coverings must be worn in the pavilion, restrooms, concession areas, when walking among others, but not in the water. Also, "If you're not feeling well, please stay home."

North Kingstown Town Manager A. Ralph Mollis said his town's beach is opening this weekend, but he didn't say which day. South Kingstown, like most towns, will open its town beach on weekends only until mid-June. In Charlestown, people who walk to a town beach can enjoy it for free. The towns are selling beach passes and parking stickers at the beach, through the mail or online. Residents who order and pay online are asked to call ahead, then wait at the curb for someone to bring them out. Each town's website has details about prices, hours, locations and who's eligible. "Everybody's adapting," said Terry Murphy, South Kingstown's director of leisure services. "We've found everybody to be very patient and understanding." It could be worse. Some "famous popular tourist places," she said, are selling beach reservations. Beachgoers turn up at a specified time and get an assigned spot.

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The Westerly Sun (RI)  
 March 2, 2020

**Council Seeks Funding Details as it Weighs Reduction in Transfer Station Operations**

Author: Dale P. Faulkner

The Town Council is seeking more details on transfer station funding before it will consider approving a staff proposal to reduce the facility's operations one day each week. Town Manager **J. Mark Rooney** and Mike Serra, who manages the facility at Larry Hirsch Drive, asked the council to sign off on having the facility open to the public five days per week, but said they were aware that commercial haulers would likely need to continue on the new day of closure. **Rooney** and Serra said they preferred to close the facility on Mondays but would accept Wednesday or Thursday. The facility is currently open Monday through Saturday. On Mondays, workers from the Public Works Department staff the transfer station because the regular facility workers have the day off. By closing on Mondays, **Rooney** said overtime costs would be reduced and public works staff freed up to do their usual tasks. When the council approved a new fee schedule for the transfer station in July, **Rooney** said he planned to return in the near future to seek the council's consensus on closing the facility an additional day each week. Serra said closing an extra day is necessary for him to meet one of **Rooney's** requests. "I'm trying to eliminate some of the spending," Serra said. **Rooney** said the transfer station, which has been set up as a so-called enterprise fund since 2017, has required money from the general fund to balance its budget. In 2018, the facility required \$234,000, and in 2019 \$135,000 was needed. This year, **Rooney** said, the facility is on track to need \$330,000. In 2020-21, he said the facility will require \$1 million including expenses for equipment replacement. Enterprise funds are intended to function in a manner similar to businesses or come close to breaking even through revenues collected from charging for services. The loss of the international recyclable market has hurt municipalities throughout the country including in Westerly. "Recycling costs the town now," **Rooney** said. Handling and separating recyclable items takes time and is labor intensive, Serra said.

In addition to reducing days of operation, Serra said he is considering only accepting certain recyclable items on certain days. Some members of the Town Council asked for more time and data on expenses, while others said they had made up their mind already. "I'm not in favor of dropping days ... this is a public service," said Councilor Sharon Ahern, adding that cost savings might be possible through a change in how the aspects of the facility are managed. Councilor William Aiello asked for more information but remained open **Rooney's** request. "Maybe there are other changes to reduce costs and the you would not have to reduce hours," Aiello said. "Give us the data and let us look at it. If push comes to shove maybe some sort of change is warranted." Aiello also recommended seeking input from commercial haulers. Councilor Karen Cioffi questioned, as she had previously, whether closing an additional day would save money. "I need some data on what's behind all this ... these operations have gone on for many years and I don't understand why we got to this point," Cioffi said. Council President Christopher Duhamel said the request from **Rooney** and Serra would be better handled when the council deliberates on the proposed 2020-21 municipal budget.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
December 12, 2019

**Rooney Receives Performance Bonus, Drops Bid for Job in Florida**

Author: Dale P. Faulkner

The Town Council has approved a \$3,200 bonus for Town Manager **J. Mark Rooney**, amounting to 2% of his annual salary. The decision came on a 6-0 vote Monday after the council met in an executive session called to complete **Rooney's** annual performance review. **Rooney** announced before the vote that he had decided not to pursue a job opportunity in Florida, and Council President Christopher Duhamel said the two issues were unrelated. Duhamel said the performance review had been on the agenda, "and then news of him potentially interviewing elsewhere broke, and then he pulled out" of consideration for the other job.

An article on the website of the Panama City News Herald on Dec. 4 reported **Rooney** was a finalist for the position of city manager in Panama City Beach, Fla. At the time, **Rooney** declined to comment except to say that he had applied for the job after a recruiter encouraged him to do so. On Monday, during the public part of the Town Council's meeting, **Rooney** announced that he had decided not to seek the position and would not travel to Florida this week for an interview. **Rooney** did not respond to a request for further comment. According to Duhamel, the council had largely completed **Rooney's** review in September and scheduled Monday's executive session to consider giving him a bonus, as **Rooney** had requested. **Rooney's** three-year contract, which expires in August 2021, calls for him to receive a base salary of \$160,000 per year and includes a provision that allows the Town Council to grant performance bonuses at its discretion. "Given the review the council had of the manager we felt a bonus was in order," Duhamel said.

**Rooney's** review involved an assessment of his work by each member of the council. Individual councilors submitted their reviews to Duhamel, who compiled the results. His report, describing positive achievements and areas in need of improvement, was distributed to the full council. **Rooney** was named interim town manager in April 2018 and was later given permanent status. He previously worked for 20 years as a municipal administrator in Illinois. "I think he's doing a great job. It's tough to walk into a town with no basis of potential support but he has gained support from several organizations in town ... and the staff is respectful of **Mark** and listens to **Mark** and he's respectful of them," Duhamel said.

Duhamel also praised **Rooney** for appointing Shawn Lacey, a Westerly Police Department veteran, as chief of police. **Rooney** arrived to find a police department awash in ill feelings related to former Town Manager Derrik M. Kennedy's appointment of Richard Silva, and out-of-town candidate, to the position. Under **Rooney**, Silva entered into a separation agreement with the town and left the department. Duhamel also praised **Rooney's** work in renegotiating terms related to the town's solar project, which is to be built off of White Rock Road, and for successfully managing, in collaboration with his staff, the road work that is being performed under a \$15 million bond approved by the voters in 2018. "That was my biggest concern walking onto the council last November. In years past it was not made a priority," Duhamel said,

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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referring to the management of previous road bonds. Councilor Karen Cioffi, in a telephone interview on Tuesday, also praised **Rooney's** work. "He clearly has dug into the community and made himself seen," she said. Cioffi, a former human resources director for the town, credited **Rooney** with helping to improve employee morale, which she said had plummeted before his arrival. "They were in down in the dumps. Morale was terrible and he had to lift those people up," she said. Like Duhamel, Cioffi also pointed to **Rooney's** handling of the police administration, the solar project, and road work as noteworthy achievements. Duhamel and Cioffi were joined by Councilors Suzanne Giorno, Caswell Cooke Jr., William Aiello and Brian McCuin in voting to give **Rooney** a bonus. Councilor Sharon Ahern, the seventh councilor, did not attend Monday's meeting.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
November 8, 2019

**Town Considers New Approach in Dealing with Risky Potter Hill Site**  
Author: Dale P. Faulkner

The Town Council has asked for more information about a proposed legal proceeding aimed at demolishing the dilapidated Potter Hill Mill property. The council met for 35 minutes in executive session on Monday to discuss hiring a lawyer who would petition a Superior Court judge, on the town's behalf, to be named as a special master to assist the town with its long-running goal of demolishing buildings on the property that are falling into the Pawcatuck River. A special master is appointed by a judge to oversee one or more aspects of litigation. "The council made no decisions, in fact, we asked for more information," said Town Council President Christopher Duhamel. Officials and neighbors of the 4.5-acre property are concerned that the run-down buildings pose a threat to people who might trespass on the property, and that a dam associated with the property is not being maintained. "There's a lot of liability with that property," Town Manager **J. Mark Rooney** said Thursday. **Rooney** said he asked the council to consider mastership as a means to address the mill property after discussing the idea with John Dorsey, a lawyer who is serving as special master in a case involving the former Bradford Dyeing Association site. Ideally, **Rooney** said, mastership would allow the town to eliminate the safety hazards without taking ownership of the property. Dorsey, who has not been hired for the case, declined to comment.

The town obtained a demolition order from the Superior Court in the 1980s but never followed through on the demolition. The property, which remained subject to the demolition order, was then sold to Edward Carapezza in 1992. The town agreed to hold off on demolishing the property to give Carapezza time to redevelop it, but eventually moved to commence demolition in the belief that Carapezza had failed to meet provisions of the agreement. Carapezza's Renewable Resources Inc., of Hopkinton, obtained a restraining order against the town to stop the demolition but the order was eventually lifted in 2013. The Superior Court judge who vacated the restraining order said the town had demonstrated its willingness to work with Carapezza and shared his hope that the property could be redeveloped. But by holding off on demolition, the town had "placed itself at risk. By not immediately eliminating the hazard, the town risked that people might get hurt in the buildings," Associate Justice Brian Stern wrote in 2013. Carapezza appealed, but the state Supreme Court upheld the demolition order later in 2013. Two years later, however, Carapezza was approved for \$500,000 in tax credits through the Rhode Island Historical Preservation and Heritage Commission and the state Department of Revenue for what was estimated to be a \$3 million renovation to two buildings on the property. The tax credits are believed to have expired. Carapezza did not respond to messages seeking comment. Between 1762 and 1958, when the Westerly Woolen Co. closed, the site was home to grist, saw, cotton and wool mills. A fire in the 1970s decimated much of the property. In 2018, Carapezza was cited by the state Department of Environmental Management for violating wetlands regulations at property he owns in Hopkinton.



**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
November 6, 2019

**Residents Challenging Town’s Findings on Private Roads**

Author: Dale P. Faulkner

Residents of four roads are disputing the town's position that they should no longer receive services such as plowing and paving. The town has said the roads are private, but the residents argue that they should be considered public. Their lawyer made their case before the Town Council on Monday. "My purpose in coming to this meeting tonight was to request the council stay enforcement of this private road issue so that we can get a better handle on this issue," the attorney, Michelle Buck, told the council. Specifically, Buck asked the town to continue plowing her clients' roads until issues she raised were resolved. She represents Greenspace LLC, which she said has an interest in Guarino Avenue, Maggio Street, and Gavitt Avenue, three roadways that are in the Oak Street neighborhood. Greenspace LLC owns several properties on Trackside Drive, which is adjacent to Guarino Avenue. Buck, who formerly served as a member of the Town Council and as town attorney and town manager, also represents Susan and Michael Bookataub, who live on Michael's Way.

Town Manager **J. Mark Rooney** said he had directed the public works department to continue plowing Guarino Avenue, Maggio Street, and Gavitt Avenue because property owners had presented town officials with material showing that the roads probably qualify for acceptance as town roads. According to **Rooney**, the property owners are developing a petition for eventual submission to the Planning Board asking that the roads be accepted as public roads by the town. Buck said some historical records indicate that the town owned Michael's Way and the other roads connected to her clients. "There are, at this point, more questions than answers relative to the status of these roads," she said.

**Rooney** also offered to have town crews continue plowing Michael's Way at least until a title search that the town is performing is completed, but he questioned whether Michael's Way will qualify for acceptance as a public road. "I can hold it in abeyance until the title search and see if it's going to change, but I spoke to the developer who said, 'I dedeed it'" to a private property owner, he said. The practice of the town plowing and providing other services on private roads has been on **Rooney's** radar for several months. Last fall he wrote to property owners on the roads and informed them that the town would stop providing the services. The Town Council intervened, saying that the residents had not been given adequate notice and that the plowing services were provided last winter.

But after the council's public works subcommittee and Town Attorney William J. Conley Jr. studied the issue, town officials announced in September that they had determined which roads in Westerly were public and which were private, and said services would no longer be provided to the private roads. More recently Buck's clients received another letter telling them the services would no longer be provided. On Monday, Buck said the letter contained errors, including an incorrect citation to state law. "So if this letter was meant to put people on notice as to what the

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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town was saying or what the process was, it's really inadequate," she said. **Rooney** acknowledged that the citation was wrong, because of a typographical error. Buck said her clients have not had enough time to arrange for a private company to plow their roads and said there were "no mechanisms in place. There's no homeowners' association and no revenue available for residents of these roads to address these issues," she added.

Council President Christopher Duhamel thanked Buck for speaking to the council and noted that town officials had previously asked residents to provide information to prove their roads had already been formally accepted as part of the town's road system. Duhamel also asked that town officials' side with residents in cases where there were questions or doubt about the status of particular roads. Councilor Sharon Ahern, a lawyer, also thanked Buck but said she was not certain that the town was legally required to send residents a notice of the change in policy. "I'm not confident a letter is required," she said.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
August 20, 2019

**Pleasant Surprise: A Budget Surplus in Westerly**

Author: Dale P. Faulkner

Town officials are projecting a \$135,601 surplus from the 2018-19 budget. The surplus would have been greater, but funds had to be redirected to make up shortages in the transfer station budget as well as an overage in an insurance fund. "The positive news is we did finish still in the positive not in the red," Town Manager **J. Mark Rooney** told the Town Council Monday during an overview of the fiscal year that ended June 30. **Rooney** noted that the council had approved in December the use of \$334,000 from the surplus or fund balance to use as a deposit to secure the town's option to purchase 100 acres of land off White Rock Road. The land is the designated site of a planned public-private solar power project. "Otherwise, staff did a great job of staying within budget items, and revenues came in a little more positive [than projected]," **Rooney** said.

The transfer station will require an infusion of \$211,481 from the municipal general fund to balance its books for fiscal year 2019. Finance Director Dyann Baker said the facility's overage could be due to the facility running as an enterprise fund for the first time. The move to run it as an enterprise fund means costs that might have been paid through other parts of the municipal budget are now accounted for as part of the station's expenditures. Enterprise funds are government services that charge a fee for the service and are sometimes self-sustaining. **Rooney** has proposed new measures to reduce costs at the transfer station.

Councilor William Aiello said the transfer station was not expected to become fully self-sustaining in its first year as an enterprise fund. Council President Christopher Duhamel said the facility seemed to face the same financial challenges that have existed for years. **Rooney** said officials, before his arrival, appeared to have underestimated the costs associated with running the transfer station.

The insurance fund required expenditures of \$93,699 to cover the town's responsibility for claims made against the town such as slip-and-fall cases before the town meets its deductible and its insurer takes over payment. "What was not budgeted in 2018-19 was anything to support claims. We have a high-deductible plan to keep our premiums low, and that requires more out of pocket for small claims and we saw more than usual in this particular fiscal year," Baker said, noting that **Rooney** sought a special fund to help cover the claims costs in his budget proposal for 2019-20 but the fund did not survive the budget deliberation process.

Expenditures on legal fees of \$491,684 were more than twice the \$234,680 that was budgeted. Baker attributed the overage to legal work on contracts, including for labor unions and the lease agreement for the planned solar project on White Rock Road. Tax revenue, Baker said, was "pretty much in line with the budget," and she noted revenue from invested funds exceeded projections by \$200,000. "Investment revenue was very strong this year, and we can thank Barbara Perino for the work she did on that," Baker said, referring to her predecessor. Licensing

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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and permit revenue was up as a result of increased permits for solar projects and mooring permits, Baker said. Competing with the gains were lower than anticipated hotel and meals tax revenue and lower than expected revenue connected to the state motor vehicle tax phase-out. Duhamel praised the work of both **Rooney** and Baker. "I'd like to acknowledge how well Dyann Baker and the manager, **Mark Rooney**, and his department heads, have followed this budget in the last months of the fiscal year to bring us within this target," Duhamel said.

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
July 20, 2019

**Former Town Planner Threatens to Sue for Severance Package**

Author: Dale P. Faulkner

Rui Almeida, who was fired from his job as town planner in May, is seeking a severance package from the town. The Town Council discussed Almeida's request with Town Attorney William J. Conley Jr. during a closed-door, executive session that followed a regular meeting on July 8. No decisions were made or votes taken during the executive session, according to Town Council President Christopher Duhamel.

Almeida started in May 2018 and worked for the town for just under one year. He was initially placed on paid administrative leave by Town Manager **J. Mark Rooney**, who announced a few days later that Almeida would not return and that he had not been offered a severance package. **Rooney** has declined to discuss details surrounding Almeida's termination. The July 8 executive session was listed as a "potential litigation" item on the council's agenda. In response to a request for documents made by The Sun under the state Access to Public Records Act, Town Clerk Donna Giordano provided a letter from Lori Caron Silveira, Almeida's lawyer.

Silveira referred to a draft version of a lawsuit "asserting constitutional and other claims" on behalf of Almeida and said that it would be filed in court "if we are unable to reach agreement on severance terms." The letter also stated that Silveira had previously reduced Almeida's proposal for severance benefits "significantly." The lawsuit had not been filed as of Friday. Silveira said last week that she would check with Almeida when asked to share a copy of the proposed lawsuit. She did not return a message seeking comment for this article on Friday.

Almeida filled a vacancy created after former town Planner Jason Parker was placed on administrative leave by former Town Manager Derrick M. Kennedy in March 2018 and never returned to his job. Parker is now a member of the town Planning Board. Almeida holds architectural degrees from Roger Williams University and the School of Architecture of Lisbon and has a master's degree in the history of art — architecture and urbanism from the New University of Lisbon. He was assistant director for architecture and redevelopment in Central Falls, and deputy director of planning / city planner and administrative officer for Woonsocket from September 2016 until he took the job in Westerly.

**Rooney** appointed Nancy Letendre as town planner in June. Certified as a land planner by the American Institute of Certified Planners since 2007, she served as assistant town attorney for planning and zoning from 2017 until February and had worked in an of-counsel capacity at McGunagle Hentz, a Cranston-based law firm, since 2016. She was also principle planner for Mason & Associates Inc. of North Scituate, and worked for 18 years as a land use attorney at Ursillo, Teitz & Ritch, a Providence- based law firm.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
April 15, 2019

**Westerly Finds Savings in Settlement with Union on Payroll Irregularities**

Author: Dale P. Faulkner

Faced with an initial bill of about \$179,000 to settle payroll irregularities alleged by a labor union that represents both town and school department employees, town officials succeeded in negotiating the figure down to about \$60,000. Town Manager **J. Mark Rooney** confirmed the settlement last week, giving credit to Patricia Main, who he said first suggested that calculations performed by an auditing firm hired by Laborers International Union of North America were skewed. When **Rooney** started his job in May, he learned the town was about to pay the full \$179,000 but Main told him the figure was too high. "I trusted her and she proved worthy of the trust," **Rooney** said of Main, who first went to work in the school department in 2004 and now serves as senior payroll and human resources specialist in the municipal human resources department.

Audits of payroll records are conducted routinely on behalf of the union, which represents the town's public works employees as well as school district bus drivers, secretaries and maintenance workers, to monitor the town and school district's contributions to employee pensions. Salter & Company LLC., a Maryland-based accounting firm, reported school employees were shortchanged \$150,000 and that public works employee pensions were underpaid by about \$29,000. Both figures included interest. After speaking with Main, **Rooney** asked former interim Finance Director Barbara Perino and Nancy Markey, the municipal human resources director, to analyze the auditor's findings and the town's payroll records. **Rooney** said that former employees had recommended paying the full \$179,000. "Basically, I believed Patty Main more... Patty Main was the hero in this," **Rooney** said. According to **Rooney**, part of the town and school district's exposure in the case was due to antiquated record keeping and payroll processes used by the school department. He told the Town Council recently that a proposal to consolidate aspects of the town and school human resources functions would help modernize those functions.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
April 5, 2019

**Rooney Says One Dispatch Center Could Save Money**

Author: Dale P. Faulkner

Dispatch services currently handled by personnel at both the Westerly Ambulance Corps and the Westerly Police headquarters would be centralized at the police station under a proposal being floated by Town Manager **J. Mark Rooney**. **Rooney** discussed the idea with the Town Council Thursday during its second workshop on his proposed \$98.28 million combined general government and education budget for 2019-20. The council authorized **Rooney** and Chief of Police Shawn Lacey to begin discussions on the proposal with the ambulance corps. Under the current setup, fire and other non-police calls are dispatched by personnel at the ambulance corps, while dispatchers at the police department handle police calls. The ambulance corps is seeking \$75,000 as its annual subsidy from the town, double the \$37,500 it received in the current budget. More than half of the request, \$50,000, would be used to help cover the cost of upgrading dispatch center radio consoles at the ambulance corps' Chestnut Street headquarters. **Rooney** estimated the total cost of the new dispatch center at \$250,000.

**Rooney** said that his proposal "would help the residents by avoiding having to pay the duplicative cost of two dispatch centers." The police dispatch center was upgraded to a state-of-the-art level in 2017 and has the capacity to handle ambulance and fire calls, Lacey said. "It's not uncommon for police to take the 911 over," Lacey said. If the proposal takes effect, the police department would likely increase its dispatch center staffing from the current level of one full-time and one part-time employee per shift to two full-time dispatchers per shift, Lacey said. The added cost would easily be covered by revenues from fire departments that pay for dispatch services, Lacey said. The revenues would exceed the cost of running a centralized center, according to Lacey. "Actually, it would be a moneymaker," Lacey said. Dispatchers who currently work at the ambulance corps would be considered for positions at the police dispatch center, **Rooney** said.

Cost cut at animal shelter. The council also backed **Rooney's** plan to move the animal shelter back into the public safety section of the general government budget. At former Town Manager Derrik M. Kennedy's behest, the shelter was designated as an enterprise fund - a governmental function that provide services for a fee and is generally self-supporting. **Rooney** said the shelter has never been self sustaining and is not likely to be. Under **Rooney's** plan, one animal shelter position would be eliminated, reducing the shelter's budget to about \$247,000 per year. The council asked **Rooney** to review his proposal with Town Attorney William Conley. The council is scheduled to continue its review of the proposed budget during a meeting scheduled for Saturday morning at 9 in the Municipal Courtroom at Town Hall.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
April 4, 2019

**Councilors’ Wish List at Odds with Town Manager’s Budget Proposal**

Author: Dale P. Faulkner

The Town Council started its review of Town Manager **Mark Rooney's** proposed \$98.28 million combined general government and education budget for 2019-20 on Wednesday with a discussion of individual councilors' wish lists and the appropriate assumed tax collection rate. Several councilors questioned **Rooney's** decision to reduce spending for annual road work from \$750,000 in the current budget to just \$25,000, and to completely eliminate spending for sidewalks, after allocating \$125,000 this year. **Rooney** said he made the reductions in an effort to devise a balanced budget. He noted that road work would continue as a result of the bond approved by voters in November. That initiative calls for borrowing up to \$15 million from the state Infrastructure Bank over five years for road and infrastructure work.

Councilor Caswell Cooke Jr. called for restoration of the road and sidewalk accounts to current levels. "I understand the logic but the reason we need the bond is because we never put enough in. It's self defeating," Cooke said, noting that previous councils established a goal of spending \$1.3 million per year to maintain the town's roads. Councilor William Aiello proposed increasing the sidewalk expenditure to \$300,000. Councilor Suzanne Giorno called for \$125,000 for sidewalks and "close to \$750,000 for roads." Giorno and Cooke also asked that \$30,000 for the summer beach concert series be restored. **Rooney** had eliminated that spending from the budget.

As part of its line-by-line analysis of the budget, the council restored a \$5,000 request submitted by Flock Theater, the New London-based theater group that plans to stage Shakespeare and other plays in Wilcox Park after the Colonial Theatre's traditional Shakespeare in the Park presentation. The council decided against funding Colonial Theatre's request for \$10,000 for the summer series, with some councilors saying the organization should seek funding from the school district. The Colonial did not conduct its summer series last summer. Instead, the organization focused on programming it developed for students. The Granite Theatre's request for funding was also denied by both **Rooney** and the council.

**Rooney's** budget would require a tax levy increase of 3.85 percent, close to the 4 percent cap established by state law, and is based on an assumed tax collection rate of 98 percent. Councilors Christopher Duhamel and Brian McCuin called for basing the budget on a lower assumed collection rate. Duhamel said the lower rate would provide flexibility. McCuin said the lower rate provides a means to build up the town's undesignated fund balance when actual collections exceed the assumed rate. Unlike the Board of Finance's recommended budget, **Rooney's** spending plan would not use the undesignated fund balance or surplus to help balance the budget or reduce its effect on taxpayers.

**Rooney** advised the council not to follow the finance board's recommendation. "The rating agencies don't like it," he said. He was referring to bond rating agencies such as Moody's



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Investors Service. Moody's made a slight downward adjustment to the town's rating in 2016, citing the use of the fund balance to balance the budget as a factor in its decision-making. Bond ratings affect interest rates charged to municipalities when they borrow for major projects such as road work or new buildings. Duhamel, after the meeting, acknowledged "a big gap between the councilors' wish lists" and **Rooney's** budget proposal. "But that's the process and this is the beginning. There will be significant changes as we move forward," said Duhamel, the council's president.

The Board of Finance recommended a \$96.3 million combined municipal government and education budget with \$38.65 million in town spending and \$57.7 million for the school district. The board reduced the budget request from school Superintendent Mark Garceau and the School Committee by \$1 million and **Rooney's** request by \$2.36 million. **Rooney** is proposing an additional \$200,000 cut to the proposed education budget.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
November 3, 2018

**Rooney Sets Procedure for Choosing New Chief**

Author: Dale P. Faulkner

With advertisements announcing the vacancy already running, Town Manager **J. Mark Rooney** hopes to name a new police chief by Dec. 20. Applications for the position will be accepted through the end of the business day on Nov. 26. **Rooney** said Thursday he plans to use two panels to conduct interviews: one that will consist of a mixture of citizens and municipal employees and one consisting of former and current police chiefs from the town and the region. A current Westerly Police Department patrol officer or detective will serve on one of the committees. The search became necessary Monday when the Town Council voted 5-2 to approve a separation agreement with former Police Chief Richard Silva, whose last day as chief was Wednesday. **Rooney** has refused to discuss why Silva left, citing personnel privacy concerns, and Silva did not respond to messages seeking comment on his status.

Silva's two-year tenure was marred by near-constant attacks by the International Brotherhood of Police Officers Local 503, the union that represents the Westerly Police Department's rank and file officers. The union was critical of former Town Manager Derrik M. Kennedy's decision to hire Silva rather than Capt. Shawn Lacey, at the time a 28-year veteran of the department who worked his way up the ranks from patrolman when he started in 1988 to second in command. Silva canceled a speaking engagement before the Westerly Lions Club after he was announced as Kennedy's choice for the job, but before his actual start date, when rumors of a planned police picket outside the meeting place circulated.

Upon starting he had to deal with several grievances filed by the union as well as a vote of no confidence approved by a majority of union members and later a call for his termination by the union. Town Councilor Mario Celico has continued to question the circumstances surrounding Silva's departure, saying **Rooney** misled the council during a private, closed-door executive session. "He said something in our session and then it proved to be inaccurate," Celico said Thursday.

Celico acknowledged meeting with Silva in the days before to his departure but said he followed Town Attorney William J Conley Jr.'s advice not to discuss what was then a proposed severance package. As part of the separation agreement, Silva agreed he would not file a lawsuit against the town, and the town agreed to pay him \$59,044 over the course of the next six months in increments equal to his normal biweekly pay. "I met with the chief because an accusation was made against him that if true would have shown a lack of professionalism on his part. The chief provided me with a document that showed the accusation was false," Celico said. Celico said he deliberately met with Silva at the Westerly Police Department. "Knowing full well that other people would see me," he said. Lacey, who is currently running the department, said Thursday, "I plan to pursue the position and am looking forward to and welcome the opportunity and hope that I'm selected" as chief. **Rooney** said the two interview panels would likely interview five to

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**J. Mark Rooney**

*(Articles are in reverse chronological order)*

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seven candidates and recommend two or three finalists. The town's human resources director and a former police chief would do an initial screening of the resumes to determine which candidates are selected to be interviewed by the two panels. **Rooney** said he would interview the finalists and likely appoint one of them.

**Lawsuit on age bias**

In January, Lacey filed a lawsuit claiming that a law requiring all Westerly police officers to retire after 30 years is an attempt to circumvent age discrimination laws and is a violation of the state Civil Rights Act, the state Employment Practices Act and the federal Discrimination in Employment Act, which permits state and local governments to institute a mandatory retirement age of 55 for police officers. The law in question is a public law that applies to a specific town, as opposed to a general laws that applies to the entire state. **Rooney**, who started his position in April, directed Conley to let Lacey serve out the remainder of the current calendar year. The question of whether Lacey can continue working beyond Dec. 31 remains open. **Rooney** said he expects the court case to be resolved within 30 days, before he appoints a new chief.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
August 26, 2018

**Town Manager Says Missing Laptop Reappeared After Threat of Prosecution**

Author: Dale P. Faulkner

A missing town-owned laptop that had been issued to the town's former human resources director was turned in following the threat of legal action, according to Town Manager **J. Mark Rooney**. Joshua Putman, who left his position in June, turned the laptop in after initially saying he did not know where it was and at other times saying a different town employee had it, **Rooney** said. Ultimately, Putman, who now works in Mansfield, Conn., gave the computer to Mark Tate, the town's information technology director, on Aug. 10, a few days after **Rooney** sent a Westerly police officer to Mansfield Town Hall. The device was a Dell Latitude that the town purchased in 2016.

Putman now serves as assistant town manager in that Connecticut town. Putman was hired by former Westerly Town Manager Derrik M. Kennedy, who left his position in Westerly to become town manager in Mansfield. Kennedy started his new job in May. "The former H.R. director forgot to turn in his laptop and said it didn't happen. I didn't believe him and he produced the laptop," **Rooney** said, adding that he "made it very clear that I would prosecute." Putman did not return messages left Thursday morning and Friday on his voicemail at Mansfield Town Hall.

**Rooney** also said Westerly town staff have found human resources computer files missing. Some of the missing files pertained to a background check performed on **Rooney** before he was hired to become interim town manager. Some other personnel and employee pension files are also missing, **Rooney** said. "He deleted the files in a very deliberate manner ... he did a work-around on defeating the server backup system so it was willful and deliberate and has caused a great deal of work for his assistant to recreate and in some cases start from scratch," **Rooney** said.

The missing files delayed the Town Council's ability to hire **Rooney** on a permanent basis and caused other problems, **Rooney** said. According to **Rooney**, Putman left instructions for other human resources staff telling them where to find various computer files, but, according to **Rooney**, the files did not exist. "It was very unexpected and unprofessional in the way he departed the organization, and we did not know until we tried to retrieve different information and it did not exist," **Rooney** said.

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
August 26, 2018

**Rooney's Taking a Liking to Westerly**

Author: Dale P. Faulkner

In his three months as interim town manager, **J. Mark Rooney** has orchestrated the response to a high-profile quarry blasting accident, helped devise a response to a summertime trash problem at the beach, and resolved one of the pending grievances that pitted the town's police union against town administrators. **Rooney**, during an interview Thursday, said getting involved with those issues and others ultimately played a role in his decision to see if the interim tag could be removed. The Town Council, pleased with **Rooney's** early performance, did just that, and he was sworn in as permanent town manager Monday. "After being the interim town manager for three months, I grew fond of the staff, and I saw the challenges and opportunities and issues, and they were very professionally rewarding, and it was a great opportunity," **Rooney** said. **Rooney** chose Westerly over other job possibilities. "I had a couple of opportunities in Florida, but when you have a job offer and you like where it is, why go to the next place? Florida might have nicer sand and warmer water, but it's the same ocean," **Rooney** said in the laid-back, straight-forward, folksy style that has emerged as a trademark characteristic. **Rooney** brings more than 20 years of experience as a municipal administrator in towns and villages in Illinois to Westerly. To his surprise, **Rooney** said, he has also become fond of his new hometown in New England, a region he said is not always embraced warmly in the broader town manager community. "I didn't think I would like New England. It doesn't have a good reputation in the business nationwide," **Rooney** said.

The complaints, **Rooney** said, center around a more difficult municipal budget process when compared to other regions in the country, concern that municipal business can move at a crawl if citizens excessively avail themselves of the right to speak during meetings, and an inclination toward "being parsimonious in pay." According to **Rooney**, when taken as a whole, New England towns pay their town managers and administrators less than any other part of the country. When the Town Council started its search to fill the vacancy created by the departure of former Town Manager Derrick M. Kennedy, the position was advertised as having a salary of \$120,000 to \$135,000. Eventually, members of the council agreed to consider paying more, and gave **Rooney** a base salary of \$160,000 per year with the possibility of financial bonuses for each year of the three-year agreement that **Rooney** signed Monday. To secure their investment, councilors insisted that **Rooney** be required to pay the town \$15,000 if he resigns within two years. The \$15,000 equates to the amount the council paid to a recruitment firm that assisted with the search that landed him. Town Councilor Mario Celico said **Rooney's** salary is a significant bump from what the town has paid town managers in the past. Kennedy was making about \$125,000 per year when he left. "It became clear that we really needed to step it up significantly," Celico said. It was Celico who asked **Rooney** to consider accepting a stable rate of base pay for three years. "I was concerned about the jump to \$160,000 and asked if he would consider an agreement with no guaranteed raises, and he agreed," Celico said. **Rooney** scored among the top three candidates in a matrix Celico used to rate the candidates, he said. The high

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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score combined with his performance as the interim manager led Celico to believe **Rooney** was a solid choice, Celico said. With less than three months remaining before a new Town Council is elected, **Rooney** and current Council President Edward Morrone cited a few goals and priorities for the new manager. Morrone said he joined his fellow councilors in selecting **Rooney** as town manager "because I believe he showed his ability during the interim period." His previous work and life experience were important factors too, Morrone said. "And I like his military background. I think it provides a certain approach and ability when difficult circumstances arise," Morrone said of the retired U.S. Army lieutenant colonel. As he starts his tenure as the permanent town manager, **Rooney** said he is working on issues related to the proposed harbor management plan, including ensuring there is adequate access to mooring fields and to the shoreline. Some of the rights of way or paths to the shoreline have been partially absorbed over the years by neighboring property owners. In the case of Watch Hill, **Rooney** said he plans to speak with property owners with the goal of "making a manageable path to get to the beach."

He plans to use a diplomatic approach in recognition of the property owners' willingness to let the public use East Beach, even though the beach is privately held, he said. **Rooney** is also working with Town Engineer Sheila Mc-Gauvran to develop a clear plan for improving town roads. A new color-coded map in **Rooney's** office shows all of the roads. Different colors are used to rank the roads by condition. Along with the harbor management plan, **Rooney** said one of his immediate tasks is to help usher through an ongoing revision of the municipal Comprehensive Plan, which sets out development and preservation goals and priorities. Regarding the town's finances, **Rooney** said he'll work to "improve or preserve" the town's bond rating, an indication of the town's financial condition and a factor in determining interest rates when the town seeks bond funds for largescale building and road projects. **Rooney** is also working with Finance Director Dyann Baker to change how the town shows its cash reserves in budget documents to improve transparency for taxpayers and for the bond rating. "That can help how the rating agencies review the town's financial status," **Rooney** said. The bond rating, **Rooney** said, is of critical importance as the town prepares to ask voters to approve a \$12.6 million road bond in November and as school officials develop a proposed elementary school bond project that could go to voters in 2019.

**Rooney** is also looking to review town ordinances and regulations with the hope of making it easier to do business and start new ones in the downtown area. Morrone pointed to getting both the comprehensive and harbor management plans done as high priorities. Negotiations with municipal labor unions and filing vacant positions are also at the top of the list, Morrone said. The council focused on carving out an employment agreement that provides stability for **Rooney**, especially since he signed on so close to the election, Morrone said. "We don't want the manager to feel that a council change puts him in any jeopardy," Morrone said. When **Rooney** first moved to the town, he was living in a small efficiency apartment above a High Street restaurant. He has since moved to a full-sized apartment on Canal Street. His wife and two high school-aged children have decided to stay in Illinois until his son graduates at the end of the coming school year. **Rooney's** other son is in college.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
August 25, 2018

**Rooney OKs Pact to Settle Grievance**

Author: Dale P. Faulkner

A grievance filed by the International Brotherhood of Police Officers Local 503, the labor union that represents the rank-and file officers of the Westerly Police Department, has been resolved in the union's favor. A memorandum signed Aug. 3 by union President Patrolman Anthony Alicchio and Town Manager **J. Mark Rooney** outlines the agreement, which was struck while the grievance was pending before the American Arbitration Association and an arbitrator was about to hear the case. Arbitration is the final phase of the grievance process, which begins with the chief of police and then moves to the town manager and finally arbitration.

The grievance, which was filed in July of 2017, centers around the union's argument that its contract calls for the town to pay 82.5 percent of the cost of town provided health insurance and up to \$6,000 per year to retired police officers who wish to purchase additional health insurance until age 65. The memorandum of agreement concedes the union's stance on the contract language. As part of the agreement, the union agreed to withdraw the grievance.

Former Town Manager Derrick M. Kennedy had disputed the union's interpretation of the contract, which caused it to move to the arbitration phase. Kennedy, who negotiated the contract with the union, claimed the contract limited the town's contribution to a maximum of \$6,000 per year to be used toward the cost of the town-provided insurance. Robert Lombardo, a frequent critic of Kennedy's and town government in general, repeatedly said during Town Council meetings that the contract, which was approved in late 2016 and covers the period from July 1, 2016, to June 30, 2019, gave retired officers up to \$6,000 in reimbursement for extra insurance, but Kennedy stated repeatedly that Lombardo was misinterpreting the contract. The union later made the same claim, in the grievance, that Lombardo had made. Westerly Police Sgt. Paul Gingerella said the outcome in the union's favor "again goes to show that these aren't minor grievances we have filed and also shows the prior manager and current chief were wrong again." Westerly Police Chief Richard Silva said he allowed the grievance to move immediately to Kennedy. "I really had no involvement with the grievance. It was an issue between the former town manager and the union involving interpretation of what was then the new collective bargaining agreement as it pertained to health care benefits in retirement," Silva said.

**Rooney** said he interpreted the contract more broadly than Kennedy and believes the union's interpretation of the contract will not create a significant expense for the town. "The amount of ill will and anger that it generated for that [small of a] potential savings was so slight that it made no sense to me to have a fight on something I could resolve and not have another issue that would damage employee morale and trust," **Rooney** said during an interview Thursday.

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
July 8, 2018

**'Staunch Support' for Silva**

Author: Dale P. Faulkner

The Rhode Island Police Chiefs' Association has entered the fray in the spat between members of the Westerly Police Department and town management. In a June 28 letter to interim Town Manager **J. Mark Rooney**, the association announced its "staunch support" for Police Chief Richard Silva. In May, the International Brotherhood of Police Officers Local 503, the labor union that represents the Westerly department 's rank-and-file officers, wrote to **Rooney** to inform him that its members had approved a vote of no confidence in Silva, who has served as chief since November 2016. The union wrote to **Rooney** again on June 13 and asked for the removal of Silva from his position.

Col. James J. Mendonca, president of the police chiefs' association, in his letter to **Rooney**, said Silva has "demonstrated an unparalleled level of professionalism" and has displayed selfless and devoted service to the organization during his four years on the association's executive board. Mendonca is police chief in Central Falls. Silva currently serves as vice president of the association. Silva has faced intense scrutiny from members of the local union since he was selected by former Town Manager Derrik M. Kennedy over Capt. Shawn Lacey, the other finalist for the position.

Lacey has worked for the department for about 30 years, starting as a patrol officer and working his way up through the ranks. The union announced its displeasure with the selection of Silva before he even started and members of the local police honor guard refused to participate in his swearing-in ceremony. The letter from the police chiefs' association was intended "as a character rebuttal with regard to the unfortunate events that have taken place within the Westerly Police Department - namely the 'no confidence vote' in opposition to Chief Silva - which is clearly void of substance and veracity," Mendonca wrote.

Town Council President Edward Morrone on Friday said the council will have little if any involvement with the ongoing clash involving the union's dissatisfaction with Silva. "Obviously it's the manager 's issue. He makes the appointment," Morrone said. Given **Rooney's** unfamiliarity with many of the issues, Morrone said it seems unlikely that he would act on the union's request. **Rooney** started his interim post on May 7. "I don't think the manager's in a position to, in any way, make this type of decision, at least not in the short term," Morrone said.

According to Morrone, **Rooney** is monitoring the situation and has communicated with the union and with Silva about the situation. Morrone said he has no reason to believe that members of the department are compromised in their ability to perform their duties. "I haven't been advised by my constituents of any such problem. I think the citizens of Westerly can rest assured they're protected and this does not seem to be affecting the delivery of the department 's vital service," Morrone said. Mendonca asked **Rooney** to consider the entirety of Silva's work in law



**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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enforcement. He came to Westerly after completing a 28-year career in West Warwick, including eight as chief. "Chief Silva is a valuable and respected member of the law enforcement community that the RIPCA relies on heavily. It is with hopes that you see his value and leadership, and balance the hollowed accusations against him with his career accomplishments," Mendonca wrote.

The Fraternal Order of Police Association Lodge 10, a Westerly-based lay group that supports the town's police officers, has also inserted itself into the debate. The association wrote to **Rooney** and the Town Council on June 12 and called for Silva's dismissal. **Rooney**, Silva, Mendonca and Patrolman Anthony Alicchio, president of the Local 503, did not respond to messages seeking comment for this article.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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[**CB&A Note:** The following article is one of several that follow related to **Mr. Rooney’s** departure from the city of Carpentersville and a subsequent lawsuit. To summarize the situation, towards the end of **Mr. Rooney’s** tenure in Carpentersville, the elected body made it clear it was time to part company and sent him home while they negotiated an exit agreement. Several weeks later, the Board withdrew its offer, stating he had voluntarily resigned when he ceased coming to work and denied him the severance money it was obligated to pay in the contract. **Mr. Rooney** subsequently pursued the matter in court. Ultimately, he was made whole financially and the city paid his legal fees. The net impact on Carpentersville is it paid about \$120,000 more than if it had simply honored the terms of the contract.]

The Daily Herald (IL)  
June 22, 2018

**Former Village Manager Sues Carpentersville, Seeking Severance**  
Author: Lauren Rohr

Carpentersville is being sued by former Village Manager **Mark Rooney**, who claims the village fired him five months ago and refused to pay him severance -- a violation of his contract. The village board voted in January to accept what it considered **Rooney’s** "voluntary resignation," saying he had stopped reporting for work. The move came after weeks of negotiations surrounding **Rooney’s** employment. The lawsuit filed Wednesday in Kane County argues **Rooney** was placed on involuntary leave, then terminated from the position he held for seven years. He never received the \$190,000 owed to him in severance and benefits, the suit says. It seeks at least \$217,000 in compensatory damages for breach of contract and violation of the Illinois Wage Payment and Collection Act. As of Thursday, village officials said they had not been served with the papers.

The complaint claims Village President John Skillman, the former fire chief, was "determined to terminate" **Rooney** since being sworn into office in May 2017. It also lists several instances in which Skillman apparently told **Rooney** he intended to fire him. As fire chief, Skillman underwent a disciplinary interrogation in 2016, at which point **Rooney** asked him to retire in lieu of being terminated, the suit says. Skillman was elected village president a year later, and three other newcomers were either elected or appointed to trustee seats by the time the village board started evaluating the manager position. Skillman said Thursday he never stated he would fire **Rooney**. He said the complaint is full of "inflammatory comments" personally attacking him. "This is about a contract. This is not about myself or any of the village board members," Skillman said. "It has nothing to do with what he's looking for (or) his end result. I'm really surprised to see him making these statements." Village Attorney Brad Stewart declined to comment, saying it would be "premature and negligent" to provide a statement before thoroughly reviewing the document.

According to his employment agreement, **Rooney** was entitled to nine months' severance pay at his annual salary of \$176,710, plus benefits and some unused sick time, if he were fired after five years. The contract also says **Rooney** can be deemed to be terminated -- granting him the

**Internet – Newspaper Archives Searches**

**J. Mark Rooney**

*(Articles are in reverse chronological order)*

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severance compensation -- if he resigns at the village board's suggestion. When **Rooney** left the village, Carpentersville's then-attorney, Hart Passman, said **Rooney** was not entitled to that money because his resignation was voluntary. "He packed up his office and left," Skillman said. "He was never fired or terminated until he abandoned his post and didn't follow his own policy," which states that multiple days of unreported absence is deemed a voluntary resignation.

**Rooney's** employment was the topic of various special meetings from Dec. 12, 2017, to Jan. 24, 2018. During that time, **Rooney** turned down multiple separation agreements proposed by the village board, none of which offered the full severance allotted to him through his contract, according to the suit. After closed-session discussions Jan. 6, attorneys for both parties agreed **Rooney** would be placed on involuntary leave and would be paid through accrued benefit time while negotiations continued, the suit says. He received compensation for a two-week pay period ending Jan. 13. In a Jan. 8 email obtained by the Daily Herald, Skillman told department leaders **Rooney** moved his belongings out of his office Jan. 5 and would not return to work. He said **Rooney** had requested a separation agreement and advised the employees not to contact him.

The village board voted in open session Jan. 16 to approve a separation deal, which Skillman said was being finalized by attorneys. When the parties were still unable to reach an agreement, trustees rescinded the offer a week later and accepted **Rooney's** voluntary resignation, effective Jan. 5. The lawsuit calls **Rooney's** resignation "a fiction" and says his employment was terminated without cause. **Rooney's** attorney, Patrick Walsh, said **Rooney** declined to comment beyond what is in the complaint. The parties are due in Kane County court Sept. 5.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
May 8, 2018

**First Day on the Job**  
**Town Welcomes Interim Manager**  
Author: Dale P. Faulkner

On the night of his first Town Council meeting Monday, **J. Mark Rooney** was provided with a glimpse into a perennial topic of discussion - parking in Watch Hill. **Rooney** took his oath of office earlier in the day and then again during a ceremony at the start of the council's meeting. A 15-minute-long reception followed the ceremony, giving **Rooney** a chance to meet residents who were either on hand for other agenda items or who came to meet him.

The parking discussion had its origins in a proposal to lift a parking ban on Bluff Avenue to add 13 to 27 new parking spaces for the public. The Bluff Avenue proposal grew out of efforts last year to establish drop-off zones to improve shoreline access in Watch Hill and Misquamicut. On Monday, the Town Council agreed, by unanimous consensus, to drop the Bluff Avenue proposal after hearing the Watch Hill Fire District Council's proposed alternative - to establish seven parking spots in the district's Larkin Road parking lot for Westerly residents.

The spots would be free for residents parking for up to three hours. The district also plans to create a drop-off loop in the lot where an estimated three vehicles could pull in at a time, drop off their passengers, and then drive out of the lot without being charged. The lot will also be available for free after 5 p.m. in the hope of making parking available for residents. Rather than simply stand in opposition to the Bluff Avenue parking proposal, Randy Abood, Watch Hill Fire District moderator, said district officials developed the Larkin Road parking lot idea in the spirit of "seeking the common good and solutions."

Abood was joined by other district officials as well as property owners and representatives of businesses and other organizations including Daniel Hostettler, president and managing director of Ocean House Management, which runs the Bluff Avenue resort hotel, and Deborah Lamm, Watch Hill Conservancy chairwoman. Allowing parking on Bluff Avenue would detract from the look and feel of the village and could hurt business at the Ocean House, an important part of the town's tourism economy, Abood said.

Town Councilor Philip Overton praised the citizens of Watch Hill for "working in good faith." "I'm very impressed that in the spirit of community you have come forward with these really good ideas," Overton said. The fire district also plans to install an automated gate system and a security camera at the lot. Abood said he is in discussions with the district's legal advisor to determine whether the gate proposal will require approval by the district's voters. Regardless, he said, the drop-off loop and seven spaces for Westerly residents can be established immediately.

**Rooney** also witnessed another important aspect of the town - a group of citizens who pay attention to their local government. Hatsy Moore, a former Town Council member and a resident

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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of Watch Hill, took to the podium in Council Chambers to raise questions about the Larkin Road parking plan, saying it did not align with previous commitments made to Misquamicut Club members and residents who invested in the Lanphear Livery parking lot. "Welcome **Mr. Rooney**, I am your and the council's worst nightmare, but I have a sense of humor, and I've been threatened with being handcuffed," she said, alluding to a previous meeting during which she was asked to hold off from commenting at the podium because she was trying to speak at an inappropriate time.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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The Westerly Sun (RI)  
April 26, 2018

**J. Mark Rooney of Illinois is Council’s Choice for Interim Town Manager**

Author: Dale P. Faulkner

The Town Council is prepared to offer the position of interim town manager to **J. Mark Rooney** of Highwood, Ill., pending completion of a background check. The council voted 6-0 Thursday in favor of offering the position to **Rooney**, contingent upon successful clearance of a background check that started Wednesday when the council named him one of two finalists for the job. Councilor Mario Celico did not attend the meeting. The decision followed a nearly 90-minute-long executive session of the council. A retired U.S. Army lieutenant colonel, **Rooney** has more than 20 years experience working in municipal government in four municipalities and villages in Illinois.

Councilor Philip Overton said **Rooney’s** resume describes a career of “powerful leadership” and a “history of success as a town manager.” “He’s a great candidate,” Overton said. According to his resume, **Rooney** received a Bronze Star for valor and a Combat Action Badge. He was wounded while in Iraq, where he served during Desert Storm and Operation Iraqi Freedom. He served as village manager in Carpentersville, Ill., from 2010 until January, and as chief of staff in North Chicago in 2009-10. He was village manager of Wheeling, Ill., in 2006-09, where he previously served as assistant village manager for three years. His resume also includes a stint as a staff assistant to the late U.S. Sen. Paul Simon, D-Illinois.

Hatsy Moore, a resident and close observer of local governmental affairs, asked the council why it was considering candidates who live so far from Westerly. The other finalist lives in Ohio. Moore also read from a petition that circulated in Carpentersville toward the end of **Rooney’s** tenure there. The petition sought his removal as village manager. According to news accounts, **Rooney** ultimately resigned from the position. Moore also criticized the council for conducting interviews in executive session and for revealing only the names of three of the six candidates who were interviewed; 14 candidates submitted resumes. “These three candidates who were interviewed, we have no idea who they were. There was no input from the public, there was no information to the public but you people committed to transparency and open government,” Moore said.

Councilor Jean Gagnier said he was not surprised that someone would look to leave Illinois, which is beset with serious economic problems. “Let me see, why would someone want to move here? Why would someone want to live near the ocean in a community that has a low tax rate and has a good balance sheet and is paying its pension liability as opposed to Illinois or Ohio?” Gagnier asked. Gagnier also said that the candidates for the job were allowed, under the state Open Meetings Act, to choose to have their interviews conducted in private. When council members decided on two finalists, they asked the two candidates if they could release their names and the candidates consented, Gagnier said. “We wanted their names out. We wanted them to be vetted,” Gagnier said. Council President Edward Morrone, after the meeting, said

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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that **Rooney** discussed the end of his tenure in Carpentersville. “I’m comfortable that he disclosed everything we should know about the situation,” Morrone said. The council also completed the requirements and criteria it will seek from candidates for the permanent town manager position. The vacancy will be posted on the International City/County Management Association website starting Monday. Resumes will be solicited for 30 days. Today is current Town Manager Derrick M. Kennedy’s last day on the job after about 2.5 years in the position. He is leaving to become town manager in Mansfield, Conn.

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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Chicago Tribune (IL)  
January 25, 2018

**Ousted Carpentersville Manager Resigns, Board Withdraws Separation Deal: Officials**

Author: Erin Sauder

Carpentersville trustees on Wednesday withdrew their separation agreement offer to **J. Mark Rooney**, saying the village manager voluntarily resigned when he stopped showing up for work earlier this month. Last week, the Village Board unanimously approved offering the deal to **Rooney**, who was hired as village manager in 2010. Village President John Skillman said at the time that attorneys were working out the terms. Trustees also approved naming Marc Huber, Carpentersville's assistant village manager/director of community development, as acting village manager on an interim basis. The board reconvened Saturday to continue discussing the separation agreement. At issue, according to village attorney Hart Passman, was the inclusion of a nondisparagement clause, a provision that means neither party can make negative comments about the other. "Mr. Skillman mentioned there was room for the attorneys to work out the details. We've been unable to do so," Passman said Saturday. "**Mr. Rooney** did not accept the village's effort to compromise on that provision."

During this week's board meeting, Trustee Diane Lawrence motioned withdrawing the village's separation agreement offer, saying **Rooney** voluntarily resigned his employment when he stopped coming to work. "Records indicate the last day he reported to work was Jan. 5. At that time, he cleared out his office of his personal belongings," Lawrence said. "According to the employee handbook, any employee who fails to come to work without notifying the village will be considered voluntarily resigned from the village. I motion to accept his voluntary resignation." Her motion was approved 4-2, with trustees Paul Humpfer and Don Burroway dissenting. "While the village was trying in good faith to find an agreeable solution to the subject of **Mr. Rooney's** employment, we identified that he had cleared out his office and stopped reporting to work," Skillman said in a statement following Wednesday's vote. "There is no circumstance in which an employee can just stop reporting to work and expect to maintain their status as an employee or expect taxpayers to foot the bill for a substantial salary and benefits package."

He added that the board had already been in the midst of addressing whether **Rooney** was the correct person to serve in the role of manager. "His voluntary resignation allows us to focus on moving the village forward in a new and better direction," Skillman said. "We are not interested in drawing unnecessary negative attention to **Mr. Rooney**, who we recognize has added some degree of value to the village in the past. But in the interests of openness, I do say that there have been increasing and continuing concerns regarding **Mr. Rooney's** communications with stakeholders in the village, his administrative decisions and his fiscal management of the taxpayers' resources." **Rooney** could not be reached for comment. Prior to coming to Carpentersville, **Rooney** was the village manager for Wheeling from 2006 to 2009 and Wheeling's assistant village manager from 2003 to 2006.



**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Daily Herald (IL)  
January 16, 2018

**Carpentersville Approves Separation Deal with Village Manager**

Author: Lauren Rohr

The Carpentersville village board Tuesday night approved a separation agreement with Village Manager **Mark Rooney**, who has served in the position for more than seven years. Village officials did not immediately release the details of the agreement, and Village President John Skillman declined to comment. The unanimous vote came after a nearly hourlong discussion in closed session, in addition to a two-hour closed session during a Jan. 6 special meeting. The measure was not discussed in open session. "I will leave my position with a sense of accomplishment and thanks for all I have learned through the inevitable challenges with a position such as mine," **Rooney** said in a statement to the Daily Herald. "I served with a specific set of values and principles with the overriding goal to make the lives of Carpentersville residents better." Trustees also voted Tuesday to appoint Assistant Village Manager Marc Huber to the interim manager role, effective immediately. **Rooney**, an Army veteran, was hired as village manager in 2010. Last year, he was earning a salary of \$175,710 plus benefits, according to village records.

During his tenure, trustees supported two amendments to **Rooney's** employment contract, the most recent of which included a 5.5 percent raise that brought his annual salary up to \$167,000 in 2015. His salary was adjusted each year based on performance evaluations by the village board, according to the contract. The village board has seen significant turnover since Skillman, a retired Carpentersville fire chief, beat out incumbent Ed Ritter for village president last spring. Voters elected newcomer Diane Lawrence to a trustee seat, and Skillman later appointed John O'Sullivan and Jeff Frost to fill vacancies on the board. "In this era of compressed time, constant commentary and polarized politics, things do not always work as they should," **Rooney** said. "Elections have consequences. I leave my position with my head held high."

In his statement, **Rooney** thanked trustees and Ritter for working cooperatively "with a mutual sense of respect and trust." He lauded the village's improved transparency rating, the creation of a community development department, new economic activity such as the Walmart Supercenter, and various other accomplishments in the last seven years. Skillman said no decisions have been made for finding a permanent replacement for **Rooney**. The village board is expected to discuss its next steps at a later date. **Rooney** previously served as village manager in Wheeling, a position from which he resigned in 2009. At the time, two trustees said his departure came after a majority of the board indicated in closed session that they no longer supported him. Before Wheeling, **Rooney** served as village administrator in Highwood.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Daily Herald (IL)  
June 29, 2017

**Carpentersville OKs Settlement with its Former Director of HR**

Author: Lauren Rohr

Carpentersville's human resources director resigned last month after village officials indicated they were contemplating her termination, according to a separation agreement. Samantha Brunell, who had been on the job since last July, was placed on administrative leave May 10 while the village assessed her performance and the needs of the department, Village Manager **Mark Rooney** said in a memo to the village board. She resigned from the position six days later as part of a settlement that would pay her salary and benefits through June 30.

What led to Brunell's departure — and the village's roughly \$13,738 payout — remains unknown. **Rooney** declined to discuss personnel matters, and Brunell was unavailable for comment. Under the agreement, which was approved last week by the village board, both parties are releasing one another from any "claims, demands, causes of action or liability" related to Brunell's employment or departure. Brunell will also receive a letter of reference from **Rooney**.

In addition to her human resources role, Brunell served as the assistant to the village manager and handled public relations responsibilities. She was employed in the finance department, and her starting salary was \$70,000. Carpentersville officials are now working with an outside consulting firm, GovHR USA, to review the vacant position and consider a possible staffing reorganization, **Rooney** said.

Jeff Monteleone, the village's senior management analyst, is taking over Brunell's human resources duties on an interim basis with help from **Rooney** and Assistant Village Manager Marc Huber. The village will not backfill the analyst position until they determine whether Monteleone is a good fit in human resources, **Rooney** said. Additionally, he said, department heads have been trained to handle some public relations responsibilities, such as writing news releases. The village might also consider hiring part-time consultants to help with special projects. **Rooney** said the review and reorganization period is expected to be complete by the end of August, when planning for the 2018 budget cycle begins.

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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Courier News (IL)  
March 30, 2017

**Carpentersville, Illinois Policy Institute, Website Transparency  
Carpentersville Lauded for Transparency**

Author: Erin Sauder

Carpentersville has been recognized by the Illinois Policy Institute for its "highly transparent" municipal website. "This kind of transparency is critical for trust," Village Manager **Mark Rooney** said in a news release. "We strive to make sure we remain accountable to our taxpayers." The transparency score of 96.2 percent represents nearly a 5 percent improvement since the last audit in December, and more than a 45 percent increase since 2013. Those scores were 91.6 percent and 50.6 percent, respectively.

The Illinois Policy Institute ranks municipalities, townships, school districts, libraries and other entities for transparency based on their websites. "Over the past few years, the IT Department has consistently worked with the village board, village manager, and village staff to evaluate ways to redesign our website in order to make key information more readily available to our citizens and businesses," said IT Director Kevin Goethals.

After receiving the dismal score in 2013, a new page was created dedicated to government transparency ([cville.org/Reference-Desk/Website-Transparency.aspx](http://cville.org/Reference-Desk/Website-Transparency.aspx)) and allows searching through links to all of the information from a 10-point transparency checklist in just one click. The checklist evaluates how accessible it is to find information on a municipality's taxes and fees, lobbying activity, bids and contracts, salary and benefits, expenditures, financial audits, budgets, public records, meeting information, and contact information for elected and administrative officials.

Carpentersville received perfect scores in seven out of the 10 categories on the checklist in the latest audit. "Our goal is to reach 100 percent transparency," Goethals said. "We want Carpentersville residents to have the ability to easily contact village officials, while making key village information readily available to anyone visiting our website."

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **J. Mark Rooney** is listed below.]

<https://www.ilcma.org/programs-and-services/awards-program/special-service-award/>

**J Mark Rooney**  
2016

**ILCMA**  
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The Special Service Award is presented to individuals who have notable association or affiliate activity and significant professional accomplishments, including private interests, family interests, acts of heroism, charitable acts, or social accomplishments.

2016 **Mark Rooney**

For his outstanding service and leadership to the local government management profession as shown through his support of members in transition.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Daily Herald (IL)  
June 23, 2016

**Lawsuit Headed Back to Court, with a New Judge**

Author: Lauren Rohr

A lawsuit filed by East Dundee officials, who are trying to prevent Wal-Mart from obtaining more than \$4.3 million in special taxing funds for its new Carpentersville store, is headed back to court, this time with a new judge. East Dundee Attorney Tom Gardiner said state law prohibits tax increment financing funds from being used to entice a business to relocate within 10 miles. Because the new store is less than three miles away, East Dundee argues Wal-Mart does not qualify for TIF funds, Gardiner said, noting the village wasn't trying to stop the store from opening. Kane County Judge David Akemann dismissed the lawsuit last year, saying East Dundee's case lacked standing. The village appealed that decision, as well as an order denying the village's motion for a substitution of judge.

After the appellate court decision Monday, the lawsuit will go back to the circuit court, and East Dundee can continue making its case in front of a new Kane County judge. The decision also means Akemann's ruling is void. "This shows we have standing, we have merit in this case," East Dundee Village President Lael Miller said. "The important thing is for us that this validates the fact that we did have a valid case and that the previous judge's ruling is tossed out."

Carpentersville Village Manager **Mark Rooney**, who argued the village did not violate TIF laws, said the appellate court decision to put a new judge on the case doesn't mean Akemann's initial ruling isn't valid. Wal-Mart and Carpentersville officials have argued the company's decision to move was market driven and a result of circumstances beyond its control. "It's a meritless case," **Rooney** said. "It's a complete waste of the taxpayers' money in East Dundee, and now they're also wasting Carpentersville taxpayers' money to defend a meritless case." **Rooney** said the village has not yet decided its next steps.

In a TIF district, the property tax revenues that go to local governments are frozen for up to 23 years at a certain level, which is set on a base assessed property value. Any taxes generated above that level can go back into redevelopment. The new Wal-Mart Supercenter in Carpentersville held its grand opening early Wednesday. East Dundee estimated it would lose an estimated \$60,000 to \$80,000 per month in sales tax revenue after the closing of its Wal-Mart store.

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

Daily Herald (IL)

April 27, 2016

**Carpentersville Firefighter's Union Seeking Arbitrator in Disputed Layoffs**

Author: Lauren Rohr

Amid contract negotiations with the village, the Carpentersville firefighter's union is asking an arbitrator to negotiate the layoffs of two full-time firefighters. The layoffs took effect Friday, but the union filed a grievance last month after they were announced, claiming the move violated the current contract, which expires at the end of the month, said Rick Nieves, president of the Carpentersville Professional Firefighters Union. But the union and the village disagree vehemently on the circumstances that resulted in the layoffs, mainly centering on cost savings.

In 2014, the union and village signed a "side letter" agreeing to a swing shift, which moves firefighters from normal to short-staffed shifts. The agreement called for the village not to lay off any firefighters during the duration of the contract, as long as the swing shift structure saved \$75,000 annually. "It's the village's position to end our side letter because the savings that were promised did not materialize," Village Manager **J. Mark Rooney** said. Nieves said the swing shift did reduce overtime costs by \$75,000, but the village used the additional funds ineffectively, "not at the fault of the union." He also argued the layoffs wouldn't result in significant cost savings, as the village would have to pay overtime costs and part-timers to make up for the loss. "We strongly feel that these layoffs are not really necessary and are against the agreement we had with them this last time around," Nieves said. "We don't feel there's a true bona fide economic problem." The two parties were unable to come to a resolution during negotiations, Nieves said, and the union is requesting a third party to settle the dispute.

**Rooney** said he made an offer during contract negotiations to postpone the layoffs until the end of negotiations, but it was rejected by the union. "If we didn't find the savings, (layoffs) could've still happened," **Rooney** said. "But it wouldn't have to happen until that point in time when we concluded those negotiations." Nieves said the union never received a formal offer to stave off the layoffs. Instead, he said, **Rooney** indicated he would rescind the layoffs if the union paid the full salaries and benefits for the two firefighters. **Rooney** denied such an offer was ever made.

Contradicting statements from both parties don't end there. Nieves claimed the fire department is the only unit in the village experiencing layoffs, while **Rooney** says cuts are being made across several other departments. Nieves says the two firefighter layoffs would save only \$20,000 per year, and **Rooney** argues it'll result in about \$100,000 in net savings. **Rooney** said the union linked negotiations about the layoffs to an unrelated issue: Allowing firefighters to wear shorts while on duty. Nieves said the union always handled the two issues separately. Now, Nieves said, arbitration is the union's last chance to restore the firefighters' jobs. "I'm hoping at some point in the near future (the village will) still rescind the layoffs and we can come together," Nieves said. "Losing two guys is an unfortunate situation, not only for the community but also for the guys and their families."

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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Courier News (IL)

March 18, 2016

**Carpentersville, Branding, Spring Hill Mall, Meadowdale, District 300  
Carpentersville Trying to Change Village's Public Perception**

Author: Erin Sauder

Carpentersville officials know that changing the village's public perception could be an uphill battle. But it's one they're willing to take on. About 30 individuals, including staff and board and commission members, took the first step in the branding campaign process by attending a brainstorming workshop Wednesday, led by Bill Balling, managing director of the WRB LLC consulting firm. His colleague, Adriane Johnson, an associate consultant, also attended the workshop. "Branding is essentially everything you do," Johnson said. "It isn't just the logo. It's a specialized type of marketing to help tell a community's story. It gets to the foundation of what makes a place desirable. It's also what people say about you when you're not around."

She said the goal of branding is to enhance and/or improve the community's image and attract the desired residents, businesses and visitors. Attendees were asked to weigh in on the village's strengths, weaknesses, opportunities and ultimate threats. Carpentersville's industrial base, diversity, residents, services, walkability, location and long-range planning topped the list of the village's strengths. "Most of our town is pretty well kept up," Village President Ed Ritter said. "There's some dark spots here and there and we have to keep fighting them but that percentage is much lower than it was 10 or 12 years ago."

As for the village's weaknesses, "public perception," said former trustee Kay Teeter, who is currently a member of the Business Development Commission. "That's huge." "The lowest hanging fruit on the weakness side is the perceived level of crime and the actual level of crime which is lower than our surrounding communities," added Trustee Kevin Rehberg. "There are metrics out there that prove this." Traffic flow and the negative perception of the area's public schools were also noted as weaknesses.

Village Manager **Mark Rooney** said the village's business corridors also provide a challenge. "We have Randall Road, Route 31 and Route 25 — they don't have any correlation," he said. "There's a very different challenge of marketing Randall Road than Route 25." As for Carpentersville's opportunities, the riverfront was suggested. "Our section isn't developed yet," Rehberg said. "You can't get a motorboat in there. You have to paddle, with a canoe or kayak. But the fishery has rebounded tremendously. When you get to the Dundee area it turns more urban. We're in this transition zone between a highly boatable area to this urban Dundee area." He added the village "has a real opportunity to make ourselves attractive to new families that are fleeing Chicago." "Most people don't want to raise families in the Chicago public schools anymore," he said. Trustee Jeff Sabbe said District 300 also "is a huge opportunity for us." He cited the district's partnership with Elgin Community College which is allowing qualified high school seniors the opportunity to enroll at ECC full-time and earn up to 32 college credit hours, tuition free. Another suggestion was implementing community events throughout the year

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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instead of just spring through fall. As for threats to the village's success, declining equalized assessed values, lack of revenue, and Spring Hill Mall were mentioned. Rouse Properties, which owns Spring Hill Mall, asked to partner with both Carpentersville and West Dundee to bring the \$40 million renovation project to fruition. Plans call for a movie theater, restaurants, and a new layout. Mall officials were seeking \$8.6 million total in financial assistance from Carpentersville and West Dundee, with the majority, about \$7.4 million, coming from the latter since most of the shopping center falls within the village. Carpentersville's ask is about \$1.2 million. "Two villages have spent a lot of time and money but it is very possible that mall will fail," **Rooney** said. "That's a pretty big threat."

He cited the Meadowdale property which runs from Besinger Drive to Lake Marian Road. At one time, the shopping center on the property was a popular draw due to anchor stores such as Wieboldt's and Woolworth's. It was such a high-trafficked area in 1960 that John F. Kennedy delivered a stump speech there while running for president. "That threat would be a repeat of what happened to Meadowdale and create a perception problem," **Rooney** said. "It went from a JFK rally point to nothing." The next workshop on the initiative is set for next month. "I'd like you to think about and reflect on the topic we're discussing this evening and come back in early April and get additional feedback," Balling said.



**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Daily Herald (Arlington Heights, IL)  
September 18, 2015

**Ex-Kaneland teacher settles federal lawsuit over DUI arrest**

Author: Harry Hitzeman Legal Affairs Writer

A former Kaneland School District 302 teacher has settled a federal lawsuit against Carpentersville police that argued he was roughed up after a 2010 DUI arrest. Ryan Wlodek, 35, of Elgin, reached a settlement last month after suing the village of Carpentersville, along with Officers Donald Wells and Matthew Lipke, records show.

Carpentersville Village Manager **Mark Rooney** said officers did nothing wrong and the village wanted to fight the lawsuit. However, the village's insurance carrier decided it would be better to pay \$7,500 in a no-fault settlement than to go to trial and pay some \$20,000 in legal fees, plus risk more in damages if the village lost the case.

"He was not in any way mistreated. The officers did nothing wrong," **Rooney** said. "(The insurer) made a business decision that the village didn't support but had no power to stop. It would have been more costly to defend."

Wlodek initially was charged with felony obstruction of justice, DUI and attempted fleeing and eluding and stemming from his July 4, 2010, arrest. After years of delays in his case, he pleaded guilty to the reduced charges of misdemeanor DUI and obstruction of justice earlier this year and was sentenced to court supervision, records show. He was charged with felony obstruction because he refused a breath test and wanted his blood drawn at a hospital instead. Wlodek, a former science teacher at Kaneland High School and most recently a teacher at Kaneland Middle School, resigned from his post effective Sept. 11, according to the school district.

Wlodek filed an excessive force lawsuit in 2012 against the village and officers. In the lawsuit, Wlodek argued he was punched in the groin and officers purposefully drove erratically, turning quickly to slam him from side to side while he was handcuffed and in the rear of the squad car.

David Lipschultz, the attorney representing Wlodek in the federal lawsuit, said he "could not comment at all" on the lawsuit or settlement when reached by phone.

Jeannine Gilleran, an attorney who represented the village and two officers in the lawsuit, did not return messages.

Federal Judge Charles Norgle dismissed Wlodek's suit "with prejudice," meaning it cannot be refiled in the future.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Daily Herald (IL)  
April 30, 2015

**Carpentersville Manager Gets 5.5% Raise in New Village Budget**

Author: Madhu Krishnamurthy

Carpentersville village leaders approved a 5.5 percent pay raise for Village Manager **Mark Rooney**, part of a roughly \$46 million budget of expenditures for the remaining eight months of this year, which officials say includes no staffing or service cuts. **Rooney's** yearly salary goes up from \$158,000 to roughly \$167,000 retroactive to Jan. 1. He also gets five more vacation days (25 in total) and guarantees nine months of severance pay that equals his current pay, plus fringe benefits, if he is fired after five years of service for any reason other than being convicted of a felony.

**Rooney** said the salary increase is comparable to what managers/administrators of neighboring communities receive. "I'm still nine out of 10 in the ranking of salaries (of managers)," **Rooney** said. "I just bumped ahead of Lake in the Hills village manager." **Rooney** received a similar salary increase last year, as did a few other department heads.

Chris Scholl, a firefighter who ran unsuccessfully for the village board in April, said **Rooney's** pay hike is "fiscally irresponsible at a time when the village is talking about deficits." "What concerns me is also that this contract spells out his severance package, and severance packages should be dealt with at the time for severance and based upon the reasons for that severance," Scholl said. "The taxpayers should not be on the hook for (paying) \$125,000 plus the fringe benefits ... he will also be compensated for unused vacation time and unused sick leave, which no employees get in the village."

**Rooney** said the increases are justified by how much money the village has saved through his leadership. "I had a good year last year," **Rooney** said. "We successfully got a \$400,000 OSLAD (Open Space Lands Acquisition and Development Program) grant and a U.S. EPA (Environmental Protection Agency) grant of \$628,000. Wal-Mart Supercenter successfully coming to town is a pretty significant event, which will be \$1 million in sales tax (revenue) every year."

The Wal-Mart project — targeted for 26 acres along Lake Marian Road and Route 25 — is a nearly \$30 million development, which includes a \$4.3 million village incentive funded through a special taxing district to help with site improvements, such as the widening and signalization of Lake Marian Road, said Joe Wade, assistant village manager. Construction of the supercenter is expected to begin this summer and open by fall of 2016, officials said.

The village seems to have turned the corner after eliminating 34 positions during the past four years through layoffs, consolidation, reorganization, retirements and attrition. No personnel cuts are in this budget, **Rooney** said. "We save on an annual basis on salary and health care costs of over \$1.5 million," **Rooney** said. The village also has saved roughly \$195,000 by refinancing an

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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IEPA loan earlier this year, and nearly \$100,000 in yearly debt service when borrowing \$10 million for infrastructure improvements that will be completed over four years, he added. The 2015 budget includes a salary increase of 1 percent for public works employees, and 3 percent for police and firefighters. On average, personnel costs increased 2.2 percent, and health insurance costs increased 2.5 percent, Finance Director Hitesh Desai said. The village will be spending nearly \$10 million on water and sewer improvements, and \$3.5 million on infrastructure projects this year, and roughly \$2 million on water main and road improvements related to the Wal-Mart project, in addition to the business incentive. Starting next year, Carpentersville will follow a calendar year budget once the tax levy is determined in December, officials said.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Courier News (IL)  
April 5, 2015

**In Wake of Spat, Official Hires Private Detective**

Author: Mike Danahey

Carpentersville Village Manager **Mark Rooney** said he is spending his own funds on a private detective after a March 14 altercation with a member of the Finance and Audit Commission. Harry Brown, of H. Brown Investigations, said he was hired by **Rooney** shortly after the incident with Humberto Garcia. Garcia, a Carpentersville trustee candidate, filed a police report regarding **Rooney's** actions during and outside a Finance and Audit Commission meeting March 14 at the town's public works building. "**Mr. Rooney** has a reputation to protect, with military service and an exemplary career," said Brown.

During the March 14 session **Rooney** questioned claims some people in town and some firefighters have been making that the Fire Department is understaffed. Garcia responded that he had heard those claims and that the department is understaffed. He asked **Rooney** if those people are lying. **Rooney** asserted that they are lying, noted Garcia has been on the commission for several years and that the numbers were there before him.

**Rooney** commented, "If you can't figure it out, I can draw you a picture. But if you can't understand what's before you, I can't help that God didn't give you enough gift to process the information." That escalated into a heated discussion in the public works building lobby at a break during the meeting. Police investigated and did not pursue charges. Brown said he is now investigating the matter. "This is in no way about the police investigation," **Rooney** said.

On Wednesday, after an executive session at its village board meeting the prior night, trustees issued an online statement that communicated to **Rooney** "its expectation that all village employees, especially those in leadership positions, conduct the village's business in a way that is professional and respectful of others at all times." Beyond that, the board took no action on the matter. Garcia was disappointed the board apparently took no disciplinary action. "As a public official, he should not behave like that," Garcia said.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Courier News (IL)  
April 1, 2015

**Carpentersville Meeting Gets Heated; No Charges**  
**Police Investigate After Trustee Candidate and Village Manager Trade Insults**  
Author: Mike Danahey

Insults about intelligence and bitter debate between the Carpentersville village manager and a village trustee candidate spilled over into an angry confrontation outside a meeting room, leading to a police investigation but no charges, officials said this week. Carpentersville trustee candidate Humberto Garcia filed a police report regarding Village Manager **Mark Rooney's** actions during and outside a Finance and Audit Commission meeting March 14 at the town's public works building. Garcia has been serving on the commission for about four years.

Responding to a Freedom of Information Act request from The Courier-News, Carpentersville released a video, police reports and the results of a police investigation about the incident with a memo that states: "Based on interviews and review of the evidence, there is no basis for pursuing criminal charges against any of the individuals involved." Still, Carpentersville Village President Ed Ritter said that the matter would be discussed in executive session following the Village Board meeting Tuesday night and that an official statement would be posted on the village's website after that discussion.

What led to the heated discussion and the ensuing report and investigation was a comment **Rooney** made to Garcia during the March 14 meeting. On an audio of that meeting obtained through the FOIA request, more than 20 minutes into a discussion of the fire department's proposed budget, **Rooney** calls into question claims some people in town and some firefighters have been making that the fire department is understaffed.

Garcia responded that he had heard those claims and that the department is understaffed. He asked **Rooney** if those people are lying. **Rooney** asserted that they are lying, noted that Garcia has been on the commission for several years and that the numbers are there before him. **Rooney** commented, "If you can't figure it out, I can draw you a picture. But if you can't understand what's before you, I can't help that God didn't give you enough gift to process the information."

According to Garcia, the matter escalated at a break several hours into the session, prior to him leaving to participate in the East Dundee St. Patrick's Day parade. The report released Monday notes a surveillance video from the lobby that caught the incident. The video, with no audio, shows Garcia using a finger to emphasize a point and **Rooney** immediately stepping into Garcia and using the same gesture, the report states. "Humberto did not appear to be threatening at that point, and **Mark Rooney** appeared to be the aggressor by stepping into Humberto," the report states. Then, "as Humberto was walking away **Mark** suddenly turns and approaches Humberto again at a fast pace and **Mark** is again using his finger in a poking motion to emphasize his point," the report states. Garcia exited the front door but then comes back into the lobby, the report states. Garcia looked toward the meeting room, then **Rooney** walked toward Garcia, the

**Internet – Newspaper Archives Searches**

**J. Mark Rooney**

*(Articles are in reverse chronological order)*

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report states. Garcia does appear threatened at this point, the report states, "as he slowly edges toward **Mark** with (redacted name) in between them. As (name redacted) grabbed **Mark**, it appears he is trying to shepherd him away from Humberto." "It appears that **Mark's** body is leaning in towards the meeting room and not towards Humberto, and **Mark** appears to look directly at (redacted name) and **Mark** says something to (redacted name) who immediately releases **Mark** and lets him pass." The report states, it "doesn't appear that **Mark** is trying to physically harm or threaten Humberto. It appears to be a disagreement that became personal, not criminal. Although there were many things said that could be considered insulting and unprofessional, it does not appear that any of these things would rise to the level of criminal conduct in that no physical threats were muttered."

According to the reports, **Rooney** told police that Garcia stopped him in the lobby and asked for an apology for what **Rooney** said during the meeting. **Rooney** said he would not apologize, the report states. **Rooney** told police Garcia threatened to have **Rooney** fired if Garcia got elected as a trustee. **Rooney** also claimed Garcia made a comment about "beating an apology out of him." **Rooney** said he "told Garcia he was a son of a bitch if he thought he could use violence against him." **Rooney** also advised police that during the argument, "he did make a comment to Humberto about beating his wife."

Tuesday, Garcia said he would wait until after the Village Board meeting to make any further comment. **Rooney** could not be reached for comment Tuesday afternoon. As for **Rooney's** comment about Garcia and a domestic offense, according to a redacted police report, officers were called to the Garcia home on Oct. 13, 2013, about a physical altercation. Media outlets learned about the incident last week from a tipster. Garcia was taken into custody and charged with domestic battery, according to the report. Garcia and his wife, Bibiana, said that the Monday after the incident she and her daughter asked to have the charges dropped and thought they had been, but soon learned they had not.

According to online court records, on Jan. 30, 2014, Garcia pleaded guilty and paid fines and fees totaling \$820. He completed counseling, and the plea was vacated Nov. 20, 2014. The Garcias said Friday that they didn't want to bring up the matter because of their children and the attention it might receive. "It was embarrassing," Garcia said. Garcia has lived in Carpentersville for 20 years and owns and operates Meadowdale Performance Garage, He said he intends to remain in the race for one of the three spots on the village board up this April.

One of the other trustee candidates, incumbent Paul Humpfer was sentenced to a year of probation in October 2008 and ordered to enroll in a 26-week domestic violence program because of an incident with his wife in May 2007. Humpfer paid \$1,000 in fines and costs and was ordered to refrain from abusive contact with his now-ex-wife. After complying with the conditions, the case was discharged in October 2009. Other Village Board candidates are incumbent Don Burroway along with Sara Miller, Jeff Sabbe and Chris Scholl.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Daily Herald (IL)  
July 10, 2014

**Investigation Clears Carpentersville Official**

Author: Madhu Krishnamurthy

An independent investigator looking into allegations of gender discrimination, retaliation and harassment made by a former Carpentersville village employee against Village Manager **J. Mark Rooney** determined there was no validity to the claims. The allegations were made by the village’s former human resources director, Linda Mogren, who resigned in May under a separation agreement with the village. At the time, neither village officials nor **Rooney** would discuss the reasons that led to Mogren’s departure. Mogren, a village employee since 1998, served as human resources director for nine years. Several attempts to reach her and her attorney were unsuccessful. Mogren refused to cooperate with the investigation citing her severance agreement with the village in which both parties agreed to refrain from disparaging statements. Mogren was assured she would have immunity for any comments made during the investigation, according to independent investigator Dennis Walsh with the legal firm Klein, Thorpe and Jenkins.

The firm previously served as the village’s attorney and was chosen to do the investigation because of Walsh’s reputation, Village President Ed Ritter said. Walsh interviewed **Rooney** and several other village employees who either witnessed interactions between **Rooney** and Mogren or could speak to the allegations, and reviewed numerous documents of communication between Mogren and **Rooney**, according to documents obtained by the Daily Herald through a public records request.

Among Mogren’s allegations were that **Rooney** "had a pattern of replacing women senior staff over 40 years old with males" and that he was trying to force her out after 15 years of service. She also claimed **Rooney** made several threats to physically harm village employees. According to the investigator’s report several employees interviewed said **Rooney** would make references to his military service, but never expressly threatened to harm any employees. The police chief also looked into that allegation and determined it was unfounded. The investigation determined **Rooney**, formerly village manager in Wheeling, didn’t break any state or federal laws or violate village policy, and acknowledged he is a demanding manager.

Ritter said the report puts an end to the matter. "I have a lot of confidence in our manager, the way he operates and how careful he is in anything that he does involving personnel," Ritter said. Ritter’s only comment about Mogren was that she was "an excellent employee." "She chose to leave, and she was not forced to leave. She was a good employee while she was here," he said. Ritter said the village hired the independent investigator only to avoid potential litigation. "We’re being proactive," he said. "We did not have to investigate. We could have just left it. But I didn’t want to do that because sometimes when you just leave something, it seems like you are afraid to investigate."

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Daily Herald (IL)  
March 22, 2014

**Village Postpones Laying Off Firefighters**

Author: Lenore T. Adkins

Carpentersville has delayed the planned layoffs of two full-time firefighters while union officials discuss cuts they can make to save those jobs, Village Manager **J. Mark Rooney** said Friday. "I'm very optimistic that the firefighter's union will help us find a solution to avoid the layoffs," **Rooney** said. This action comes after the union met with **Rooney** on Wednesday to discuss the pending layoffs of the firefighters who were originally going to be let go March 28. There are 32 full-time firefighters, and the two at risk of losing their jobs have the least seniority.

Rather than work with a specific dollar amount, the union will instead make cuts from its recent contract and present the proposed savings to **Rooney**. The village board has final say and will vote on the new fiscal year budget April 1.

The extension gives the union time to consider what cutbacks it can take. Three years ago, during contract negotiations, the union agreed to several concessions so the village would not lay off three firefighters. The concessions included reduced holiday pay, no salary increase during the first year of the contract and a reduction in overtime pay. The union last fall agreed to another employment deal, which is what's being reviewed. "We are actively discussing our options with our members," said Lt. Rick Nieves, president of International Association of Fire Fighters Local 4790. "We are happy to see the village extend the timeline."

Last month, **Rooney** announced staff cuts of the two firefighters and three other village employees to help plug a projected \$429,000 deficit. **Rooney** said similar negotiations are also afoot with the union that represents the other three employees. Since the announcement of the layoffs, the firefighter's union has filed a grievance. Also, several firefighters and retired chief John Schuldt have attended various board and budget meetings.

In the aftermath, firefighter Chris Scholl, a Carpentersville resident, publicly questioned whether the village is really in a financial bind and created an online petition to oust **Rooney** over what he calls his "poor management of village affairs."

As of Friday afternoon, 114 people had signed the petition. Scholl said most of them have family members working in the village or are firefighters elsewhere. He said 14 people are from out of state and others are from outside the area, according to information Scholl released to the Daily Herald. **Rooney** said he is aware of the petition and is ignoring it. "It does me no good to study every blog that is ever out there about me," **Rooney** said. "I just never made it a practice to read blogs. And I'm not going to start now."



**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Daily Herald (IL)  
January 9, 2014

**Carpentersville Approves Settlement with Firefighters**

Author: Lenore T. Adkins

Carpentersville officials approved a contract settlement with the village’s full-time firefighters Wednesday — a move that puts to rest the issues between the two parties and gives residents the protection they need without breaking the bank, officials said. In doing so, both parties also avoided settling their disputes through an often lengthy and costly arbitration proceeding. "That would have been the next step had we not come to a resolution," union President Lt. Rick Nieves said. The settlement stipulates that the village use a daily minimum of eight full-time firefighters spread among the three stations; the village previously staffed them according to daily demands.

In exchange, village officials can also use as many part-time firefighters as needed. Other highlights in the settlement include a round-the-clock lieutenant at every station, and the elimination of the village’s right to remove fire engines from service when an unusual number of firefighters are absent. In turn, the union agreed to drop the six grievances it filed against the village related to staffing and seniority issues. "We’re moving in the right direction; obviously we’ve got this compromise, and we think it’s good for both sides," said Nieves, who could not stop smiling after the vote. "We’re looking towards the future." The settlement, meanwhile, is expected to cost the village less than \$50,000 in overtime, Village Manager **J. Mark Rooney** said.

Wednesday’s board action came nearly three months after the village and the union agreed to a three-year contract for the 32 full-time firefighters. But several weeks later, the union complained the staffing changes would lead to slower response times that would endanger residents. Village officials, however, said the community was never in jeopardy, and the union actually was upset over the anticipated loss of overtime. The contract, they said, was meant to help curb \$300,000 in overtime expenses. In the ensuing months, the full-time firefighters launched a social media campaign against the new pact, met with a pair of neighborhood groups and with Tom Roeser, an influential businessman and philanthropist. Also in the aftermath, resident Chris Scholl, a full-time Carpentersville firefighter, started a that was critical of the board and of **Rooney**.

At the end of November, the board authorized **Rooney** to request a meeting with the union to resolve the impasse. The interest was in a workforce concentrated on the business at hand, rather than problems on the periphery. "This is an example where compromise should not be a dirty word," **Rooney** said. Wednesday’s vote was unanimous, with trustees Paul Humpfer and Pat Schultz absent from the meeting. Village President Ed Ritter heralds the process as a win for everyone and thanks everyone for their willingness to compromise. "We’ve put some of the biggest disagreements behind us, and we’re moving forward cooperatively," Ritter said.

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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Daily Herald (IL)  
September 19, 2013

**Village Working to Resolve Driveway Issue**

Author: Lenore T. Adkins

Business owner Tom Roeser continues to feud with the village of Carpentersville over the brick driveway he installed that violates village code. While brick pavers are a no-no for driveways, they are allowed for patio construction, Village Manager **J. Mark Rooney** said. So if Roeser treats the driveway like a patio, it will comply with village code, **Rooney** said. "I'm not going to make a mountain out of a molehill," **Rooney** said. "If it's not looking like a driveway and it's not acting like a driveway, it's time to move on."

But Roeser, owner of, the village's largest employer, doesn't want a patio; he wants a driveway. And he says he intends to use that property as a driveway instead of playing a game of semantics with the village. "These guys are trying to make a problem go away that they created by calling a duck a swan," Roeser said. "This is not a small issue, and it's not about a driveway. It's about management that is so bad and inconsistent, they make me laugh."

The driveway lies between and the Order of Odd Fellows Lodge. Roeser owns the building that houses Sign-A-Rama. He says he built the grass-friendly driveway to blend in with the nearby residential area. The village rejected his original application for a brick driveway, and the community development department fined his contractor \$150 for building it without a permit.

Roeser caused a stir last month when he complained to the village board about the miscommunication and misinformation he said he received from the community development department on several matters, including the controversial driveway at 3 N. Washington St. He told the board to get more involved in day-to-day operations but stopped short of asking trustees to fire Community Development Director Jim Hock.

In response to complaints from Roeser and others, **Rooney** ordered Hock and several members from that department to attend in-house educational seminars on customer service. Villagewide training on communication and customer service will take place later this month, **Rooney** said. Within the next six to 12 months, trustees could also consider changing the code when they address gravel driveways in the village, **Rooney** said. That, he added, has nothing to do with Roeser's complaint. "It was something that was under consideration for the last year," **Rooney** said. "We don't write laws for one person."

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Daily Herald (Arlington Heights, IL)  
February 8, 2013

**1 town suing another over Walmart**

Author: Lenore T. Adkins

Although a Kane County judge recently refused to issue a temporary restraining order that would have blocked Walmart from getting money through a special taxing district in Carpentersville, East Dundee will proceed with additional legal action. East Dundee’s lawsuit seeks to prevent the retailer from getting any financial incentives from Carpentersville’s tax increment finance district. A hearing is scheduled Feb. 14. Walmart plans to close its store in East Dundee and open a Supercenter by 2015 in Carpentersville.

"What the village filed was just asking the judge to make sure that the law is followed as it relates to the TIF and the expenditure of TIF funds," East Dundee Village President Jerald Bartels said. "I would think that Carpentersville would want to make sure all the laws are upheld as well." Carpentersville Village Manager **J. Mark Rooney** says the village knows the law. "The law is very specific on what is allowed and what isn't and we will follow the letter of the law and the spirit of the law," **Rooney** said.

Last year, Walmart said it would close the store in East Dundee to build a larger store at Lake Marian Road and Besinger Drive. Walmart officials did not specify why the Carpentersville location is more attractive. If the project reaches fruition, East Dundee will lose about \$850,000 in annual revenue. The Carpentersville land lies within a TIF district the board created last year to spur development. In a TIF district, property tax levels are frozen for a period of up to 23 years. As redevelopment occurs and the land appreciates, taxes from the increased value are used to pay for improvements or to help defray development costs. East Dundee is pointing to a part of the law that says a business would not qualify for TIF funding if it moves to another TIF district less than 10 miles away in another town. The proposed Walmart would be less than three miles from the East Dundee site, also in a TIF district.

Carpentersville officials accuse East Dundee of stalling the development, of acting prematurely and of wasting their time and money. While Carpentersville is anticipating a TIF request from Walmart, it has not yet happened, said Joe Wade, Carpentersville’s assistant village manager in charge of economic development. Wade pointed to a second part of the law that says TIF dollars can be spent in the new location if the old location "contained inadequate space, had become economically obsolete or was no longer a viable location for the retailer or serviceman." "My reaction (to the lawsuit) was why aren't they quoting the full portion of the statute?" Wade asked. Bartels said he would rather wait to see what happens in court. "We'll see what the judge says. (Carpentersville) can make that argument in front of the judge," Bartels said. "Both sides will be heard in court and we'll see where it goes."

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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Courier News (IL)  
February 1, 2013

**Report Says C’ville Fire Chief Put on Administrative Leave**

Author: Mike Danahey

Village Fire Chief John Schuldt has been put on administrative leave, according to a Chicago radio report. WBBM News Radio reported Thursday morning that Schuldt had been put on leave and that Village Manager **Mark Rooney** would not comment as to why the move had been made. Village President Ed Ritter told The Courier-News Thursday morning that he had received several calls about the report but he could neither confirm nor deny it. He referred calls to **Rooney’s** office. **Rooney** was not available for comment, and his office also would neither confirm nor deny the reports. Schuldt was not in his office Thursday morning and could not immediately be reached for comment.

The Illinois Fire Chiefs Association named Schuldt, 52, the Illinois Fire Chief of the Year for 2011 from among departments with a population of more than 25,000. Schuldt was nominated for the award by Assistant Fire Chief John Skillman. At the time, Skillman told The Courier-News that Schuldt had been with the department for 34 years, including 31 in a full-time role. Schuldt was named chief in 1996 and has served with fire safety organizations on the state and even the national level, Skillman said. Skillman noted in his nomination that “in May 2001, Chief Schuldt was asked by his village board to serve as acting village manager. He faced several key village staff positions that were vacant and the need to develop a village budget, at the time \$40 million. He was responsible for a staff of 300 people during his 12 months as acting manager until his return to fire chief in May 2002. He was asked to stay in the position, but his love for the fire service returned him to his chief’s position.”

In the community, Skillman noted, Schuldt was on the founding board of the local Boys & Girls Club in the 1990s. Schuldt served on a 2010 committee that brought the Healing Field to Carpentersville to honor war heroes. Since 1998, he has participated in a community-wide paint-a-thon in which volunteers’ paint homes of those unable to do so. He helped coordinate area fire departments’ sending of help to victims of the 2004 Utica tornado and Hurricane Katrina in 2005. In 2010, when a local family was left homeless by a fire, Schuldt worked first to solicit donations of furniture and clothing the family needed and then worked with the owner of a storage facility to create a permanent cache of such items for future fire victims. Schuldt helped bring “Remembering When,” a fire- and fall-prevention program for older adults, to Carpentersville as a pilot project and was instrumental in setting up a division technical rescue team for the area.

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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The Northwest Herald (IL)  
August 28, 2012

**Lawsuit Claims Brutality, Racism in Carpentersville**

Author: Lawrence Synett

A Crystal Lake man has filed a civil lawsuit against the village of Carpentersville and its police department, claiming that he was battered and racially mistreated during a traffic stop last year. Johnny Perez, 21, is seeking more than \$50,000 in damages in relation to an incident more than a year ago when Officer Alan Webb arrested him for misdemeanor resisting a peace officer and aggravated battery, according to the lawsuit filed in Kane County earlier this month. The 12-count lawsuit against the city and its police officers alleges that Perez was physically and verbally abused during a traffic stop March 16, 2011, on Route 25.

It also states that the village's nonbinding resolution to make English its official language gives police a license to discriminate against Spanish-speaking people. Perez was pulled over that day by a member of the Carpentersville Police Department for driving 5 mph over the posted speed limit, the lawsuit states. He then was asked to step out of the vehicle to read the speed limit sign and return to the car before Webb and several other officers arrived. According to the lawsuit, Perez again was asked to exit his vehicle by Webb and was shoved in the chest. Webb punched him twice in the face, kneed him and struck him in the back of the head. Other officers held Perez while the abuse occurred, his lawsuit states. The officers also shouted racial slurs and verbally threatened Perez, a U.S. citizen who speaks Spanish and English, the lawsuit states. He suffered bruising on his face and body.

The charges later were dismissed, court records show. Perez was treated for bruises to his face and body at Centegra Hospital – McHenry, which cost \$3,000 in medical bills, according to the lawsuit. Carpentersville Village Board members approved making English the official language in June 2007. At the time, proponents said it would strengthen the village and save taxpayers' money. Others argued that it would make the village a more difficult place to do business. Latinos make up more than 44 percent of the village population, according to 2010 Census data. The lawsuit alleges that resolution "was the product of pervasive racism of the village government, and some village residents against individuals of Mexican descent." "Police officers were permitted and emboldened by the village's institutional racism to use force against individuals of Mexican descent at a frequency disproportionate to their use of force against other individuals," the lawsuit states.

The counts include civil-rights violations, false arrest and imprisonment, physical abuse, unlawful search and deprivation of liberty, excessive force, civil conspiracy, and assault and battery, among others. The lawsuit also accuses Webb of lying in the subsequent police report by making it out as though Perez was the aggressor. That includes Perez yelling and bumping Webb, as well as refusing to be handcuffed. Carpentersville Village Manager **Mark Rooney** said the village had not been served the lawsuit as of Tuesday afternoon, and could not comment on any litigation.

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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Daily Herald (Arlington Heights, IL)  
January 3, 2012

**Carpentersville lays off two department heads**

Author: Lenore T. Adkins

This marks the final week for a pair of Carpentersville department heads. Officials have laid off Engineer Scott Marquardt and Economic Development Director/Special Projects Coordinator Janice Murphy, both of whom have worked with the village for about a half dozen years. Details of their severance agreements were not available Monday.

Also this week, the village board will consider whether to furnish Village Manager **J. Mark Rooney** with a small raise and additional perks. The village made the decision to eliminate Marquardt and Murphy this fall, citing rising fuel and health insurance costs and the pay increases for the four unions that negotiated small raises last year, Village President Ed Ritter said. In the end, officials decided they could merge Murphy's responsibilities with another department and realized there wouldn't be enough projects to justify Marquardt's continued employment. "It's very hard," Ritter said. "We had to think long and hard about it because they were good employees and they did some important things for the village. But in today's reality, you have to cover your expenses and you have to make sure you can cover them." Assistant Village Manager Steven Jones will absorb Murphy's duties, while the rest of the engineering staff will take on Marquardt's work and hire outside contractors as needed. Eliminating the two jobs saves a combined \$229,779, according to Finance Director Lisa Happ.

Meanwhile, **Rooney** is up for a raise and additional perks — his reward for a job well done, officials said. Tonight the village board will vote on whether to increase **Rooney**'s salary from \$130,000 to \$132,600, his monthly vehicle stipend from \$300 to \$500 and whether to cover his life insurance policy. The adjustments would be effective in August.

**Rooney** has been village manager since September 2010, and the board completed his review and evaluation late last month. Ritter gave **Rooney** high marks for his leadership skills, for improving customer service at every level and for streamlining village operations. "He's done a really good job of reorganizing village hall and working at a lot of cost-saving things, and we've been very happy with his service so far," Ritter said. "There were some things he originally asked for (when he was hired) and we said we can't do it, but if things went well, when next year came around, we'd add a couple of things to his contract."

Trustee Kay Teeter said **Rooney** took on a difficult job, and without the cuts and other cost-savings measures he instituted residents probably would be facing higher property taxes. "We're not giving him everything that he could be asking for, but we are basically rewarding him," Teeter said. "He was given a tough job when he came in, and he has really stepped up to the plate." **Rooney**, a member of the U.S. Army Reserves, could not be reached for comment due to a training obligation with the organization.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Daily Herald (IL)  
November 7, 2011

**Carpentersville Wins Award for Labor Negotiations**

Author: Lenore T. Adkins

The Illinois Public Employer Labor Relations Association has recognized Carpentersville for its four contract negotiations in 2011 that saved hundreds of thousands of dollars, avoided layoffs and kept public services intact. The village received the Rosemont-based association's James Baird Leadership Award, which notes "leadership and achievement" in Illinois public sector labor relations. "The IPELRA board has determined that Carpentersville's labor relations efforts ... are positive contributions to the Illinois public sector labor relations field," Awards Committee chairwoman Mary Rath wrote in her congratulatory letter to the village.

The village this year negotiated four, three-year contracts with unions representing firefighters, police officers, police sergeants and public works employees. But it was the talks with the fire department that set the tone for how the other three sessions went, Village Manager **J. Mark Rooney** said. The firefighters' union accepted smaller pay increases and other concessions that saved the village \$192,640, and agreed to hold contract negotiations without an attorney. "It gave some level of trust and probably assurance that policemen could do the same," **Rooney** said, adding that the village also kept attorneys out of the mix until the very end. "(Attorneys) didn't come to the table; that was just kind of an email and a conference call situation."

Rick Nieves, president of the firefighters' union, said the union also kept the taxpayers and their struggles in mind during the negotiations. "It's not just about us; it's about the public," Nieves said. "What we do is public service. It's tough now; everybody's struggling economically." In the end, after the firefighter's contract was ratified, the other unions agreed to smaller raises and other cutbacks. Last year, the village's dire financial situation resulted in the layoffs of five public works employees, two employees from the community development department and a part-time information technology worker, said Linda Mogren, director of the human resources. She also is the liaison between the union representatives and the village. "When we learned what the economic picture was, we worked hard to work with the unions and we felt that we both came to the table with some good compromises, so we felt very good about the results," Mogren said. Carpentersville officials are in the middle of negotiating contracts with unions representing part-time firefighters and civilian employees that include building inspectors, clerks and code enforcement officers. They hope those go as smoothly as the others. James Powers, the village's labor attorney, nominated Carpentersville for the award and Carpentersville Fire Chief John Schuldt accepted the award. He presented it to the village board last week. It marks the first time Carpentersville has received the recognition. "I think it shows the effort that was put in by the village and the unions," Schuldt said. "The village coming together and negotiating four successful contracts that reduced overall expenses, without laying anybody off in those units, I think that was remarkable."

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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Courier News (IL)

October 30, 2011

**Injured Cop Sues C'ville for Health Insurance Coverage**

Author: Mike Danahey

Former village police Officer Joseph Cecala is suing the village, Village Manager **Mark Rooney** and village human resources Director Linda Mogren for health insurance benefits for himself and his family he feels are owed him under Illinois law. Cecala, 40, was injured Dec. 29, 2008, while on duty at the scene of an accident at Route 31 and Spruce Road. According to the lawsuit, a driver had knocked down a tree that led to a traffic signal falling onto Route 31. Believing the situation to be an emergency and that, due to the hour, no help would come for several hours to remove the signal, Cecala and another officer moved the item off the road. In the process, Cecala injured his back in what the lawsuit calls a “catastrophic injury.” In November 2010, Cecala, the married father of two children, was awarded an in-the-line-of-duty disability pension by the village’s police pension board that went into effect that December. That month, he applied to the village for health insurance benefits he felt were his under the state’s Public Safety Employee Benefits Act (PSEBA).

The act states if a police officer suffers a catastrophic injury or is killed in the line of duty, his employer shall pay the entire premium of the employer’s health insurance plan for the injured employee, the injured employee’s spouse, and for each dependent child of the injured employee until the child reaches the age of majority or until the end of the calendar year in which the child reaches the age of 25 if the child continues to be a dependent. To be covered under the act, the injury or death must have resulted from the officer’s response to fresh pursuit or is reasonably believed to be an emergency, an unlawful act by another, or during the investigation of a crime. The lawsuit includes a copy of a Dec. 9, 2010, letter from Mogren to Cecala’s attorney, Ryan Theriault, stating that Cecala does not qualify for benefits under PSEBA. “In particular, his injury did not occur as a result of any of the circumstances enumerated in (the act). Consequently, Officer Cecala’s application for receipt of benefits is denied. Officer Cecala is eligible for insurance coverage as a retiree under the Illinois Insurance Code provisions relating to police officers. If Officer Cecala elects and pays the total cost of such coverage, the benefits will be available as of January 1, 2011,” the letter states.

Theriault is an attorney at Foote, Meyers, Mielke and Flowers in St. Charles. He said that Cecala currently is covered under the policy his wife has at her job. The suit seeks reimbursement for \$212 per month since December 2010 for those premiums. “This lawsuit has been filed to force the village to uphold its legal obligation to provide health insurance to police officers who are catastrophically injured in the line of duty,” Theriault said Friday. The village, he said, “has intentionally chosen to turn its back on an officer and his family who sustained career-ending injuries as the result of his dedicated service to the village and the people of Carpentersville.” **Rooney** was out of the office Friday and could not be reached for comment.



**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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Daily Herald (IL)  
November 11, 2010

**Carpentersville Officials Weighing Higher Levy**

Author: Tara García Mathewson

What looks like bad news for taxpayers is, at the same time, a village trying to keep its income steady — or at least, stem its losses. At Carpentersville's Audit and Finance committee meeting Wednesday night, the village manager and finance director presented recommendations for next year's levy. Last year, the village asked for — and received — about \$10.2 million in the levy. This year, the board must decide if it wants to ask for the same amount and end up with \$1.1 million less in the budget because of decreasing assessed values, or ask for a little more.

The village manager, **Mark Rooney**, is suggesting the board request almost \$10.9 million to keep the budget losses at just more than \$400,000. Both options will mean a tax rate increase for residents. "Are we going to reduce revenues or increase taxes? I have a feeling we're going to have to raise our tax rates, but we're not going to raise any more money," said Ed Ritter, Carpentersville village president. **Rooney's** recommendation would mean a 15 percent increase in the tax rate over last year, though that will likely not increase individual taxpayers' bills by much.

The Audit and Finance committee did not make a formal recommendation to the board, but Paul Lanspa and David High, the only two members who would not be voting on the levy as trustees, both endorsed **Rooney's** recommendation. "I don't want to pay any more, but it's not egregious," Lanspa conceded.

The board will decide on the levy at its Dec. 7 meeting where the public can comment. To access the PowerPoint presentation with information about the village's revenues and the various levy options to be discussed by the board, residents can go to the village website at [vil.carpentersville.il.us](http://vil.carpentersville.il.us). On the home page, there is a link called "Village Board Presentation: 2011/2012 Budget."

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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Courier News (IL)  
September 2, 2010

**Former Wheeling Manager is Hired by Carpentersville**

Author: Jacob Hurwith

After extensive interviews and lengthy debate over which of 48 candidates would fit the position of village manager, trustees decided to go with the one they say has the most experience and professionalism. **Mark Rooney**, a former village manager in Wheeling, was chosen for the job Tuesday night. He will start on Sept. 21. **Rooney** served as Wheeling village manager from 2006 to 2009 and was the assistant manager for three years before that.

While in Wheeling, which has a population of about 40,300, he helped implement two new tax increment financing districts and extended a third TIF district, something familiar to the village of Carpentersville. **Rooney** also helped maintain Wheeling's AA+ Fitch Investor Services and S&P AA bond rating in addition to helping raise \$40 million in bond debt to construct new municipal facilities.

Carpentersville officials said that experience will come in handy as the village begins to build a new public works facility. **Rooney** is a lieutenant colonel in the U.S. Army Reserves and was a senior adviser for the Army's Military Transition Team, where he trained and mentored two separate Iraqi regiments composed of 900 Iraqi soldiers. **Rooney**, 50, will be paid an annual salary of \$130,000. He said he is looking forward to getting to know village staff. "I'm excited to do more listening than talking," **Rooney** said. "I want to learn the specifics and the intricacies of how Carpentersville functions. The formal structure is important, but the informal structure is just as important."

**Rooney** hold a master's degree in public administration from Northern Illinois University. He enlisted in the Army immediately after earning his degree and served in Saudi Arabia, Iraq and Kuwait. He later went to work as a staff assistant for the now-late U.S. Sen. Paul Simon, helping facilitate the passage of legislation that resulted in the redevelopment of Joliet Arsenal, Fort Sheridan and Glenview Naval Air Station. Simon "taught me the greatest lesson," **Rooney** said. "Disagree without being disagreeable is the quality you have to have to be in public service."

**Rooney** will take over from Assistant Village Manager Dawn Wucki-Rossbach, whom the board praised for her work since the retirement of former manager Craig Anderson earlier this year. "We made a great choice, and I am happy for the residents of Carpentersville," Trustee Brad McFeggan said. "He will lead us in the right direction and the direction we need."

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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Daily Herald (IL)  
September 24, 2009

**Village Leader is Out**

Author: Madhu Krishnamurthy

Wheeling Village Manager **J. Mark Rooney** has resigned his post as of Wednesday, Village President Judy Abruscato confirmed Wednesday night. Two trustees say **Rooney's** departure was imminent after a majority of the board indicated in closed session Monday that they no longer supported him. Abruscato did not confirm that but would not offer an explanation for his departure. She said the village board is grateful to **Rooney** because under his leadership a new village hall, fire station and public works facility were built, and the staff and board successfully negotiated police and fire union contracts. "The village board wishes **Mark** the best in his career," Abruscato said. "There are no problems with **Mr. Rooney.**"

Assistant Village Manager Jon Sfondilis has been designated acting village manager, and he will remain in that post for the foreseeable future, said Martin Seay, administrative assistant. **Rooney** declined to comment Wednesday, directing all questions to Abruscato. He joined Wheeling in 2003 as assistant village manager and was named acting village manager in December 2006 when then-manager Wally Douthwaite resigned. **Rooney** was named manager in February 2007. Before Wheeling, he was city administrator in Highwood.

Trustees Pat Horcher and Dean Argiris said that in a poll taken Monday night among the six trustees and Abruscato, **Rooney** had lost the support of five of them. Neither Argiris nor Horcher would fully explain what caused **Rooney's** loss of favor. They said Horcher and Robert Heer supported **Rooney** staying, while Argiris, Abruscato, Ken Brady, Dave Vogel and Ray Lang did not. "Most of what happened in my mind was politics and clash of personalities, really," Horcher said.

Horcher said some trustees complained **Rooney** did not keep them fully informed about village business. "They were basically not liking the way he was managing the village," Horcher said. Argiris, meanwhile, disagreed **Rooney's** departure was political. "It wasn't about personality conflicts and it wasn't about politics," Argiris said. "There were issues. This was a business decision by a majority of the board."

Argiris said the problems have been going on for more than a year, but he would not divulge the actual reasons why **Rooney** was leaving. He said it was not because of any illegal actions or financial mismanagement. "I believe it was hurting the village keeping him on and that's why we need to move on," Argiris said. "His style ... the way he would do business, eventually it would hurt the village, if it hadn't already. And these were issues that never seemed to be going away. They needed to be addressed." Argiris said he has a high opinion of **Rooney** and was an advocate of hiring him at first, but he said **Rooney** was "jeopardizing things." Horcher, meanwhile, believes **Rooney** has been one of Wheeling's best managers. "Look at what got done under this guy," he said. "We built the public works building and the village hall. We finally

**Internet – Newspaper Archives Searches****J. Mark Rooney**

*(Articles are in reverse chronological order)*

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finished the space study for the village. He managed two police and fire contract negotiations without going into arbitration. "The guy did a really good job. He was dedicated to this village." A lieutenant colonel with the U.S. Army Reserve, **Rooney** served 18 months in Iraq while he was Wheeling's assistant village manager. **Rooney's** \$140,000 salary for this year was frozen last November in a joint decision he made with the village board. The terms of his departure are still being worked out, Seay said.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Wheeling Countryside (IL)  
February 28, 2008

**Rooney Gets 12 Percent Raise**

Author: Kit Kadlec

A year after he was hired to be village manager, **Mark Rooney** was given a \$15,000 raise last week. Previously making \$125,000, he will now receive an annual salary of \$140,000, or 12 percent more, under a resolution signed and put into effect Feb. 19. **Rooney** was hired as village manager on Feb. 26 last year, after first serving as the village's acting manager. In becoming manager, he replaced Wallace Douthwaite, who resigned in December 2006.

In unanimously approving the raise, which was tied to a performance review, no trustees made a comment during the Village Board meeting. Reached after the meeting, Acting Village President Patrick Horcher said he and others had been pleased with how **Rooney** has done in his first year. "I think everybody is pretty happy," he said. "We've had a lot going on, and he's handled it well." **Rooney** is Wheeling's seventh village manager since it adopted the board/manager style of government in 1970. He first joined the village staff in 2003 as an assistant village manager. In 2005, as an Army reservist, **Rooney** was called into active duty and sent to Iraq. He trained soldiers for the new Iraqi army, then returned 15 months later.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Des Plaines Times (IL)  
December 13, 2007

**Wheeling Manager Responds to Prospect Heights Criticism**

Author: Charles Berman

Four days after the city of Prospect Heights and the village of Wheeling came together to appoint the new chairman of the Chicago Executive Airport, bad blood between the two municipalities continued to boil over. The hiring of former United Airlines pilot E. Allan Englehardt was supposed to signal a new era in leadership of the airport, formerly known as Palwaukee Municipal Airport.

Recent board meetings have focused on future airport business, not the alleged misconduct of former board Chairman Kevin Dohm and Vice Chairman L. James Wylie. Both leaders resigned within a one-month span earlier this year after concerns were raised regarding the payment of an airport contractor that was never approved by the board. On the surface, it appeared that the Airport Board moved on from those allegations, or at least kept its ongoing investigation and now apparent feud behind closed-session doors.

However, on Dec. 5, a letter attributed to five Prospect Heights aldermen was sent to Acting Wheeling President Judy Abruscato. The letter accuses Wheeling Village Manager **Mark Rooney** of sidestepping the board in an attempt to seek Federal Aviation Administration approval to build a Wheeling fire station on airport property. "It has come to our attention that since September, **Mr. Rooney** has ignored our collective understanding and pursued a course of conduct which mirrors the very conduct he complained about in the Fall," the Prospect Heights officials wrote.

The letter, which made it to the news media before Wheeling's Village Hall, also claims that **Rooney**, who sits on the Airport Board, threatened Airport Manager Dennis Rouleau's job for not obtaining the FAA's consent. "**Mr. Rooney's** conduct hurts airport morale and the important relationship of the City and the Village as partners in the ownership of the airport," the Prospect Heights officials wrote.

'Nothing to hide'

**Rooney** adamantly denies all of Prospect Heights' charges. Before the Dec. 10 Wheeling Village Board meeting, he presented a litany of evidence, including e-mails, that he said proves he did not overstep his authority. "Prospect Heights is questioning my integrity," he said. "I have nothing to hide. "They are baseless and meaningless allegations. Now we'll have full disclosure of what's gone on (at the airport). You'll see I don't lie, cheat or steal and I don't tolerate those who do. "My job is to protect Wheeling's assets, including the airport."

Wheeling has been planning to build two new fire stations because the village's Police Department is taking over the entire building that police currently share with the Fire Department and Village Hall. To avoid the problems that the Alexander Graham Bell Montessori School

**Internet – Newspaper Archives Searches****J. Mark Rooney**

*(Articles are in reverse chronological order)*

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faced in trying to build a school in a runway zone, **Rooney** said he wanted to at least know if it was usable land before recommending any location. **Rooney** said he never received that answer, so there were never any real plans to build on that property.

Abruscato surprised

The letter came as a surprise to Wheeling officials. Abruscato said the two municipalities met last week to discuss lingering issues and that the two sides left the sit-down on a positive note. Abruscato said she supports **Rooney** and does not believe he did anything inappropriate. "**Mr. Rooney** does a good job fulfilling the direction of the Wheeling board," she said. "That was poor judgment by Prospect Heights," she added. "They should have sent me the letter before going to the press. That makes for a bad relationship."

'Positive' chairman

E. Allan Englehardt will officially take over the chairmanship of the Chicago Executive Airport Wednesday (Dec. 19) when he leads the board's next meeting. "I've been around this airport for a long time, and I want to do everything I can to see the airport get back on track," said Englehardt, who was appointed Dec. 1.

The 60-year-old former United Airlines pilot started as a flight instructor at Palwaukee 40 years ago. He retired as a Boeing 777 international captain on Feb. 1, but he still trains and certifies new pilots. Englehardt said it's not his place to comment on the tumultuous last few months at the airport, and he is focused on reaching the airport's full potential for all users. "I am a positive person and I see things continuing to spin that way," he said.

Rouleau spent last week showing Englehardt around the airport and brought him up to speed with ongoing airport business, good and bad. "He is very aware of the past," Rouleau said. "He is going to work to get everybody back on the same page. "I see us working past it. There are a lot of people who love this airport and when it comes down to it, people will roll up their sleeves and get back to business." Rouleau said Englehardt was an excellent choice. "He's very energetic, he understands the position and he will be a tremendous asset to the board of directors."

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Wheeling Countryside (IL)  
March 8, 2007

**Wheeling Drops 'Acting' from Rooney's Job Title**

Author: Casey Moffitt

The Wheeling Village Board gave **Mark Rooney** 90 days as the village's acting manager as an audition to the permanent role. However, **Rooney** impressed trustees so quickly, they gave him the job nearly a month early. **Rooney** was officially hired as Wheeling's village manager during the board's Feb. 26 meeting. Trustees voted unanimously on the decision. "I just want to say, 'Thanks,' for the last two months," **Rooney** said after the vote. "I've had a great deal of satisfaction working with the staff and the board." **Rooney** replaces Wallace Douthwaite, who resigned in December. His contract was bought out at the end of that month. Since then, **Rooney** has been the acting village manager.

Local knowledge

Village President Greg Klatecki said **Rooney** is very knowledgeable about the issues in the village, and showed an aggressive edge while performing as acting village manager. "It makes the transition a lot easier," Klatecki said of the hire. "He is aware of most everything going on in the village." Klatecki said if the Village Board were to search for a new village manager, it could easily have taken six months, and then that person would have acclimated himself or herself to the issues in the village. As village officials are working on redevelopment projects, building a new village hall and two fire stations, along with other projects, Klatecki said a long transition is not in the best interest of the village. "We would end up in a lull waiting through the transition," he said. "Everything is falling into place and we don't want that momentum to stop."

'Personality fits'

Other trustees also praised **Rooney's** work over the past few months as acting village manager. "His personality fits the timing," Trustee Dean Argiris said. "It takes good leadership to get things done. I see the attitude changing at Village Hall. He comes with leadership." "We need to continue to work as a team," Trustee Bob Heer said. "This hiring makes us proud." **Rooney** first joined the village staff in 2003 as assistant village manager. As an Army reservist, **Rooney** was called into active duty in 2005. He was sent to Iraq where he trained soldiers for the new Iraqi army. He spent 15 months in active duty. "What a country," **Rooney** said. "I was gone for 15 months, and the Village Board still has the confidence in me to work for the village." **Rooney** was previously the city administrator for Highwood, where he worked for seven years. His tenure there was marked by the conversion of Fort Sheridan to civilian uses. **Rooney** becomes Wheeling's seventh village manager since the village adopted the board/manager style of government in 1970.



**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Daily Herald (IL)  
December 19, 2006

**Wheeling Board Names Acting Village Manager**

Author: Sue Ter Maat

The Wheeling village board Monday formally appointed an acting village manager to temporarily replace the current manager, who handed in his resignation last week. **J. Mark Rooney**, who was the assistant village manager, was designated as acting village manager, and he presided as such during the meeting.

The board also accepted the resignation of Wally Douthwaite, who was not present at the meeting. Last week, Douthwaite put in his resignation. He will remain with the village until the end of the year to tie up loose ends on projects he was working on, village officials said.

Douthwaite has declined to comment on his resignation. Some board members had hoped Douthwaite would've continued as village manager. Trustee Judy Abruscato said she was sad to see him go. "I thought he did a good job," she said.

Douthwaite was city manager of Des Plaines until 2001. He left the city to take a job as city manager in Springboro, Ohio. Douthwaite, 53, was hired as Wheeling's village manager in September 2002 after a seven-month search to fill the position. **Rooney** may become the village manager after a three-month trial. The board will decide to promote him or look for a new manager after that time. Before coming to Wheeling, **Rooney** was the city manager of Highwood.

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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Glencoe News (IL)  
November 10, 2005

**For Rooney in Iraq, Thoughts Will Turn to Veterans Day**

Author: Kenneth L. R. Patchen

For Lt. Col. **Mark Rooney**, a former city administrator for Highwood who is now in Baghdad, Veterans Day offers a chance to consider anew the meaning of ceremonies intended to honor armed forces personnel. He has more time to think about remembrance these days. With a more normal schedule than he had in July when located near Tal Afar in northwestern Iraq, **Rooney** now is part of a group of 100 American soldiers working with 15,000 Iraqis. No longer assigned to improve water and sewage treatment plants, he is an adviser for Iraqi soldiers working in Taji to protect their country. Each day he is training and advising a regiment of 800 soldiers. "I think every day is getting better," he said.

**Rooney's** family lives at Town of Fort Sheridan. In March, 2003, he left Highwood to work as assistant village manager in Wheeling. A year later, he was called to serve in Iraq. While working in Highwood, he would take his children to participate in ceremonies sponsored by Highwood American Legion Post 501 to honor armed forces personnel. "You think about (Veterans Day) here more than you do there," **Rooney** said.

For many people, Veterans Day is a singular holiday of remembrance, he said, whereas in a war zone, it's more common to think of those who have died at any time of the day or year. In either case, both in a war zone or at home, a time of remembrance is not a time of enjoyment. "It's a traumatic event for those who have seen something," he said. On the home front, he said, "The families of deployed soldiers are unduly stressed."

Spouses live every day with the responsibility to maintain a household and to raise children. At any time, a military representative in dress greens may knock on the door with news that their life as they knew it is now over and the children have lost a parent. **Rooney** said this can create a tougher year for those left behind than for those who are deployed. **Karen Rooney**, taking care of their three children, agrees that explaining their life can be difficult. "It really is tough," she said. "It's hard to explain to (children)."

Veterans Day, she said, can be a time for people to remember those who are left at home while a spouse or child serves overseas. The focus can include those who were or are in the armed forces and their families. **Rooney** sees differences between the experience of World War II and Desert Storm veterans which is reflected in how they may view an occasion such as Veterans Day. World War II soldiers had cohesive units and a more common experience with one another and could share their experiences among themselves. That is not the pattern for today's soldier. **Rooney** has served in both Gulf War invasions and said the battlefield experience is different for a modern soldier. Military service is much more technological and specialized than it was I World War II. These days, some personnel do not see gunfire so that alone creates a difference among armed forces personnel in the same war. For example, his own experience in the past

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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three months has exposed him to more gun fire than in previous assignments there. "(Service here is) violent, but not really as violent as portrayed in the media," he said. "The Gulf War was, in retrospect, a very easy operation. This one is much tougher. Operations (such as) fighting insurgents are never easy." He is comfortable serving in Iraq. "I'm not troubled by anything I've seen or done," he said. "The part that helps me is that I know what the mission is." He is helping Iraqi soldiers protect their country. He said many citizens there have a lot of motivation to make things better and adopt change. "The Iraqi soldiers are fighting and dying for their country here a lot more than the media portray," **Rooney** said. "It's good they're doing it. It's their country."

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Daily Herald (IL)  
June 26, 2004

**Wheeling Could Benefit Twice from Federal Flood-Control Plan**

Author: Avian Carrasquillo

Wheeling's decision to take part in a federal flood mitigation program has economic implications for the town center, businesses and local homeowners, village officials say. The Army Corps of Engineers and the Illinois Department of Natural Resources are working with communities throughout the state on six projects meant to curb flooding in Illinois.

Wheeling holds a major stake in one of those projects, known as Levee 37, which calls for a Buffalo Creek reservoir expansion. The project calls for obtaining another 476 acre-feet (the amount of water required to cover 1 acre with 1 foot of water) of water storage at additional sites in Wheeling. Assistant Village Manager **Mark Rooney** said Wheeling's interest in this project is to protect existing businesses and houses from flooding. But he added Wheeling has a secondary goal of economic redevelopment of the downtown and Metra train station areas in mind with this project.

**Rooney** said development cannot occur in a heavy flood plain. Areas where homes and businesses exist in a flood plain were built before any study identified them as being in a flood plain, but it could affect future development there. "It's very expensive, if not impossible, to get permits to rebuild and build new things (in a flood plain) without this program," he said. "The federal project is a win-win situation as we see it in Wheeling," **Rooney** added.

Of the 33 sites being considered for water storage throughout the area, only two would be in Wheeling. One of the more visible sites is at the Wheeling Park District, 333 W. Dundee Road, where 205 acre-feet would be used. The other site identified is in the northwest corner of Wheeling on farm land. **Rooney** said the site would not be a detention pond, but would be designed to hold small amounts of water from the Des Plaines River when it overflowed until it subsided, and would not be enough to do any damage.

Jan Buchs, executive director of the Wheeling Park District said the park district will take a serious look at the federal plan. "We're excited to explore future opportunities to continue the future development of the park district," she said. The project would be federally funded and could be ready to break ground as early as fall 2005, **Rooney** estimated.

**Internet – Newspaper Archives Searches**

**J. Mark Rooney**

*(Articles are in reverse chronological order)*

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Daily Herald (IL)  
October 23, 2003

**Wheeling Sues to Acquire Property for Redevelopment**

Author: Matt Arado

The village of Wheeling has filed a condemnation lawsuit against the owners of property on North Milwaukee Avenue in an effort to facilitate redevelopment of the area. The village is trying to acquire the property at 597 N. Milwaukee Ave., now home to a warehouse building and a used car dealership. The property owners could not be reached for comment. The property sits in a tax increment financing district the village established in February near the intersection of Milwaukee Avenue and Lake-Cook Road.

Wheeling officials would like to join the property with other parcels just to the north, forming a 20-acre site that could then be developed with shops and other commercial outlets. The village is negotiating purchase prices with the other property owners. "We believe commercial is the best use for that land," Assistant Village Manager **Mark Rooney** said. "A strong commercial area would be to the betterment of the entire community."

A TIF district is a redevelopment tool that allows towns to freeze property tax levels in a designated area for up to 23 years. As the value of the property rises, property owners in the district pay taxes as usual, but towns can use the amount paid above and beyond the frozen levels to cover redevelopment costs.

Wheeling now has three active TIF districts. In addition to the North Milwaukee-Lake-Cook Road area, there is a TIF district near the intersection of Dundee Road and Milwaukee Avenue and one further south on Milwaukee near Hintz Road. Next month, the village will hold a public hearing on a proposed fourth TIF district, which would be located around the Metra train tracks across Dundee Road. That hearing will be held Nov. 10. All of the redevelopment efforts are designed to give Wheeling a strong commercial tax base and improve the village's image.

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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Daily Herald (IL)

March 3, 2003

**Village Works to Fill Out Staff in Top Spots**

Author: Cass Cliatt

A year ago, Wheeling trustees tried to steer the village toward improvement, but with a shortage of hands to work the helm. The vacancies in Wheeling's top village staff began to mount. Now, the village is about finished amassing the administrative muscle it needs to push toward upgrading Wheeling's image, with the latest hire of a new assistant village manager.

**J. Mark Rooney**, the city administrator of Highwood, has been named Wheeling's new assistant village manager. "The volume of work here is such that we need two people to not only handle the day-to-day business, but also keep an eye on the bigger picture - being, where the village is going long term," Village Manager Wally Douthwaite said. If the village manager has to focus on such things as reviewing liquor licensing fees, he'll be distracted from "what are we doing downtown, what are we doing with a Kmart lease, what are we doing with a transit study," Douthwaite said.

**Rooney**, 43, will coordinate Wheeling's three redevelopment districts, negotiate the renewal of Wheeling's waste contract and manage special projects. He served seven years as Highwood's administrator and will fill a position left vacant in February 2002 when former Assistant Village Manager James Grabowski temporarily stepped in to fill Wheeling's top executive position.

That job was left empty by the dismissal of former Village Manager Craig Anderson, which later added to vacancies at the top of Wheeling's public works, community development, airport management and village attorney divisions. All of those vacant positions are now full. Wheeling is interviewing to fill a newly created position of public relations coordinator to be more efficient in informing residents of village news, Douthwaite said. The new staff member also will work with the Wheeling Special Events Commission on publicizing the annual Taste of Wheeling and other events.

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
*(Articles are in reverse chronological order)*

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Highland Park News (IL)  
June 24, 1999

**Highwood Cops Say City Dragging its Feet**

Author: Kenneth L. R. Patchen

The Metropolitan Alliance of Police has filed an unfair labor relations practice complaint with the Illinois State Labor Relations Board against the City of Highwood on behalf of Highwood Police Officers. As of Tuesday afternoon, village officials and city contract negotiators had yet to receive notification of the filing and were unable to discuss the charges contained in it. City Administrator **Mark Rooney** said he expected the contract negotiations to take place during the first week of July. Negotiations had been set for that time because attorneys for both sides would be able to meet at that time. Union attorney John Rossi said that a draft contract for Highwood Police Officers had been submitted to the city in late April or early May. The city had expressed a desire for more and more time to review the language of the contract.

During the week of June 7, the union filed an unfair labor relations practice charge with the Illinois State Labor Relations Board, according to Rossi. Highwood Police union President Jeff Neimark expressed optimism about the ultimate outcome of negotiations between the union and city. "The future definitely looks optimistic, especially because of state labor laws in place." Highwood Police Officers voted to be represented by the Metropolitan Alliance of Police in March. At that time, City Administrator **Mark Rooney** had said, "We will negotiate in good faith if they decide to have a union or if they don't." Incorporated in 1984, MAP is made up of sworn police officers up to the rank of lieutenant and civilian employees who work full or part-time with state, county, or municipal law enforcement agencies. MAP officials have stated that their union is concerned with the ideals of police professionalism. In the past, Highwood union officials have expressed "The future definitely looks optimistic, especially because of state labor laws in place. Concern about overtime pay, scheduling, and the amount of turn-around time between work shifts.

Union officials have expressed additional concerns. "We're hoping for fire-arms training. We haven't had it for several years and (it is) a mandate of federal law," Neimark said. Neimark also said that regular pursuit training is needed for officers. "It is also mandated by federal law." "Basically we want to solidify our benefits," he said. There is a concern about salary, according to Neimark. He said he expects the police department union contract to benefit the city. A negotiated agreement will lead to better police equipment and better additional training. "It is one of the things that will help us and the city down the road." Negotiations on a contract between the city and union were initially delayed last summer when the city claimed it did not have enough employees to meet eligibility requirements for cities that can negotiate with unions. Highwood argued that on-call firefighters are independent contractors and should not be included in personnel counts. That argument was not accepted and the city was told to negotiate with the new police union. "We're very optimistic," Neimark said. "We're going to move ahead."

**Internet – Newspaper Archives Searches**  
**J. Mark Rooney**  
(Articles are in reverse chronological order)

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Highland Park News (IL)  
July 24, 1997

**Rooney Called Up to Serve Tour in Bosnia**

Author: Steve Zalusky

The U.S. Army will get to see two sides of Highwood City Administrator **Mark Rooney** this month.

**HIGHWOOD**

On Wednesday, **Rooney**, who is in the Army reserve, will be called up for a brief tour of duty that includes trips to Germany, Hungary and Sarajevo, the former capital of Yugoslavia. By the end of the month, though, **Rooney** will travel to Washington, this time to wrangle with the Army as he takes part in negotiations for the transfer of Fort Sheridan to Highland Park and Highwood.

During his European stint, **Rooney**, a captain, will help the Army identify its needs for the next 18 months, if troops continue to be deployed in Bosnia that long. "It's kind of ironic," said **Rooney**, as he recalled that he argued for the deployment with his then-boss, former Sen. Paul Simon. "It came home to roost for me."

**Rooney** has already seen plenty of action. He volunteered for duty in the Persian Gulf, where he narrowly missed being hit by a Scud missile. He was walking toward a building that blew up right in front of him. "I saw a lot of people die in front of me," he said. "Everything gets easier after that." **Rooney** now serves in a data processing unit that, among other duties, enables e-mail to be sent across the countries where the operation is being conducted. It has also kept track of inventory being shipped into the theater.

He originally joined the Army as an enlisted man in 1983. He eventually attended Officer Candidate School. The U.S. force, originally as high as 18,000, has dwindled to 12,000, **Rooney** said, mostly in Hungary and Bosnia. "The troops over there know they're doing something worthwhile," **Rooney** said, adding that if the Americans don't do the job, the Europeans won't either.



**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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Highland Park News (IL)  
March 14, 1996

**Highwood Gets Administrator**

Author: Barbara Bell

Highwood is a changing town. For the first time in the city's 109-year history, Highwood has a professional city administrator. He is 36-year-old **Mark Rooney**, who was a liaison for Sen. Paul Simon on the Joint Fort Sheridan Planning Committee and helped write federal legislation to transfer the property to Highwood and Highland Park as well as transferring the golf course to the Lake County Forest Preserve.

**Rooney**, who is a captain in the Army Reserves at Fort Sheridan, has completed the course work for his master's degree in public administration at Northern Illinois University and is working on his thesis. **Rooney** will be paid a salary of \$35,000. "This is the last community on the North Shore to my knowledge not to have a professional form of government," **Rooney** said.

Mayor John Sirotti said he and the City Council had been considering hiring an administrator for two years. "We have to look at the city as a business," Sirotti said. "A city administrator is almost a must in this world." Sirotti is particularly pleased to have hired **Rooney**, who has been on the job about three weeks. "We were real fortunate to get him, I felt," the mayor said. "He's sincere about his interest and wanting to help us improve and move forward. The best thing everyone liked about him is he's excited about the future."

Indeed **Rooney** is. He said he feels "blessed" to be Highwood's city administrator. He's particularly excited about the development of Fort Sheridan by Stein & Co. because the fort will be the last piece of lakefront property to be developed on the North Shore. As Highwood's city administrator, **Rooney** will oversee the day-to-day operations of the city. In June, Highwood will receive its first payment of property taxes for city operations. Voters approved a referendum proposal last fall to raise taxes to pay for more city services.

Eventually, **Rooney** will develop a budget for all of Highwood's operations. Currently, the city operates under an appropriations ordinance in which a sum of money is approved for expenditure but not broken down by line item. Under a budget, each department is given a certain amount of money, and big expenditures such as a new fire truck are planned by placing money in cash reserves. "It tells the citizens where their money is being spent. It's the highest form of accountability," **Rooney** said of a formal budget. He hopes the city will be able to adopt a budget in 1997. "That's a goal," he said.

Another one of **Rooney's** responsibilities will be coordinating community policing at North Shore Estates, an apartment complex primarily inhabited by Hispanics. The police department plans to have an officer based there seven days a week to help residents and deter crime. In addition, other services such as health care would be provided to residents. A goal of community policing is to integrate Hispanics into the Highwood community. "They need someone to

**Internet – Newspaper Archives Searches****J. Mark Rooney***(Articles are in reverse chronological order)*

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coordinate a lot of that actual work with outreach agencies," **Rooney** said. "You have to manage change in a positive fashion."

**Rooney** and his wife, who live in Northbrook, were the last couple to have their wedding reception at Fort Sheridan. In fact, the officers club had officially closed but it was reopened for **Rooney**, a veteran of Desert Storm. "I have an emotional attachment to Fort Sheridan," **Rooney** said. He's also affectionate toward Highwood. "For me, it's going to be a great opportunity," **Rooney** said.

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Research Compiled by: Shannon Farr & Amanda Dillabough  
Colin Baenziger & Associates

COLIN BAENZIGER  ASSOCIATES  
EXECUTIVE RECRUITING

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*Section 6*

*Matthew W. Coppler*

*Belle Isle City Manager  
Candidate Report*

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*Cover Letter and Resume*

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July 31, 2023

Colin Baenziger  
Colin Baenziger & Associates

**Subject:** Belle Isle City Manager Recruitment

Dear Mr. Baenziger:

Please accept this letter and attached resume as an indication of my enthusiastic interest in the position of City Manager for the City of Belle Isle. The position represents an incredible opportunity to work with and lead an organization that strives to make Belle Isle a first-class city. With over three decades of successful experience as a dedicated and results-driven City Manager, I believe my extensive background in public management, team leadership, and strategic planning aligns perfectly with the requirements of this role.

Throughout my career as a City Manager, I have honed essential skills in personnel management, employee development, and fostering a collaborative work environment. My ability to engage and motivate teams has led to consistently high levels of performance and employee satisfaction. I am eager to leverage my experience to contribute to the continued success of the City of Belle Isle.

My proficiency in comprehensive planning, budget management, and resource allocation has enabled me to navigate complex challenges and deliver exceptional results for the cities I have served. Additionally, my advanced analytical skills allow me to make data-driven decisions and identify areas for process improvement, enhancing organizational efficiency and productivity. I am confident that my unique skill set and passion for fostering a positive work environment make me an ideal candidate for this role.

In April of 2022, I decided to step back from my role as City Manager for St. Clair Shores to rejuvenate my passion for public service. During my time away from public service I realized how much I missed working with elected officials and staff in betterment of a community. I am now searching for an opportunity that will let me use the skills and experience I have gained throughout my career and work alongside a motivated team of professionals striving to enhance the organization so it can provide high quality services to the community. I believe Belle Isle would be an ideal fit.

Thank you for considering my application. I would welcome the chance to further discuss how my qualifications align with the City of Belle Isle's goals during an interview. Please find my resume attached for your review.

Sincerely,

Matthew W. Coppler  
(860) 394-8979  
3510 Fountain Circle, Apt 308  
Auburn Hills, Michigan 48326  
[Mwillco23@gmail.com](mailto:Mwillco23@gmail.com)

**Matthew W. Coppler**

Innovative and pro-active are the trademarks of my career spanning thirty years in public management. I consider my strengths to be comprehensive planning, team management, advanced analytical skills, and a driving desire for continual improvement. Additional areas of expertise include:

- ✦ Government Regulations and Relations
- ✦ Finance, Budgeting & Cost Management
- ✦ Policy and Procedure Development
- ✦ Human Resource Management
- ✦ Public Relations and Media Affairs
- ✦ Contract Negotiations and Strategic Alliances
- ✦ Strategy, Vision & Mission Planning
- ✦ Team Building and Performance Improvement

**PROFESSIONAL EXPERIENCE:**

**2019 – April 2022**     *City Manager/Human Resource Director*  
*St. Clair Shores, Michigan*

St. Clair Shores is a community of 60,000 located in the Detroit Metro area. The city employs 300 plus full-time and part-time workers. The General Fund Budget for FY 2021-22 was \$39,000,000. St. Clair Shores is a resort community located on the shores of Lake St. Clair, that swells in population during the summer with sport fisherman and boating enthusiast.

Notable Accomplishments

- Initiated modernization of information technology infrastructure and digital information management posture.
- Worked with the Tax Increment Finance Authority to plan and begin construction of a \$7.8 million Pier extension and Park improvement project.
- Working as the City’s representative on the regional emergency dispatch board to improve the quality of services and ensure an important emergency services operation meets expectations.
- Handled all aspects of labor relation matters, including the negotiation of six collective bargaining unit contracts.
- Led efforts to reduce health insurance cost through negotiations with bargaining units and working directly with employees on health and wellness initiatives.

**2015 – 2019**             *City Manager/Human Resource Director*  
*Lincoln Park, Michigan*

Lincoln Park is a community of 37,000 located in the Detroit Metro area. The city employed 100 plus full-time and part-time workers. The General Fund Budget for FY 2018-19 was \$23,719,778. Lincoln Park is a financially distressed city that was released from State of Michigan Receivership in 2017.

Notable Accomplishments

- Lead city representative to the State of Michigan Department of Treasury Receivership Transition Advisory Board.
- Implemented collaborative budget process that has resulted in greater transparency, higher accountability, and a General Fund undesignated fund balance that has grown from \$300,000 to more than \$4.3 million in three years.
- Restructured Emergency Manager initiated retiree health care plan to reduce cost to city while increasing level of benefits to participants.
- Secured over \$800,000 in grants from the State of Michigan for waterline repairs, facility repairs, and a new fire engine.
- Lead City negotiator for seven collective bargaining units representing city employees.

**Matthew W. Coppler**

**2006 - 2015**                      *Town Manager*  
*Enfield, Connecticut*

Enfield is a community of 44,654 located in northern Connecticut on the Massachusetts border. The Town government employs approximately 500 full and part-time employees. The General Fund budget for the Town of Enfield is over \$120,000,000.

Notable Accomplishments

- Lead Representative to the Capital Region Council of Governments Sustainable Cities Grant Initiative.
- Worked with State and Federal elected officials to secure funding for important Town projects including Public Safety Radio Upgrades, multi-modal transit center planning, and miscellaneous road projects.
- Facilitated organizational restructuring due to the loss of over \$5 million in state funding.
- Developed self-insured healthcare program that reduced both overall town costs and employee out of pocket costs.
- Partnered with Superintendent of Schools on share services initiative resulting in the combination of Information Technology Department and Building and Grounds Department resulting in significant savings and increased level of services.
- Developed and led organization wide safety program that reduced the number of workplace injuries, reduced overall workers comp cost, and created an open environment for employee engagement that resulted in innovative opportunities to streamline town operations.

**2001 - 2006**                      *City Manager/Personnel Director*  
*Batavia, New York*

Batavia is in Western New York between Buffalo and Rochester. Batavia's population is 16,256 and employs 180 full and part-time employees. Batavia's annual operating budget was over \$20 million.

Notable Accomplishments

- Facilitated Batavia City Centre/Genesee Country Mall redevelopment plan and construction.
- Lead City representative in partnership with New York Department of Transportation for the \$22 million reconstruction of New York Route 5/Main Street.
- Facilitated and Coordinated Citizen Action Team Planning process that involved 88 citizen participants reviewing eight important issues impacting the City's future.
- Introduced the following initiatives that are being studied by the city: Community Broadband Wireless System, Municipal Electric Utility, Swan-Masse Industrial Complex Redevelopment, and the Batavia Iron and Metal Environmental Remediation Study.
- Working with Genesee County and the Town of Batavia and Town of LeRoy on Shared Services Program that include assessment services, fire and ambulance services, and dispatch.
- Handled all aspects of labor relation matters, including the negotiation of five collective bargaining unit contracts.

**1997 - 2001**                      *City Manager*  
*Louisville, Ohio*

Louisville is a growing community located in northeastern Ohio. It has a population of 8,900 and employs 40 full-time employees and 35 volunteer firefighters. Its annual operating budget was over \$9 million.

Notable Accomplishments

- Facilitated revitalization program for downtown, securing input and funding from private and public sources.



**Matthew W. Coppler**

- Developed financial restructuring strategy to realign operating expenditures to coincide with revenue expectations.
- Facilitated strategic planning process for senior citizen services provided by City, outlining the needs and desires of program eligible citizens for a twenty-year period.
- Lead representative for development of the Community Plan.
- Developed and implemented strategies design to provide more information regarding city operations (newsletters, special brochures, etc.) and allow for citizen input on city operations (neighborhood block parties, community visioning sessions, etc.).

**1994 - 1997**                      **City Manager/Health Director**  
**Gallipolis, Ohio**

The City of Gallipolis is a historic community along the Ohio River. It has a population of 5,100 and employs 70 full-time employees and 40 volunteer firefighters. The annual operating budget was \$7 million.

**Notable Accomplishments**

- Facilitated a revitalization program for downtown creating a partnership between downtown businesses and the city.
- Secured grants to begin road reconstruction, improve parks and ease traffic problems along major thoroughfares in preparation for expected growth of the community.
- Successfully negotiated contracts with FOP and AFSCME Unions representing 40+ employees, regaining management rights that had been lost over the years and providing positive incentives to improve employee performances.
- Developed a preservation strategy for historic residential and commercial structures.

**1992 – 1994**                      **Village Manager**  
**Carlisle, Ohio**

The Municipality of Carlisle is a community of 5,000 people situated in the Great Miami River Valley, 15 miles south of Dayton. Annual operating budget was \$2 million.

**Notable Accomplishments**

- Lead agent for the Municipality in negotiating the sale of the regional wastewater treatment plant.
- Worked with developers and property owners to stimulate both commercial and residential development.
- Secured nearly \$400,000 in grants.

**1991 – 1992**                      **County Planner**  
**Henry County, Ohio**

**EDUCATION:**

Bowling Green State University, Bowling Green, Ohio. Master of Public Administration, May 1992. Concentration: Small Local Government Management and Economic Development.

Bowling Green State University, Bowling Green, Ohio. Bachelor of Arts, May 1989. Major: Political Science with specialization in Public Administration. Minor: History.



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*Candidate Introduction*

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**Section 6**

**Matthew W. Coppler**

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**EDUCATION**

Master of Public Administration, Bowling Green State University, Bowling Green, Ohio  
Bachelor of Art, Political Science, Bowling Green State University, Bowling Green, Ohio

**EXPERIENCE**

City Manager/Human Resource Director, St. Clair Shores, Michigan	2019 – 2022
City Manager/Human Resource Director, Lincoln Park, Michigan	2015 – 2019
Town Manager, Enfield, Connecticut	2006 – 2015
City Manager, Batavia, New York	2001 – 2006
City Manager/Public Safety Director, Louisville, Ohio	1997 – 2001
City Manager/Health Director, Gallipolis, Ohio	1994 – 1997
Municipal Manager/Finance Director, Carlisle, Ohio	1992 – 1994

**BACKGROUND**

The City of St. Clair Shores is a built-out bedroom/recreational community located in the northeastern area of Metro Detroit. The contains 11.6 square miles with a population of 58,200 citizens. The General Fund budget my last year was \$37,790,399 with a total budget of \$112,554,966. The City of St. Clair Shores employs approximately 300 full and part-time staff members. I directly supervised 15 staff members. Situated between I-94 to the west and Lake St. Clair to the East, St. Clair Shores draws both boating enthusiasts as well as fisherman from April to October. St Clair Shores is 96% residential, with the remainder of uses being retail, services, and light industry. St. Clair Shores is very proud of its parks and recreational opportunities, boasting three waterfront parks, a large outdoor multi-use field facility, a two-sheet ice arena, and ten neighborhood parks. Because of its outstanding financial stewardship, the tax rate remains lower than most surrounding communities, it offers a high service level, and maintains a General Fund unassigned balance of nearly 60% of annual expenditures.

The three most significant issues facing St. Clair Shores are:

- 1) Flooding caused by storm events. Due to the historic high-water levels of Lake St. Clair, the city has experienced significant waterfront and street flooding during large storm events. The city operates 44 storm pumps located in key areas that are responsible for keeping water out of resident’s homes and from flooding highly traveled streets. The age and the limited capacity of these pumps has resulted in the need to upgrade and increase the operational capacities of the stormwater system within the city.
- 2) Separation of Stormwater and Sanitary Sewers. Nearly 30% of the city is served by a combined storm and sanitary sewer system. With the historically high-water levels of the

**Section 6**

**Matthew W. Coppler**

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lake and increased frequency of significant stormwater events, residents in these areas are experiencing sewer backups in their basements, resulting in unsafe living conditions and financial loss.

- 3) Succession Planning for retiring key Department Directors. In the upcoming year, the city will see the retirement of its Library Director, City Assessor, Finance Director, and Police Chief. The labor market for these positions in Michigan is very tight resulting in difficult recruitments to fill the vacancies.

Belle Isle appears to be a financially secure community with a number of opportunities/challenges that align with my skill set and experience. My extensive background in handling municipal finances will help ensure the city’s long-term financial stability, while my leadership on infrastructure projects will contribute to resolving resident issues. I’m at a point in my career where I am not looking for the next big thing, I am looking for the right fit where I can provide long-term management and leadership in a community.

I believe that each organization has its unique personality, requiring different approaches for success. What is successful in one organization may not be successful in the next. However, there are certain characteristics core to my management style. Accountability is necessary for an organization to thrive. To achieve this, every employee must know what is expected of them with clear and defined goals set so they understand where they are headed. My role as leader of an organization is to provide general direction, support and resources to the department directors and their staff. To do this requires a lot of communication, flowing both ways, so I can provide what is necessary to them and so I can help steer them in the proper direction. I expect my department directors to be able to operate on their own but understand that they are a part of a larger team with greater goals, and thus must act within the organization’s framework. This framework is created by syncing the desires of the Mayor and Council, the abilities of the staff, with the needs of our residents. This is done in a collaborative manner, getting input at the very beginning from all those involved in the process.

My former staff would say that I was fair, honest, and that I listened to their points of view. I feel decision making should be a collaborative process, bringing in varied points of views, which lead to the best possible decisions.

My former elected officials would say that I provided thoughtful advice on policy matters; that I set a positive tone for the organization, treating employees and residents fairly and equitably; I managed the finances of the city/town excellently and left the organization and the community better than before I arrived.

My strengths include motivation, inclusivity in leadership, consistency, and the ability to consider various perspectives. I approach every situation with a positive outlook and believe in achieving successful outcomes.

## Section 6

### Matthew W. Coppler

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If you were to ask those around me what my weaknesses are you might hear: I tend to take time and consume a lot of information when making a decision: I am not quick to give up on people, often providing many opportunities for failure before moving on; and I am sometimes focused too far down the road on situations, forcing a catch-up mentality to address more immediate issues that arise in the process.

I like to develop key performance indicators for all projects and programs the organization undertakes. Often a good measurement isn't just you are staying within the budget given. You have to look at the number of people benefiting from the program; are you delivering the service when it is needed; are you consuming too many resources to achieve the objective.

In Enfield, Connecticut we were able to renew a road reconstruction referendum project (totaling over \$100,000,000) three times. We also passed referendums for improving our wastewater treatment facility and the renovation and expansion of Enfield High School (a project totaling over \$100,000,000). These are just representative successes the Town of Enfield achieved while I was manager. But what lead to these successes were the goal setting programs we had in place that got the Town Council and staff (and in some cases the BOE) to agree to the what the priorities should be and how we could go about accomplishing these priorities. Additionally, we spent a significant amount of time engaging the residents on these priorities and what they meant to the future of the Town. We did this through numerous public meetings, open houses, staffing booths at community events, utilizing cable tv, and providing information on all social media platforms. To me the success was not the passage of the referendum, it was getting people together to focus on what needed to be done, development of a plan to achieve the goal, and then getting the public to support the goal.

The one regret I have during my career was not being able to bring the Mayor and Council of Batavia together in a way to help it achieve its true potential. During my five years there the Mayor and Council were very fractured, and I found it difficult to gain consensus on a path to follow. This held the community back and led to poor decision making. However, this did challenge me to learn find new ways to work with elected officials and prompted me to gain more experience in goal setting and visioning to help people focus on what they share in common rather than being stuck on what drives them apart.

There have been times in my career when employees have not been able to live up to the expectations of the organization. Usually this is caught early through periodic evaluations. At that early stage, employees are given remedial training or counseling. If performance is not improved after this, more frequent reviews are given and performance standards for shorter periods of time are provided. And if in the end, success with the organization is not possible, then separation of employment is the only option. I am reminded of a department director in one community who I recruited and hired. On the surface, he had the background, knowledge, and experience to be successful. However, he was over the largest department in the organization that had provided many visible, diverse services to the residents. Within the first six months problems began to appear within the department. We provided corrective training and opportunities to

## Section 6

### Matthew W. Coppler

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learn different techniques to improve his performance. Although there was some improvement, overall, the department was not performing up to expectations. I began regular meetings with him to discuss the department's needs and goals and to provide guidance. Still, the department was falling behind, and the only option left was to terminate his employment and recruit a more able person. I believe I did everything within my ability to help him become successful. But for the good of the organization termination was the only choice.

The challenges I see facing Belle Isle are:

- Working with other levels of government as well as partnering with surrounding municipalities on shared service and planning opportunities.
- Smart growth. With the increase in population in the metro area the city must find ways to accommodate this growth but not adversely impact the quality of life of residents. This challenge includes the need to accommodate the traffic streaming into and out of the city without negatively impacting the residents. Further, finding opportunities to expand the city to allow for responsible growth and open space opportunities.
- Protection of existing property tax base and finding opportunities to responsibly grow the tax base without raising taxes.
- Enhancing communication with residents. This is absolutely necessary not only to keep residents informed as to what is happening but to explain the actions the city is taking and present solid information as to why.
- Developing and leading staff to perform at the desired level determined by the Mayor and City Council as well as meeting the needs of the residents.

During the first six months, my efforts will be focused on:

- Educating myself on the organization, the community, and the individuals that make up Belle Isle. This also includes getting to know the laws of the State of Florida as they relate to operations of municipal government.
- Working with the Mayor and Council and our staff to understand the goals and needs of the city and its residents. This would include some short-term visioning (what do we need to accomplish over the next year).
- Reviewing the City's financial performance and data collection and benchmarking efforts to get an understanding of the City's abilities to meet the expectations of the Mayor, Council, and the residents.
- Meet a lot of residents and business leaders in Belle Isle so they can get to know me, and I can understand what they want from their city government.

I tend to develop very good working relationships with media outlets in the communities I work in. Local reporters have my cellphone number and I respond promptly and fully to their inquiries. I will work with the Mayor and Councilors to develop a communication strategy that will dictate the extent of my presence with media outlets. Professionally, there isn't anything in

**Section 6**

**Matthew W. Coppler**

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my background that would be embarrassing to Belle Isle if it became public. In my disclosure documents I did outline two items of a personal nature that I wanted the Mayor and City Council to be aware of.

I believe communication with residents is vital to establishing a trusted relationship with residents. To that end, I utilized all platforms available to the cities/towns that I worked. For instance, when St. Clair Shores was notified by the State that a number of our water potable water samples had high lead levels and that we had to notify residents, we undertook a communication strategy that included Twitter and Facebook updates as well as utilizing the City’s cable tv channel to provide programming that explained not only what was going on but how the city was handling the situation and providing resources on how residents could address their concerns.

I do not anticipate anyone contacting the city with negative items about me.

In my life outside the job, I enjoy traveling, running, biking, hiking, training my dog Nyx, and reading great science fiction novels.

**SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF**

- Honest
- Motivated
- Empathetic
- Innovative
- Diplomatic
- Positive

**REASON FOR DEPARTING CURRENT POSITION**

During thirty years of being a city/town manager, I never had the time to do extensive travelling (especially without the worry of what was going on back at the office). I was financially able, so I decided to step away and spend a year traveling and enjoying life without the worries and stresses that come with being a city/town manager. It provided me the opportunity to take stock of what I wanted to do in the future and where I wanted to do it.

**CURRENT / MOST RECENT SALARY**

My final compensation at St. Clair Shores was \$145,500, including vehicle allowance.



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*CB&A Background Checks*

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**Background Check Summary for  
MATTHEW "MATT" WILLIAM COPPLER**

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**Criminal Records Checks:**

Nationwide Criminal Records Search	No Records Found
County	
Oakland County, MI	No Records Found
Macomb County, MI	No Records Found
Wayne County, MI	No Records Found
Hartford County, CT	No Records Found
State	
Michigan	No Records Found
Connecticut	No Records Found

**Civil Records Checks:**

County	
Oakland County, MI	No Records Found
Macomb County, MI	No Records Found
Wayne County, MI	No Records Found
Hartford County, CT	No Records Found
Federal	
Michigan	No Records Found
Connecticut	No Records Found

**Motor Vehicle**

Michigan	No Records Found
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**Credit**

Excellent

**Personal Bankruptcy**

No Records Found

**Sex Offender Registry**

Not Listed

**Education**

Confirmed

**Employment**

Confirmed

**Social Media**

Nothing of Concern Found

**Background Check Summary for  
MATTHEW "MATT" WILLIAM COPPLER**

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Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

**Background Check Summary for  
MATTHEW "MATT" WILLIAM COPPLER  
Personal Disclosure**

**Personal Disclosure Questionnaire**

Name of Applicant: Matthew W. Coppler

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

*Please explain any yes answers on a separate sheet of paper.*

1. Have you ever been charged or convicted of a felony?

Yes  No

2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?

Yes  No

3. Have you ever declared bankruptcy or been an owner in a business that did so?

Yes  No

4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?

Yes  No

5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?

Yes  No

6. Have you ever been charged with driving while intoxicated?

Yes  No

7. Have you ever sued a current or former employer?

Yes  No

8. Please list links to all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one.

9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?

Yes  No

10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Attested to:   
Signature of Applicant

**Background Check Summary for  
MATTHEW "MATT" WILLIAM COPPLER  
Personal Disclosure Explanation**

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Matthew W. Coppler  
Disclosure Attachment

9. You will find two items from my personnel life that will reflect negatively on me. First, in 2007 I lost a home to foreclosure. In 2006 I took the Manager's job in Enfield, Connecticut. When I thought I had my house in Batavia, New York sold, I bought a house in Enfield. However, the financing for the buyer in Batavia fell through and I was left paying a mortgage on two homes. I was not able to afford both mortgages and fell behind on the home in Batavia. The bank did not want to work with me on it and it ended up in foreclosure.

The second item you will find happened in 2012-2013. My wife and I separated and ultimately divorced. During this time, I fell two months behind on my mortgage. The bank filed an action against me in the court to enforce provisions of mortgage agreement. The correction of this was already in place but they still filed. The issue was corrected promptly, and they withdrew the action.

- 10. 2003 (I believe)      named defendant along with Municipality of Carlisle, Ohio  
Homeowner sued City because of house being built on a former  
landfill. Case was ultimately dismissed
  
- 2007                      Bank foreclosure on house owned in Batavia, NY
- 2012                      Divorce
- 2012                      Bank foreclosure on Home. Suit dismissed after payments were  
made.
  
- 2014(I believe)      CREC sued the Town of Enfield on a zoning dispute and I was a  
named individual in the suit. It was later settled after I left  
employment.



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*CB&A Reference Notes*

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**Reference Notes  
Matthew “Matt” W. Coppler**

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**Bill Lee – Former Councilmember, Town of Enfield, CT 860-966-2033**

Mr. Lee was elected to the Council in 2005 and met Mr. Coppler when they interviewed him in 2006. The minority faction when Mr. Coppler was hired became the majority faction in the following election. Mr. Coppler continued to meet all the objectives in front of him and resolved many issues that had been piling up, not the least of which was an overhaul of the budgeting process and some big changes to financial operations.

Mr. Coppler’s job performance was very good, he did everything they asked or expected of him. They were pleased at the progress of community goals during his tenure. He introduced a way to set expectations with the Council on what could be achieved strategically and operationally. Setting expectations as a way to make government more predictable and consistent was his biggest strength in Enfield and what they valued most. He furthered revitalization efforts and took the economic development operation to the next level. He created leadership continuity within the organization because he realized the importance of it.

Overall Mr. Coppler’s hiring decisions were very good. He took some risks on candidates that were worth taking. One or two of them did not work out long term, but that does not reflect on him. Though he had much discretion in hiring, he did not come in and replace the whole staff. He crafted the team and added the talent he was looking for. He made good decisions generally.

Enfield wanted a change agent to clear up old issues and improve operations. Mr. Coppler was successful at initiating some much needed reforms that were very innovative while instituting a better decision making process. He held departments and processes accountable to themselves. Technology has come a long way and they have continued to innovate on the base that he gave them. Making operations consistent and predictable is his legacy in Enfield.

Mr. Coppler was visible and his children were active in the community. He was not necessarily the public relations face of the community but was generally around. He represented Enfield at the state level and with the regional policy and planning board. The Town had better representation on some regional efforts through his involvement. He encouraged Directors to participate in more organizations, be active at the state level, and be visible in the community, which was wonderful.

During Council meetings Mr. Coppler provided his professional opinion when it was requested. This frustrated some individuals because they wanted him to take responsibility for all aspects of a decision. He understood, however, that his role was to educate the Council on options when it was not his decision to make.

Everyone was accommodated when they came into Town Hall. Mr. Coppler brought in good employees and trained them, therefore increasing the professionalism of the office. He encouraged regular dialogue with the school system and superintendent. He led working groups between his team, the Council, and his counterpart on the Board of Education which contributed to the success he had in reforming the budgeting process.



## Reference Notes

### Matthew “Matt” W. Coppler

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Once a month Mr. Coppler produced a tick list of major goings on. He brought information to leadership to alert them immediately of public safety issues, bad news coming out of the capital, personnel strife, and employee disciplinary issues. When the media was going to print a story, he did a decent job of alerting Council prior to it breaking publicly. Overall, they were very pleased.

The week Mr. Coppler arrived, the Town was faced with a fairly significant contamination problem at one of their high schools. The issue took every available dime out of the fund balance at the time and was going to require massive amounts of investment to remediate quickly. Rather than a “hair on fire” approach, he realized it was a good opportunity for him to introduce himself to those in the state, district, public health officials, and the school system. He put together a fairly large team of people and walked them through the process. He managed a fairly significant public relations effort to alleviate fear. The process was public affairs 101. He managed the dollars, which had an impact on a few different budget cycles. He managed expectations on how to recoup the dollars and made sure that state assistance was available. He then followed through until it was paid. The process spanned four years and he kept everyone apprised of the progress every step of the way.

Enfield was attempting to work with the state on securing their place on a new commuter railway line. Mr. Coppler enjoys regional development and saw the line as a catalyst for Enfield. He made sure the planning and zoning team recognized the opportunity. He actively worked with the Commissioners, Mayors, and Executives in other communities who were vying for the same dollars and opportunity, which was a benefit to Enfield.

One of Mr. Coppler’s successes was in finance. He hired a new Finance Director and transitioned the assessment office to new leadership. On his watch the Town had a pretty significant refinancing of bond obligations. He was very good at explaining the options each budget cycle and what the impacts were. He introduced a tool where they could add and subtract items from the budget to see the immediate impact of decisions. He kept the fund balance adequately managed and capitalized to maintain a healthy bond rating. Enfield has not historically utilized bonding as much as they could have but, in his tenure, they prioritized efforts with road resurfacing. Mr. Coppler presented projects in a way that the Council and residents had good visibility on how the bonding was going to play out over time and the long-term impact. With the reforms they introduced, they were able to adopt a few flat budgets from a mill rate perspective but they saw new investment in items that were long overdue. He was also able to achieve public support for a mill rate increase, which is not easy.

Mr. Coppler was even keeled and hard to rile up. Mr. Lee saw him become upset once in ten years. It occurred in a public forum and his cheeks turned an interesting color of red, but he did not act out. The staff liked his management style, and never complained of outbursts. He had a good rapport with staff, and a comfortable and jovial relationship with them.

When Mr. Coppler was hired, he had some personal finance challenges in the move that did not play well with the media. Councilmembers who intended to select another candidate tried to

**Reference Notes**  
**Matthew “Matt” W. Coppler**

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paint him unfairly. Mr. Lee is not aware of anything related to Mr. Coppler that would concern an employer. He was generally very well liked and left on good terms.

Mr. Lee would hire Mr. Coppler in a minute, he is a good Manager. He was on the younger side when they hired him but always came across as a wise professional which often worked to his advantage. He achieved all they asked of him. He was their longest serving manager.

**Words or phrases used to describe Matthew Coppler:**

- Committed,
- Professional,
- Mild manners overall,
- Respectful of public and staff,
- Driven by the objectives he has been tasked with achieving, and
- Pretty humorous and fun to work with. Has a relatively good sense of sarcasm that he shares with leadership in appropriate settings, which helps cut through the tension.

**Strengths:** Taking an objective, evaluating it, and coming up with different solutions.

**Weaknesses:** He was very cognizant of what he needed to do but sometimes the new minority figuratively beat him up a little because they did not feel informed. However, if they were paying attention, they would have realized that he was tasked with certain goals. So, dealing with communication channels with a thorny town council was something he might have been able to do a little better, but he could not have made everyone happy all the time.

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**Thomas Karnes – Former Mayor, City of Lincoln Park, MI 313-999-7429**

Lincoln Park went into an emergency management situation for financial issues in 2015 and they did not have a City Manager at the time. They conducted a nationwide search and narrowed the field down to two candidates. They hired Mr. Coppler. Mr. Karnes and Mr. Coppler worked very well together, better than anyone else Mr. Karnes has worked with. They did not always agree but they had a great relationship.

Mr. Coppler dealt with the Regional Transitional Advisory Board, which is a state board that monitored the City after the emergency manager left. Mr. Coppler had to make monthly reports to them and work with them to bring the City back up to standard. He brought fundamentals back to the City. For example, staff had to have a purchase order and the money had to be in the budget before they could buy something. He is very detail oriented and ensured that all the i’s were dotted and all the t’s were crossed.

## Reference Notes

### Matthew “Matt” W. Coppler

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Mr. Coppler was active in the community. He participated in festivals and went over and above what was expected. He took the lead on a storm water initiative with the County, which added to several million dollars, and played a significant part on the Board as the services transitioned. He managed employees well and was a positive force at City Hall. He was a good problem solver, he did not come down on the staff he worked with them to resolve the issues.

Mr. Coppler’s leadership was positive. He grew the fund balance to where they wanted it. The City is now receiving grants because of the relationships he built at the state level and with the treasury. For example, they received a 400k grant to design and build a new court building and police department. He was open to outside opinions and listened, analyzed the data, to see if it would work. He was not ostentatious, he was easy to work with and talk to. When someone comes to City Hall and he walked by, he greeted them and asked what is going on. He did not tell them he was the Manager, he just wanted them to have a positive experience at City Hall.

Mr. Karnes felt that a part time employee should be hired full time but Mr. Coppler had some concerns and did not believe it was in the best interest of the City. Even though they have a good relationship Mr. Coppler did what he thought was right in areas that he had responsibility for. When it was a Council decision, he did what they asked him to do.

They had a 20 million dollar bond but went into emergency management and lost their bond rating. They were unable to use that money to fix the roads, but Mr. Coppler found a way to get the bond done over ten years at 3 ½ percent, which is significant. They were able to move forward because of the research he did and the plan he implemented.

The final hiring decision belonged to Mr. Coppler and he chose well. He really did a great job for Lincoln Park, he was a smart man with many ideas. He motivated those he worked with. They discussed a Farmer’s market and Mr. Coppler inspired the staff to move the project forward. He was innovative while also maintaining the organization as a high level. He only implemented change to improve operations.

As President of the Rotary Club, Mr. Coppler was involved in the community. In fact, he was involved in the community in many facets. He made presentations to the police department on their use of Narcan which was successful. He was in a service organization and assisted in handing out US flags at the Memorial Day Parade. He attended Lincoln Park Days, Cinco de Mayo, Art in the Park, and the Thursday Night Concert Series. He was very engaging with the public. He was genuinely pleased to see residents, have conversations, and help them out. He listened politely and smiled. He represented the City at the wastewater authority and with the Transitional Advisory Board and did well in both regards.

Mr. Karnes works as a substitute teacher at the school. Mr. Coppler kept him informed primarily through email or text. After school Mr. Karnes comes to City Hall and they would sit down and talk about the issues for an hour or more.

## Reference Notes

### Matthew “Matt” W. Coppler

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An employee wanted to continue working for the City but was being harassed and had decided to resign. Mr. Karnes was once a Police Chief and dealt with these types of issues, so Mr. Coppler asked his advice. They first determined why the Department Head did not follow procedure in taking the issue to human resources, which would open an investigation. They worked together to ensure that everything was done in the appropriate way.

The receivership transition was the largest problem that Mr. Coppler solved. He brought everyone together, generated reports and presented them to the State. They were scheduled to be under the state’s jurisdiction for two years but because Mr. Coppler did such a great job, they were released a year early. He improved the City website and helped them have a better presence on the internet. They filmed messages from the schools and various departments that are available online.

Lincoln Park had a massive storm where 950 homes were flooded. A few months prior to this storm Mr. Coppler revamped their emergency operations so everything was in place when the storm happened. He led the process and sent teams out to address the issues. At the next Council meeting not one person complained that something had not been done. The effort was significant and included arranging special pickups to haul away 500+ tons of damage debris. He did a great job leading the process and keeping everyone focused.

While you may see small signs of stress in Mr. Coppler’s expression, he does not verbally show any stress. He was never short with anyone and remained calm and even keeled.

Nothing in Mr. Coppler’s past has been controversial. He was an asset to Lincoln Park in every way. All the Councilmembers have similar positive opinions of his management, but might have different feelings about projects that did not get done.

Mr. Karnes did want Mr. Coppler to leave but it was best for his family. Mr. Karnes publicly shared appreciation for Mr. Coppler and his efforts during City addresses.

Mr. Karnes was not happy about going into the emergency management situation because they had a different option available, but the Council voted it down. However, the very best thing that came out of the emergency management situation was hiring Mr. Coppler. Mr. Karnes would hire him again. Whether the community is well established or one that needs repair, he will do a good job. He is a great fit for a community that has big dreams and wants to move forward.

#### **Words or phrases used to describe Matthew Coppler:**

- Manages employees well,
- Good problem solver,
- Organization,
- Personable,
- Intelligent, and
- Inspires staff.

**Reference Notes**  
**Matthew “Matt” W. Coppler**

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**Strengths:** Does not get worked up or take things personal, organization skills, worked extremely well with the state and treasury.

**Weaknesses:** He generally came in around 8 and stayed until 6 most nights. On council meeting nights he was at City Hall until 11. One councilmember criticized him for not being there right at 8, which is unfair because he did not have set hours and he always put his time in. He was a little frustrated over the criticism, which was understandable considering the number of hours he worked.

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**Chris Vitale – Mayor Pro Tem, City of St. Clair Shores, MI 586-801-4732**

Mr. Vitale has known Mr. Coppler since 2019. The decision to hire Mr. Coppler was not unanimous. He came across a little stiff in his interview and some thought he was insincere because a few of his answers were non-committal. He was hired and they quickly realized that this assessment was not accurate. His stiffness is more of a charming awkwardness, and it does not come from pride or arrogance. Mr. Vitale is grateful they did not overlook Mr. Coppler, he was a great manager for their community.

The City has not had any issues with their staff, which indicates that Mr. Coppler made good hiring decisions. His decisions in general were also good. He was very innovative and brought ideas from other communities that he worked.

St. Clair Shores does not have a residency requirement, though Mr. Coppler purchased a home in the community. He is often out in the community and rides his bicycle around town as often as the weather allows. Former managers have come across as rude or arrogant, but he is self-effacing and always interacts very well with the public, even the difficult ones.

Communication is another area that Mr. Coppler excelled over previous managers. He instituted a ‘City Manager’s Follow Up’ during Board meetings so that he could keep them informed, and his work was always high quality.

During covid Mr. Coppler led the staff to resolve issues and address concerns. The City experienced flooding and high water levels, and he led efforts to provide residents with sand and sandbags. He did a good job putting it all together.

St. Clair Shores is very conservative with their budget and Mr. Coppler understood that immediately. He was one of the few managers they have had that preserved and even grew the surplus, which was much appreciated. He completed his work in a timely manner. He was free and honest in his communications with the elected officials, and while he sometimes blew steam now and again, he always behaved very professionally.

**Reference Notes**  
**Matthew “Matt” W. Coppler**

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Through his work in government, and in common life events, Mr. Coppler has handled stress well. Nothing in his conduct or background would concern a reasonable person. He retired from St. Clair Shores. He worked well with every elected official.

Mr. Vitale wishes that they could hire Mr. Coppler again. Mr. Vitale enjoyed his time on Council the most when Mr. Coppler was the manager. When the Council received notice from Mr. Coppler, they first felt shock and then dread. He is a diamond in the rough and is very missed in St. Clair Shores.

**Words or phrases used to describe Matthew Coppler:**

- Professional,
- Self-effacing,
- Friendly,
- Professional,
- Always neat in appearance, and
- Approachable.

**Strengths:** Follows through, always very polite and professional, never confrontational, carried out the wishes of Council without pushback, knew his role.

**Weaknesses:** He has a nice personality but he comes across a little stiff in situations where he has to be a salesman for the community. That said, he is very good with the budget, public works, and the nuts and bolts of projects.

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*[CB&A Note: Mr. Walby did not have time for a full interview.]*

**Kip Walby – Mayor, City of St. Clair Shores, MI 586-335-8818**

Mr. Walby worked with Mr. Coppler from 2019 to 2022. Mr. Coppler was an excellent manager for St. Clair Shores and deserves high marks for his work there.

Overall Mr. Coppler made good decisions when hiring and in general, he is very smart. He was visible in the community.

Mr. Coppler has not been involved in anything controversial. Mr. Walby would hire Mr. Coppler and they were sorry to see him leave, he did an excellent job.

Reference Notes  
Matthew “Matt” W. Coppler

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**Words or phrases used to describe Matthew Coppler:**

- Detail oriented,
- Principled,
- Intelligent, and
- Hard worker.

**Strengths:** Very detail oriented, ethical, hard worker.

**Weaknesses:** Not the best people person.

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**Christopher Bromson – Former City Attorney and Public Service Director, Enfield, CT  
860-810-0017**

Mr. Bromson became the City Attorney for Enfield in 1999. He was the Town Attorney and Acting Town Manager when Mr. Coppler was hired in 2005. They worked together for the ensuing ten years. The Town Manager is typically over the Public Safety department but at that time they took over EMS service from the County and wanted to revamp the department so they asked Mr. Bromson to lead the change. He worked closely with Mr. Coppler on the transition.

Mr. Coppler was an excellent manager. Mr. Bromson has been in the community for over thirty years and can attest that Mr. Coppler is of the finest caliber. Mr. Coppler can recall detailed information on line items for each department during the budget process. He shepherded a high school project costing \$90 million. He also led public works and road projects, not only convincing the voters to vote for a referendum but also getting the bonds in place and seeing the projects through to completion. He was entirely responsive to citizens and elected officials, at all hours of the day. If an accident happened at 2 am he wanted to know about it immediately so he could inform the Council. He made sure the elected officials had up to the minute information.

Lincoln Park is small enough that they have had some nepotism in the past but not during Mr. Coppler’s tenure. He made thoughtful decisions and always hired the best person. Many that he hired are still in place. When making decisions in general he did not rush and was very thoughtful. He analyzed the information, was methodical, and puts the hard work into decisions to make them successful. He did the heavy lifting, which some managers are not willing to do.

Mr. Coppler was constantly looking for innovation. He brought in speakers to Director meetings and showed videos, one of a captain on a submarine who inspired his crew to become the best crew in the Navy. A manager has a tremendous workload, but he had a vision for the staff and took the time to inspire them.



## Reference Notes Matthew “Matt” W. Coppler

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The Town had several workman’s comp injuries and their insurance skyrocketed. Mr. Bromson and Mr. Coppler brought in safety experts, trained employees, and provided courses to address the issues. Their efforts resulted in lower rates and are now a legacy.

Any community would be lucky to have Mr. Coppler when it comes to school safety. After the Sandy Hook shooting, he was the first manager in the state of Connecticut to create a security officer program which put a retired police officer in every classroom. They patterned the Connecticut state law related to hiring school security officers after their program in Enfield. Mr. Coppler was integral to the process.

Mr. Coppler is a family man, his children were in high school and on the swim team and track. He attended events and marched in the Memorial Day parade. He becomes part of any community he is in. He was very respectful with the public. He took the time to listen and hear them out. The staff was tasked with customer service, which was a priority to him, and asked to listen and resolve the issues. He was not a show off or braggart, he has a low key personality and a great sense of humor. He was loyal and hard working, he takes his job seriously and puts the community even above the staff. Public service is in his core.

Mr. Coppler was really good with budgeting and cutting costs. His memory was an asset. He was willing to invest in valuable programs. They joined metro traffic to be eligible for state and federal reimbursement but he looked for other funding sources as well. He accomplished tasks in a timely manner. He was a really cool, collected person. He never lost his temper and always remained calm. He was very patient with everyone.

Professionally Mr. Coppler has not been involved in any controversy. He has been through some challenges in his personal life that are no different from what many others have gone through, but none of these challenges would lead to anyone questioning his integrity or character. He left Enfield because he wanted a change and was looking for a new horizon.

Mr. Bromson would instantly hire Mr. Coppler. He was excellent in Enfield and can manage any community, including a large city like Dallas. Mr. Bromson enjoyed working with him and misses him. He was well respected by the Council, Mayors, and Directors and everyone in Enfield has a positive opinion of him.

**Words or phrases used to describe Matthew Coppler:**

- Honest,
- Hard working,
- Good humored,
- Conscientious, and
- Family man.



**Reference Notes**  
**Matthew “Matt” W. Coppler**

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**Strengths:** Great work ethic, mind for numbers, great at finance and budgets, great power of recall - almost a photographic memory, nice way about him – midwestern charm, low key, supportive of staff, excellent at preparing and giving presentations, following through on major projects.

**Weaknesses:** Works too hard and did not take vacation.

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**Steve Bielenda – Former Human Resources Director and Current Assistant Town Manager, Town of Enfield, CT 860-209-8916**

Mr. Bielenda was hired by Mr. Coppler in 2010 and they worked together for five years. Mr. Bielenda has nothing but the utmost respect for Mr. Coppler.

They had a great working relationship. Mr. Coppler was very effective and gave Directors the autonomy to do what they needed to do and use their imagination. He did not micromanage employees, but he always had their back and did what was needed to get the job done.

In Enfield Mr. Coppler did not hire most employees, he deferred to Human Resources and the Directors, and then let them live with their choices. He did well hiring personnel at the Director level. Once he trusts the Directors he is hands off. His decisions are good.

Mr. Coppler keeps the organization functioning at a high level and is selectively a change agent when something is not to his standards, but not for the sake of change. He observes and takes everything in before making a change. When something is running well, he leaves it alone. He tries to bring staff along and accommodate them but will make the change with or without them.

Mr. Coppler attended parades and was fully immersed in local events like the farmer’s market. He was big on customer service and liked walking a part of town that had issues to see the improvements that were made. He and his family were completely embedded in the community.

Anyone who came into city hall could meet with Mr. Coppler, he had an open door and gave them time. He was even keeled and never became angry. He has a great deal of patience, he understands that ultimately he works for the public.

They spoke almost daily and kept each other informed. At times people went directly to Mr. Coppler to sidestep Mr. Bielenda but he deferred them back to Human Resources. He made sure the process was credible and did not play favorites.

Mr. Coppler is a leader, he is cooperative and works with others. He realizes that problems are best solved at the lowest levels because those in the trenches know what is happened. They have an executive safety committee that works with issues like workplace safety. Mr. Coppler never took over but he exerted influence when something was not moving forward. He trusted the Directors to resolve issues and asked for feedback and updates on the process.

**Reference Notes**  
**Matthew “Matt” W. Coppler**

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Ambulance drivers had to carry an aluminum tank with oxygen, which is very heavy, in the backpack that they took on every call which led to a significant increase in workplace injuries. They only used the tank for 2% of the calls but carried it every call. After speaking with staff Mr. Coppler decided they could leave the tank in the van and grab it as needed. Injuries have decreased. He listens to staff because they have information that he does not know while also encouraging them to suggest ideas for improvement.

Enfield did not have a Budget Director, Mr. Coppler managed the budget. For five years they were flatlined and did not raise the millage rate, which was not easy but those were his marching orders from the Council and he accomplished it. He was very responsive to the Council and asked staff to immediately look into their requests.

Mr. Coppler was not involved in anything controversial and he left Enfield on his own volition. Mr. Bielenda is not aware of anything in Mr. Coppler’s conduct or background that would concern a reasonable person. The only person who might disagree with this reference was a cranky resident who hated everyone, but he has since passed away.

Mr. Bielenda would absolutely hire Mr. Coppler and highly respects him.

**Words or phrases used to describe Matthew Coppler:**

- Good sense of humor,
- Dedicated,
- Hard worker,
- Very smart,
- Not a touchy-feely guy and is careful about who he lets in his inner circle, and
- Ethical.

**Strengths:** Silent leader, worked hard, led by example, tough when needed, had high expectations of every Director and made sure they met them but he accommodated them as needed.

**Weaknesses:** One time they had a miscommunication but they talked it out. It was very minor and due to style or nuance rather than being a weakness.

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**Debra McCarthy – Former Administrative Assistant, Town of Enfield, CT 860-324-1799**

Ms. McCarthy was hired shortly after Mr. Coppler was hired in 2006. Mr. Coppler was an excellent manager, he is meticulous, great with numbers and has a memory like no one that Ms. McCarthy has ever met. He was always very professional. He made good decisions both in general and when hiring personnel.

**Reference Notes  
Matthew “Matt” W. Coppler**

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Mr. Coppler was innovative and a change agent in bringing the organization up to a high level, and then he maintained the organization at that level. He was always out in the community and attended almost every event, even grocery store events or social settings on the green.

When it came to sharing information, Mr. Coppler told Ms. McCarthy what she needed to know. As the secretary, she did not need to know everything that he knew. He was both a leader who rallied employees around the council’s vision and a manager who ran operations.

Customer service is very important to Mr. Coppler. He created and implemented a customer service policy. They framed the policy and hung it in every single office.

Mr. Coppler dug deeper into the budget than most managers that Ms. McCarthy has worked for. He was very responsive. He never showed that he was under stress, he always kept a calm and professional demeanor. He solved problems.

While Mr. Coppler had to have been involved in controversy, he was previously employed in Batavia, a very political town with an 11-member Council. He did not discuss any of these situations with the staff in Enfield. He left Enfield because he had been the manager for quite some time and no longer had ties to the community and he was ready for a change. They were sorry to see him go. Ms. McCarthy does not know anyone who would disagree with the comments in this reference.

Ms. McCarthy would hire Mr. Coppler, he is a good manager. He is very professional and did not bring his personal life to the office.

**Words or phrases used to describe Matthew Coppler:**

- Smart,
- Innovative,
- Quirky,
- Personable,
- Outgoing, and
- Finance.

**Strengths:** Memory and working with numbers, very professional.

**Weaknesses:** None identified.

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**Edward Zelnak – City Attorney, City of Lincoln Park, MI 313-971-1565**

Mr. Zelnak has known Mr. Coppler since 2015. Mr. Zelnak was the internal City Attorney and is now the external City Attorney. They spoke daily and during a crisis they even spoke on the

## Reference Notes

### Matthew “Matt” W. Coppler

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weekends. Mr. Zelnak was on the interview committee when Mr. Coppler was hired, and he was the top choice for everyone on the panel. He never promised them the pie in the sky, he just wanted to get the job done. Mr. Coppler was very adept at not micromanaging the organization, he allowed department heads to lead their division. They worked together on litigation, city issues, basement flooding, retiree healthcare taken away by the state, and police department issues. He understands more than anyone else Mr. Zelnak has known.

Mr. Zelnak has represented governments for over 40 years. Mr. Coppler is the most intelligent, efficient and brilliant manager Mr. Zelnak has ever met. Mr. Coppler is just incredible and he has it all together. He has the right mix of sensitivity to the public and elected officials, and common sense. He did everything he set out to do. His leaving was the greatest loss to the City, they have never had a manager as talented or skilled as Mr. Coppler.

Mr. Coppler was innovative, a change agent and he maintained an organization at a high level without wearing staff out. He was very laid back but highly motivated. The change that he brought to their City, which was in state receivership, was phenomenal.

Mr. Coppler was involved in Rotary, various community organizations, and with the school district. He met with potential developers and visited sites to see the issues firsthand. He made decisions after gathering all the information, and always made the right decision.

When it comes to working with the public, Mr. Zelnak never heard a negative word from a resident about Mr. Coppler. The citizens came to the Council meeting for entertainment as their community was a cross between Fernwood Tonight and Saturday Night Live. Residents get up to the microphone to bring up goofy items but Mr. Coppler took note of their concerns and addressed them. He remained energetic during entire tenure.

Mr. Coppler kept everyone informed through emails and texts. When the issue was private he asked Mr. Zelnak to call him. His financial skills were good and besides having a balanced budget, he made sure that they have reserves. They were in the negative when the state took receivership. He was able to bring them into positive figures without cutting services.

Many, many homes were flooded during a storm. Mr. Coppler had a crisis team ready to calculate damages and the cause, whether it was government system related or an act of nature. He arranged for the cleanup of furniture and followed through with the pickup. He negotiated favorable rates for the nine million tons of junk hauled away. Mr. Zelnak has lived in the community since 1978 and has seen several storms that caused flooding. Mr. Coppler was the first to handle the situation appropriately, he was incredibly impressive.

When Mr. Coppler took time off, he sent a memo stating where he was going and who was in charge. He checked in while he was gone to make sure everything was going well. He was more accessible and responsive than anyone in the community, including the elected officials.

**Reference Notes**  
**Matthew “Matt” W. Coppler**

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During a physical altercation between two elected officials Mr. Coppler called Mr. Zelnak to come and help. By the time Mr. Zelnak arrived, everyone had calmed down. This incident was the only time Mr. Coppler asked for help, but he was able to calm them down without playing favorites. After they vented he took the blame for misspeaking even though the altercation was not his fault. He understood, though, that his apology helped the elected officials save face.

Lincoln Park’s demographics were mostly Caucasian in the past, but they now have a significant Latino population. Mr. Coppler did very well in making the newcomers feel part of the community. He promoted events that appeal to different community groups to help them become immersed in the City. He had open arms for everyone in their community and was too good to be true. He never sought media exposure and he was entirely perfect compared to other Managers.

Mr. Zelnak cannot think of any controversy related to Mr. Coppler and he would know if something was out there. They are building a new court facility for three communities and Mr. Coppler took the lead to make sure everyone was treated fairly and to avoid controversy. It is rare to see someone so in tune with the nerve centers. He was aware of what was going on and had tremendous experience in addressing issues and bringing everyone together. He was good at consensus building. His background was so clean.

Mr. Zelnak would hire Mr. Coppler, he is like the Dad on Leave it to Beaver. He is soft spoken and never raises his voice. He hired young college students and trained them as interns and then employees. Mr. Zelnak did not want to lose him and would give him a contract for life if possible. He is a brilliant Manager who understands people and how to put something together, even when the involved parties are at odds.

**Words or phrases used to describe Matthew Coppler:**

- Humble,
- Brilliant,
- Empathetic,
- Friendly,
- Infectious smile,
- Deliberate, and
- Determined.

**Strengths:** Working with people, time management, not getting caught in wars, keeps peers on the same goal path to get things done, collaborative, makes things better.

**Weaknesses:** Works more than 8 hours a day and will not let others buy him coffee.

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**Reference Notes**  
**Matthew “Matt” W. Coppler**

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**Jennifer Richardson – Human Resource Manager, City of Lincoln Park, MI 734-778-0817**

Ms. Richardson met Mr. Coppler in 2015 and reported directly to him until 2019. Mr. Coppler made good decisions in hiring and in general. Lincoln Park had an emergency manager before Mr. Coppler came on board and they worked together until the State decided that the City no longer needed the emergency manager. Mr. Coppler implemented many processes to keep the organization moving and going in the right direction. He continued to help the organization perform better and kept everyone on task.

Mr. Coppler was visible in the community, and he was great with the residents. He went to the counter to talk to them and returned their phone calls. He worked in the booth for every City event and interacted well with residents. He made runs to the store to get candy for the booth.

They frequently interacted in person as their offices were next to each other. Mr. Coppler was very interactive with the staff. He had good financial skills and accomplished tasks in a timely manner. Only people who know him well can pick up that he is feeling stressed, he handles difficult situations well.

A heavy rainfall affected a large number of homes with basement flooding. Mr. Coppler brought the emergency management team together and made sure that everything was moving in the right direction.

The new marijuana law has been controversial. Mr. Coppler gathered information for the Mayor, Council and staff. He has not caused or been personally involved in any controversy. Even people who do not agree with what they are being asked to do will say that he is a good manager.

Ms. Richardson would hire Mr. Coppler and wanted him to stay in Lincoln Park. He was a seasoned manager. He walked into an emergency situation and knew what needed to be done.

**Words or phrases used to describe Matthew Coppler:**

- Knowledgeable,
- Smart,
- Caring,
- Good leader,
- Easy to work with, and
- Experienced.

**Strengths:** Very easy to work with, very knowledgeable, makes himself available to the staff.

**Weaknesses:** None identified.

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**Prepared by:** Lynelle Klein  
Colin Baenziger & Associates

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*CB&A Internet Research*

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**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Macomb Daily, The (MI)  
April 5, 2022

**St. Clair Shores extends offer to city manager candidate**

Author/Byline: Susan Smiley

St. Clair Shores City Council voted unanimously at its April 4 meeting to extend an offer of employment to Dustin Lent to serve as the next City Manager of the city.

Outgoing City Manager **Matthew Coppler** came to the city in July of 2019 from Lincoln Park and has chosen to leave city government and pursue a different career path. Lent is currently the City Administrator in Southgate, where he has worked since 2015.

Lent was one of four final candidates interviewed on March 28 by council members and city staff. More than 60 candidates applied for the job. "I was looking for the candidate that was the most like **Matt**," said Councilman Chris Vitale. "No one was happy that Matt wanted to move on, but we understand people have lives outside of us."

All councilpersons were in agreement that Lent was their top candidate. "We were all on the same page and ranked the candidates in the same fashion," said Councilwoman Candice Rusie.

Mayor Kip Walby complimented **Coppler** on his tenure. "I appreciate your top-notch professionalism," said Walby. "You jumped in with both feet and never lost a step. I appreciate what you have done and the city will miss you."

Rusie pointed out **Coppler** was tasked with running the city during the challenging COVID-19 pandemic shutdown. But, she said, he handled it all well. "The last two and a half years were not the best of times because of COVID," said Rusie. "There were a lot of great things but a lot of headaches and atypical circumstances. We are grateful for your leadership that helped us get through tough and unprecedented times. You handled it the best we could have hoped for."

**Coppler** complimented the city employees, Mayor and City Council members on their willingness to come together for the benefit of the city. "During COVID everyone stepped up and there was never a time when we were going through the different changes in regulations and policies that the staff was not there for the residents," said **Coppler**. "I've worked in city government for many years and this is one of the best cities I've ever worked in from the residents to the elected officials."



**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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<https://www.wxyz.com/news/hundreds-of-thousands-spent-on-ongoing-rat-problem-in-st-clair-shore>  
February 23, 2022

**Hundreds of thousands spent on ongoing rat problem in St. Clair Shore**  
Author: 7 Action News

Rat sightings are nothing new in metro Detroit, especially in areas close to water. People in St. Clair Shores have been seeing more of these rodents running around, and the city has suggestions on how residents can help as they work to fight the issue. Residents say the rat issue is nothing they are getting used to.

“I looked closer, and it took off and it was a rat,” Dave Efimoff, who lives on St. Gertrude Street, said. A couple days after seeing a rat on his street, he noticed small footprints in the snow. “I took pictures when we get snow and I have been seeing some tracks,” Efimoff said. He posted the pictures to a Facebook group and was surprised by responses. “It also sparked a lot of conversation about how bad it is back here,” he said. Underneath his posts, people who live in the community shared recent photos of rats they found on their property. One man commented saying “2 in 2 days.” These sightings are nothing new for St. Clair Shores residents. “It’s an issue that most waterfront communities have,” City Manager **Matthew Coppler** said.

To help address the issue, the city offers residents black rat poison boxes. **Coppler** admits that more needs to be done. “We recognize that there has to be a better way to go about this. The status quo is not something we want to accept either,” he said. **Coppler** told 7 Action News that the city is working on improving their current rat program. “We are probably spending \$200,000 to \$300,000 a year in just that program. And it appears that we aren’t making a lot of progress in the elimination,” he explained.

**Coppler** says through better enforcement and communication, the rat population can be reduced in the city. He says the key to this is the community working together, starting by keeping their yards clean. “Firewood — not having that on the ground is a huge issue because that really does provide good harborage. Or setting old equipment in your back yard,” **Coppler** said.

Eftimoff is also encouraging neighbors to do their part. “Keep things clean. I know that a lot of people want to feed the birds — that creates a mess and attracts other animals. Keeping the property clean. Keeping your home and your garage sealed to where they can’t get into areas,” he said.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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<https://patch.com/michigan/stclairshores/st-clair-shores-nets-473-000-infrastructure-grant-state>  
June 3, 2021

**St. Clair Shores Nets \$473,000 Infrastructure Grant From State**  
**The money will be used for a pair of necessary projects, city officials told Patch.**  
Author: Joey Oliver

Michigan Gov. Gretchen Whitmer this week announced grants under the umbrella of the MI Clean Water plan, aimed at helping communities strengthen drinking water infrastructure. Among the Michigan communities receiving money from the state through the program? St. Clair Shores — which is netting \$473,750 in one of the grants. "The City is very fortunate to receive this funding from the State of Michigan," St. Clair Shores City Manager **Matthew Coppler** told Patch Wednesday. "It will go a long way in making the City's water infrastructure more secure and reliable for years to come and insure safe drinking water for our residents."

**Coppler** said the grant funding will be used in a two-pronged project, with more than \$343,000 going toward certifying the city's water service lines. In this project, the city plans to have a vendor go out and verify the service line material of about 375 houses in an attempt to identify and replace lead water service lines. "Verification will allow the city to more accurately develop the inventory of all service lines so appropriate resources can be budgeted to expediently remove the lead service lines in our community," **Coppler** said.

The second part of the grant will update the city's water asset management plan, **Coppler** said. The city's engineering firm will update all the field location gate valves, hydrants and connections, and use information from the service line project to update the city's GIS.

More than \$5 million in funding was distributed statewide for local projects, state officials said. "Since I first took office, I made it clear that we are going to rebuild Michigan's crumbling infrastructure from roads to pipes to dams across our state," Whitmer said in a statement. "As we put Michigan back to work, we're excited to provide our local partners with the support that helps us protect Michigan's water resources from source to tap. Making these investments into our most precious resource allows us to invest directly in public health, help jumpstart our economy, and protect the environment."

The MI Clean Water plan is a \$500 million investment announced by the Whitmer administration in October to rebuild the state's water infrastructure. The plan marks a significant investment after what some officials called decades of underinvestment in Michigan's infrastructure.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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<https://www.downriversundaytimes.com/2019/09/20/lincoln-park-bids-farewell-to-Coppler-as-zech-steps-into-interim-role/>  
September 20, 2019

**Lincoln Park bids farewell to Coppler as Zech steps into interim role**  
Author: Sue Suchyta

Exiting City Manager **Matt Coppler** received praise and well-wishes at the Sept. 16 city council meeting, at which former Southgate City Administrator John Zech was named interim city manager.

**Coppler**, who accepted a position in St. Clair Shores, thanked the mayor and city council for their support over the past four years. “Whether you believe it or not, it has been truly great working with each and every one of you, and I think we have been able to work together to get a lot accomplished,” **Coppler** said. “I appreciate that. You made the job a lot easier, when you are dealing with people who understand what we’re trying to do, and I think each one of you understands the goals of making the community a better place.”

**Coppler** also thanked the city’s staff for their hard work over the past four years of his tenure in Lincoln Park, and expressed appreciation to the city’s residents. “When you look around the city today, the city is on the right path,” **Coppler** said.

Mayor Thomas Karnes kidded **Coppler** a final time about him not being the city council’s first choice for city administrator when he was hired four years ago. “It is fortunate how things work out sometimes,” Karnes said. “You have been a great addition to the city. We wish you the best, and success in St. Clair Shores. You will be remembered for a long time here.”

Zech of Canton Township, who will fill the position until a permanent city manager is chosen, likely for at least six months, has served as an assistant to the city manager in Plymouth, as city manager in Wayne, and as interim city manager in Allen Park. Most recently Zech served as the city administrator for Southgate, and as a board member of Lincoln Park’s Receivership Transition Advisory Board.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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The Voice  
August 6, 2019

**St. Clair Shores signs contract for new city manager**

Author: Mitch Hotts

It looks like longtime St. Clair Shores City Manager Michael Smith will be running the city’s operations for another couple of months. The St. Clair Shores City Council on Monday approved a contract for **Matthew Coppler** to become the new city manager. However, **Coppler**, the current city manager of Lincoln Park, has a stipulation in his existing contract calling for a 60-day notice of his departure before he can head over to Macomb County. “He hasn’t provided that notice yet,” Smith told councilmembers at Monday evening’s meeting.

If **Coppler** signs the employment agreement as expected, he will become the administrative leader in St. Clair Shores in early October, officials said. According to the nine-page contract, **Coppler** will earn a \$135,000 annual salary. He will also receive \$500 a month for auto expenses, along with four weeks of vacation during his first year of employment and five weeks afterward. **Coppler**, who resides in Southgate, also must reside within 25 miles of St. Clair Shores. Including the cost of his fringe benefits, his total compensation package will be worth about \$190,235, according to the agenda packet.

**Coppler** will undergo an annual performance review by the City Council between April 1 and June 30. City Attorney Robert Ihrle said the council “has the authority to make adjustments” to **Coppler**’s contract following the review.

**Coppler**, who’s originally from Ohio, has worked in Lincoln Park since 2015. He helped the city emerge from state control due to a financial emergency. He has developed a capital plan to restore roads, improve the city’s water and wastewater utilities and address the city’s aging buildings and vehicles. His resume includes city manager positions in Enfield, Conn., and cities in New York and Ohio.

Smith, who has been the city's top administrator since 2014, this past December announced his intention to retire in August. He had previously served as the assistant city manager for nine years. In 2018, Smith announced he planned to retire and has delayed his departure date at least once as the search for a new manager continued.

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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<https://wdet.org/2017/08/01/lincoln-park-released-from-receivership/>  
August 1, 2017

**Lincoln Park Released from Receivership**

Author: Bre'Anna Tinsley

Lincoln Park has full control once again. The city of Lincoln Park has been released from financial receivership. The Detroit suburb declared a financial emergency in 2014 due to problems funding pensions and health care costs.

**Matt Coppler** is Lincoln Park's city manager. He says a lot of progress has been made under receivership. "Moving forward we are going to continue with those best management practices that we put in place while under receivership," **Coppler** says. "We're getting ready to redo our master plan, which is a big tool for us, from the development perspective and control the destiny of the city."

**Coppler** says Lincoln Park has already set aside about \$10 million to help fund pensions. But, he says there is still more work to be done in order for the city's pensions to be fully funded.

The state has also released Pontiac from receivership, 10 years after declaring a financial emergency there. An emergency manager ran the city from 2009 to 2013, and gave way to a transition advisory board in 2013. The board has been dissolved, and city officials now have full power to make decisions without state guidance. The Michigan Department of Treasury says Pontiac ended its 2016 fiscal year with a general fund balance of \$14 million.

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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News-Herald, The (Southgate, MI)  
March 22, 2019

**Downriver officials mull the pros and cons of recreational marijuana**

Author: Mark E. Lett

There's no rush among Downriver communities to clear the way for commercial sales of recreational marijuana. Since Michigan voters approved a ballot proposal in November to legalize recreational weed, nine Downriver communities have acted to reject or opt out of pot sales. Nine others are taking a wait-and-see position.

Among those opting to prohibit commercial sales of marijuana in their communities are Allen Park, Flat Rock, Gibraltar, Huron Township, Melvindale, Riverview, Trenton, Woodhaven and Wyandotte. Still reviewing their options are Brownstown Township, Ecorse, Grosse Ile Township, Lincoln Park, River Rouge, Rockwood, Romulus, Southgate and Taylor.

Lincoln Park is the most recent community to address the matter, holding a public hearing on March 11. The vast number of people who spoke were in favor of allowing marijuana sales in the city, with many talking about the influx of tax money the city would receive by allowing the sales. Some people gave emotional testimony detailing how marijuana allowed them to end their opioid addictions.

City Manager **Matt Coppler** said the matter would be decided "over the next few months," but Assistant City Attorney Amy Higgins had a message for everyone. "Everything about this is going to end up in court," she said, talking about how the voter-initiated marijuana measure has a lot of unanswered questions that likely will be decided by a judge.

A number of officials said they are looking to Lansing, and to their lawyers, for additional information to clarify the impact and liability of issuing — or denying — business licenses for recreational pot shops. Some communities are taking the issue to public hearings or meetings to gauge the sentiment of residents now, some three months after voters have spoken.

Recreational marijuana became legal in Michigan on Dec. 6. There have been no sales while state officials and regulators settle on the rules and regulations to manage the new market. Most observers expect that process to continue well into 2019, with sales likely to begin in 2020.

Voters in all but one Downriver community approved the November pot proposal. Only Grosse Ile Township — by a 51-49 percent result — rejected the measure. River Rouge had the highest percentage of voters in favor — 73 percent — followed by Ecorse at 68 percent. The Grosse Ile Township board is likely to "honor the expressed will of our voters" and pass a measure to prohibit recreational marijuana establishments, township Supervisor Brian Loftus said.

Loftus said the township likely will follow a model ordinance suggested by the Michigan Townships Association. That document proposes that violators be fined "not less than \$100 nor

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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more than \$500." Each day of a continuing violation would be considered a separate offense. Loftus said the township board will consider the measure "fairly soon."

River Rouge Mayor Michael Bowdler said his city allows medical marijuana facilities and currently has four of them. While those businesses have flourished, he said, he's hoping council members vote along with him not to allow recreational sales in the city. "We've not had one police call to any of the dispensaries that have been open for two years," he said. "I can't say that about my bars. They're called to those establishments once a month." As far as expanding and allowing recreational pot businesses to locate in Rouge: "I think we've got enough right now," Bowdler said. "In fact, I know we've got enough. But I'm only one vote out of seven."

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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News-Herald, The (Southgate, MI)  
March 22, 2019

**State treasurer announces grants for four Downriver distressed municipalities**

Author: Jackie Martin

Four Downriver communities are receiving a hefty chunk of a \$2.7 million grant awarded to a total of 11 municipalities through the Financially Distressed Cities, Villages and Townships Grant Program. State Treasurer Rachael Eubanks made the announcement March 22. Downriver cities receiving funding and what it will target include:

Ecorse: Public safety enhancement through repair of the municipal building HVAC system (\$200,000)

Lincoln Park: Public safety enhancement through the design phase for a new facility housing the Lincoln Park Police Department and the 25th District Court, serving Ecorse, River Rouge and Lincoln Park (\$342,500)

Melvindale: Public safety enhancement through replacement of police equipment, including Tasers, in-car cameras and body cameras (\$49,733)

River Rouge: Public safety enhancement through replacement of equipment for firefighters (\$271,335) and replacement of police vehicles (\$97,246)

Melvindale Police Chief John Allen called the announcement “welcome news” for the city. “We have aging equipment that we just can’t afford to upgrade all the time, unfortunately,” he said. “So this allows us to upgrade our Tasers – we’ll get 10 new Tasers and they should be in use probably by June.” Allen said the city has to officially accept the grant first, then it goes back to the state for a final approval. He said Melvindale City Administrator Richard Ortiz “aggressively pursued” the grant, which also will fund five in-car cameras and six body cameras. “This is fantastic for the citizens, for our department and for the city,” Allen said. “It helps us keep accountable and transparent, so that’s a good thing for us.”

In River Rouge, Mayor Michael Bowdler said the grants will help fund the city’s top priority. “Public safety for any city has got to be No. 1,” he said. “We’re ecstatic about receiving those grants. In the Fire Department, where the majority of the money is going to be spent, (some equipment) is 16, 17 years old. For the safety of the firemen and the safety of our residents, it was time to upgrade.” River Rouge Fire Chief Roberto Cruz said the money will be spent on new turnout kits, self-contained breathing apparatuses and small engine equipment. The River Rouge Police Department will use its grant to fund two police vehicles, Bowdler said. The city applied for the grants several months ago and will begin a bidding process to determine the best vendors to supply the “public safety enhancements.”

**Matt Coppler**, city manager of Lincoln Park, said the funds will be used to move a big initiative forward. "The money is going to be used for the schematic design for the joint police and 25th District Court facility," he said. "That, of course, serves not only Lincoln Park, but also River Rouge and Ecorse. This (grant) takes us from the preliminary feasibility study, which was



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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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conducted late last year, to a point where we can get a better estimate of the cost and design."

**Coppler** said he's hopeful the design will begin this summer, after the Lincoln Park City Council adopts a resolution authorizing the grant and returns it to the state for final approval. He also said the city is still likely 18-24 months from breaking ground on the facility.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Matthew W. Coppler** is listed below.]

<https://duwauthority.org/2017/09/matt-Coppler-elected-as-new-duwa-secretary/>  
September 14, 2017

**Matt Coppler Elected as New DUWA Secretary**

DUWA Board Announcements

**Matt Coppler** elected to serve as DUWA Secretary, replacing Dick Hinshon

On September 14, 2017 the Authority elected Lincoln Park City Manager **Matt Coppler** to serve as the Secretary for the Authority as of October 1, 2017. Mr. **Coppler** has been participating with DUWA as Lincoln Park's Representative for several years. The election of a new Secretary was necessitated by the retirement of the current DUWA Secretary, Dick Hinshon.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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News-Herald, The (Southgate, MI)  
April 3, 2017

**Treated sewage water released into Ecorse Creek to alleviate flooding**

Author: Dave Herndon

Several inches of rain poured into Lincoln Park late last week, overwhelming the sewer system. City Manager **Matthew Coppler** said the system was inundated during the rain but was operating at full capacity as the rains let up. **Coppler** said the sewage retention basin, which holds more than 20.5 million gallons of sewage, reached its capacity during the storm.

During the storms, starting at 9:30 p.m. March 30, the city was forced to release about 1.75 million gallons of treated, blended sewage into the Ecorse Creek. The release was over by about 11 p.m. March 31. The sewage was treated with sodium hypochlorohydrate and blended with the stormwater. The release into the river was to help prevent backups into basements and is in compliance with Michigan Department of Environmental Quality regulations.

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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<https://www.michiganradio.org/law/2016-10-31/wayne-county-homeowners-who-fought-illegal-foreclosures-now-being-evicted>  
October 31, 2016

**Wayne County homeowners who fought "illegal" foreclosures now being evicted**  
Author: Sarah Cwiek

Brandy Gutierrez was evicted from her house in Lincoln Park. She says no one told her it had gone into tax foreclosure until it was too late. In Wayne County, tens of thousands of properties go into tax foreclosure every year. Most are in Detroit. But it happens in the suburbs too. Some suburban communities have started buying those tax-foreclosed homes, and turning them over to developers. But many of the affected homeowners didn't know that until it was too late to save their homes. Some tried to fight anyway. But this month, that fight came to a bitter end.

"I still have no idea how this could happen."

Brandy Gutierrez is exhausted. She's at work, hunched over a desk in the storefront office of a Dearborn roofing company. Right now she's the only one here, if you don't count the office kitten and bird. "Right over there on that couch is where I will be sleeping," says Gutierrez, "because I don't have a place to stay." Gutierrez was just evicted from the home she owned in Lincoln Park, a tiny city just south of Detroit. Even though she knew it was coming, the way it happened came as a shock. Gutierrez says she came home from work to find her house locked, and a 24-hour eviction notice pasted on the door. What remained of her possessions was broken and scattered on her front lawn. Everything else was gone. "My TVs, my tools, my jewelry, my cash at the house; all of that was gone," she said. "It's just, it's shocking, disgusting, and I'm still mostly clueless on what's going on, to be honest. I still have no idea how this could happen."

The story starts a few years ago.

Gutierrez and her husband moved from Detroit to Lincoln Park in 2009, paying cash for a two-story brick colonial in a nice, quiet neighborhood. But when they split up in 2013, Gutierrez says she discovered her husband hadn't been paying city property taxes. By that point, it was Wayne County's problem to collect them. So Gutierrez went down to the Wayne County Treasurer's Office and got on a payment plan. She says that over the course of about eight months, she gave them \$8,000. But when the summer of 2015 rolled around, Gutierrez knew she couldn't make payments for a couple months. So she told Wayne County. And she says they told her: that's ok. So long as you catch up by the end of the year, you're fine. But in September, Gutierrez got an eviction notice from a group she'd never heard of, called JSR Funding. And that's how she found out they had foreclosed on her house. "It was unbelievable," she said. "I was like, 'You said I had until December. And you sold it in June. And you didn't even tell me you sold my house.'" And the buyer? The city of Lincoln Park.

Cities turn to right of first refusal

The city exercised what's called the "right of first refusal" in the tax foreclosure process. It allows municipalities to buy back foreclosed properties before the county puts them up for sale in a massive online auction. "We've had a lot of people and companies purchase the [foreclosed]

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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properties, and they don't reinvest back in them. And for the most part they become rentals that we have to struggle with to try to bring up to the code the city requires," says Lincoln Park City Manager **Matthew Coppler**. **Coppler** wasn't in charge when Gutierrez lost her home last year. In fact, Lincoln Park had an emergency manager, Brad Coulter, at the time. Coulter bought dozens of homes through right of first refusal. Then he quickly turned them over to a local developer—JSR Funding. (Jim Budziak, an agent for JSR, declined comment for this story. His attorney could not be reached for comment). The idea was to avoid the property flippers and absentee landlords who so often pick up cheap properties at auction.

Lincoln Park isn't the only city doing this. In fact, it modeled its program off similar ones in other Wayne County cities, including Garden City, Redford Township, and Wayne. **Coppler** says JSR is required to invest in the properties before selling them. And so far, they're selling for prices that pull up local property values. "It is working," said **Coppler**. "We're getting the investment, we're getting new ownership property, people living in those things, which will help our neighborhoods." Lincoln Park exercised right of first refusal again this year. This time, **Coppler** says someone did visit the homeowners prior to the county actually foreclosing. And about half of them managed to avoid foreclosure at the last minute. But **Coppler** notes they have no obligation to do that. And he says there's no reason to think tax-delinquent homeowners could buy back their properties, either. "If they didn't have the wherewithal to take the action to save the property at that point in time, why would you believe that they can do it afterwards?" he asked.

A conspiracy to seize homes?

But Timothy Padden insists he could have. "If I would've got a notice on my door from Lincoln Park saying 'You got two weeks to pay this much or we're buying your house,' no doubt I could have came up with it, and I wouldn't be sitting here right now," Padden says. Padden is another Lincoln Park homeowner who's now been evicted by JSR. Like Gutierrez, Padden and his wife owned their home mortgage-free. But then they fell behind on property taxes. So Padden got on a payment plan with Wayne County. And he says that worked fine for a couple of years. Last year, there was some kind of hitch renewing the paperwork. But Padden says the treasurer's office told him not to worry--even after he spotted his home on the county's website, listed as a pending foreclosure. "I said 'I'll bring what money I have right now,'" Padden said. "They're like, 'No, wait until August 3rd, come down, bring 10% of what you owe, we'll put you on a new plan.'" So that's what he did. And then: "Got up to the window: 'Sorry, your house was sold three days ago. Or it was bought by the city three days ago.'"

Padden and Gutierrez have remarkably similar stories. And some think that's not a coincidence. 20 Wayne County homeowners all swore in affidavits to the same basic chain of events: That they were on tax-repayment plans with Wayne County; that the treasurer's office assured them they had more time to make payments; and that they never received any kind of foreclosure notice. Padden and Gutierrez are both plaintiffs in a federal lawsuit that accuses Wayne County, several cities that have used right of first refusal, and two developers (JSR Funding/Global Realty and HP SNAP Investment/Enterprising Real Estate) of plotting to illegally seize their homes. It sounds a little far-fetched, and Padden admits he's not even sure exactly what

**Internet – Newspaper Archives Searches****Matthew W. Coppler***(Articles are in reverse chronological order)*

happened here. But he says something was just not right. “I believed I was doing the right thing,” he said. “Filled out the same paperwork the same way. I just don’t understand why Wayne County would tell you to wait if somebody’s willing to come down there and pay them money.” All the defendants named in the federal lawsuit deny any wrongdoing. But the Wayne County Treasurer’s office insists these foreclosures were done by the book—even if they admit some homeowners may not have received foreclosure notices sent out by mail. (Wayne County Treasurer Eric Sabree declined an interview for this story, citing pending litigation. Now-retired Wayne County Treasurer Raymond Wojtowicz was in office until late 2015. Former Deputy Treasurer David Szymanski, who is named in the lawsuit, is now with the city of Detroit). State law requires that homeowners facing foreclosure receive notice by several means, included certified mail. By matching U.S. Postal Service tracking numbers, the federal lawsuit revealed that many of the notices the Wayne County Treasurer’s office sent out by certified mail were still listed as “in transit” by the post office, or had been mailed elsewhere. A Detroit News sampling of other foreclosure notices sent by certified mail found that more than half were never confirmed as delivered. Padden and some other plaintiffs fought their evictions in Wayne County Circuit Court, too. They managed to delay them for months, but finally lost the cases this month. Padden says it was a “long fight—but it’s pretty much over.” “At this point I don’t want my house back,” he said. “Compensation would be nice.” The homeowners’ federal case was dismissed over jurisdiction issues; that decision is being appealed, and the two sides are starting mediation.

Trying to start over

In the meantime, Padden’s family is split up while they look for a new place. Friends have set up a Go Fund Me page to help with relocation expenses. Brandy Gutierrez has also turned to online fundraising for help. But first, she’s looking to get her stuff back. On her lawyer’s advice, she went to file a police report at the Lincoln Park police station. “I’m trying to make a police report for all of the items that were took out of my house by a development company,” Gutierrez told the officer sitting behind the glass. And then she has to explain the whole thing all over again. The officer listens, but seems confused. Gutierrez starts to get a little frustrated. “That’s what I’m telling you,” she said. “They put a 24-hour notice on the door, Friday. I got off work and my stuff was out.” “I understand that,” the officer replied. “But what I’m asking you is, did the court give them the 24-hour notice for eviction? Was it the court officers who put you out?” “I have no idea,” Gutierrez said wearily. “That’s why I’m here.” The officer examined Gutierrez’s writ of eviction, noting the court’s seal. He told her this is probably not a criminal matter, and she should take it to the courthouse next door. She does—and comes back out in about two minutes. “I go in the courthouse, and they know exactly who I am,” Gutierrez said. “She tells me they do not have to give me 24 hours, and don’t you have an attorney? Call him.” Gutierrez seems resigned about it, though. This, she says, is pretty much just what she’s come to expect.

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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News-Herald, The (Southgate, MI)  
September 6, 2016

**Class action lawsuit filed against Lincoln Park for recent flooding**

Author: Dave Herndon

Flooding in areas of Lincoln Park has been an issue for decades. Floods described as "once in a lifetime" seem to happen much more often in areas of the city. "We've have 13 major floods in my house since I moved to Lincoln Park 18 years ago," Susan Lang said. "I can't believe we have to go through this all the time."

Lang's house was not among those that flooded Aug. 16, but she emphasizes with those who went through the process. "I've never sued the city," she said. "But I hope they all get what they deserve." She was referring to people who are involved with a class action lawsuit filed Sept. 6 on behalf of the residents near Council Point Park. That was pretty much the only area that flooded during the recent storm.

During that storm, more than 2 inches of rain fell in about two hours' time. The day of the floods City Manager **Matthew Coppler** said the system was inundated during the rain but was operating perfectly later that afternoon. "All pump stations are working with no mechanical issues," he said in a message on the city website. "The city's retention basin is also operating as expected with no reports of any issues."

In addition to water and sewage backups in basements, several city streets still had standing water Tuesday and into Wednesday. **Coppler** said the sewage retention basin, which holds more than 20.5 million gallons of sewage, reached its capacity during the storm. **Coppler** couldn't be reached for further comment Tuesday morning after the suit was filed.

Attorney Phillip G. Bozzo is leading the case for the residents, he also was the attorney of record in a similar suit filed in August of 1994 following a rainstorm. Residents who want to be involved in Bozzo's class action suit have to file a written notice by Sept. 29. Bozzo is holding informational meetings at the VFW Post 552, 1125 Fort St. in Lincoln Park, Saturday. The 30-minute sessions are planned every hour from 9 a.m. to 1 p.m. in the front lobby of the building.

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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<https://www.freep.com/story/news/local/michigan/wayne/2016/04/20/lawsuit-denied-city-of-lincoln-park-mers-wayne-county-circuit-court-municipal-employees-retirement-system-of-michigan/83302838/>  
April 20, 2016

**Pension system denied \$517K in lawsuit v. Lincoln Park**  
**Lincoln Park's emergency manager stepped down in December after assuring Gov. Rick Snyder that the city's fiscal ship was on course. This week, a storm loomed in the form of a \$517,000 lawsuit. . .**  
Author: Bill Laitner

In a lawsuit filed by the Lansing-based system that manages pensions for city workers across Michigan, a Detroit judge has denied a demand that Lincoln Park immediately pay more than a half-million dollars. The nonprofit MERS – or Municipal Employees' Retirement System of Michigan – sued Lincoln Park last month in Wayne County Circuit Court.

“MERS was in the right church but they had the wrong pew,” quipped Lincoln Park City Attorney Ed Zelenak, after Judge Bryan Levy ruled Wednesday from the bench. Although the judge did not order it, the two sides should sit down to negotiate, Zelenak said. “I’m in the MERS system myself (and) we all want a strong pension system. We just need a payment plan that won’t hurt the city,” he said.

After the ruling, MERS said in a statement: “Lincoln Park has a contractual obligation to make sure the City has enough assets available to pay retiree pensions, so their employees can enjoy a secure retirement, which is why we have asked a judge to decide this issue.”

In an email to the Free Press, MERS spokeswoman Jennifer Mausolf left open the possibility that the big pension management company would amend its lawsuit and return to court.

The lawsuit sought \$516,000 plus attorney fees and court costs while alleging that Lincoln Park underpaid for months its payments to the pension system on behalf of city workers. The city argued in court documents that MERS raised its collection demands since the two sides inked a deal in 2010, even after the city began paying \$1 million more per year to make up for past years’ underpayments.

Lincoln Park’s former emergency manager — Brad Coulter, now CEO of the Detroit-based nonprofit Matrix Human Services — said that while he ran Lincoln Park, he increased the city’s annual pension contribution from \$2.1 million to \$3.1 million. “Now, they’re saying the'd rather have the city front-load this and pay more right away, and Lincoln Park just can’t afford it,” Coulter said Wednesday. MERS' lawsuit said that, if the city could not pay up immediately, the \$500,000 should be added to city tax rolls; but that would hurt property values and level a fresh threat at Lincoln Park’s recent return to fiscal stability, Coulter said. He stepped down as emergency manager in December, after assuring Gov. Rick Snyder that Lincoln Park's finances were stable.



**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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The city's goal is to rebuild its employee pension reserve from 20% funded to at least 50% funded, officials said. Lincoln Park City Manager **Matthew Coppler** said he planned to renew discussions he'd been having before the lawsuit with MERS executives, and **Coppler** said he was confident they'd reach a settlement out of court. "I think the emergency manager laid out what was a good plan (of payments) going forward, but I do believe that ultimately we're going to need to increase our pension payments," **Coppler** said Wednesday.

Between 15 and 20 employees pay into the pension plan, and they expect to retire with a traditional type of pension, called a defined benefit plan; while the rest of Lincoln Park's city workers – numbering about 45, all hired since 2004 — are covered by a new retirement plan, called a defined contribution plan, which requires greater deductions from each employee's paychecks and less from the city, **Coppler** said.

Former city treasurer and current City Council President Thomas Murphy said Tuesday that MERS "could've saved everybody a lot of legal costs and stress" by settling out of court.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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News-Herald, The (Southgate, MI)  
December 22, 2015

**Lincoln Park financial emergency resolved, according to State Treasurer**

Author: Dave Herndon

Brad Coulter declared Monday afternoon that the financial emergency in Lincoln Park is over. Tuesday morning both the State Treasury department and Gov. Rick Snyder agreed. Coulter has been the emergency manager in the city since July of 2014, but his tenure officially came to a close Tuesday as he handed control back to city leaders, who will still answer to a transition advisory board. The board, officially known as the Receivership Transition Advisory Board, or RTAB, will stay in place at least until the city manages to \$2 million in the bank for emergencies. The board will be in place to oversee decisions made by local officials under Public Act 436. According to Terry Stanton, a representative of the state treasurer's office, there is no time frame for how long the board will remain in place. The city will have about \$700,000 in excess this year and is projected to add about \$200,000 a year to that total over the next several years. Both Ecorse, which transition out in 2013, and Allen Park which transitioned out in 2014 still have RTAB oversight. The board eventually will have to make one of two choices: Rule that the financial emergency is completely over and hand control back to the community or that the situation is again worsening and ask to have an emergency manager re-appointed.

When Coulter was appointed in 2014 the city was facing a \$1 million cumulative deficit and had yearly structural deficits adding to the total. In about 18 months he managed to right the ship, but doesn't take all of the credit. "I was able to keep doing some things that the City Council was already doing," he said. "The general fund balance is back to positive after the audit results from (last year) came in. Additional changes to help save money were instituted and the city should be positive for operations going forward." Coulter said some of the things that made fixing the cumulative deficit happen were one-time windfalls, like selling a small plot of land for a cell tower, but that cash along with fixing contracts and working with the budget should allow the city to remain financially healthy in the future. "Overall the city is in pretty good shape," he said. "The real key is maintaining property value. There aren't any additional costs that can be cut (from personnel). Head count is nearly half of what it was six years ago. We really need to maintain a base-level of city services."

Leaving the city in the hands of capable people was also a key point for Coulter to be ready to leave his position. "We have a really good city manager (**Matthew Coppler**) who is on board with the direction we're headed." With Lincoln Park transitioning out of state control, for the first time in more than 15 years there are no local government groups in the state with an emergency manager. Stanton said there are still three school boards with emergency managers, but no municipalities under state control. School districts under an emergency manager are Detroit, Highland Park and Muskegon Heights.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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News-Herald, The (Southgate, MI)  
October 2, 2015

**Lincoln Park moves forward with new city manager**

Author: Jessica Strachan

Lincoln Park is one step further in the process of taking back local control after bringing aboard a new city manager who will help the city transition out of emergency management. Ohio native **Matt Coppler**, a town manager with nearly 25 years of experience, began his appointment in Lincoln Park last week and will give his first city manager report at the Lincoln Park City Council meeting Monday evening. "I've been meeting with staff and elected leaders and what I've seen is that they are very committed to bringing about the transformation needed in the city," said **Coppler**, who was recruited from his former job as town manager in Connecticut. "We have a great foundation of a hardworking city with a lot of good people to begin the process of building up our strengths in the city, so I think there's good potential." As city manager, **Coppler** will work closely with council members and staff to guide the city through its day-to-day operations as the city's state-appointment Emergency Manager Brad Coulter finishes his term in January.

In his first few weeks, **Coppler** said he will be taking his time to get to know the city, including its leaders, policies and priorities. "A lot of people want to see different things from a city manager, but I'm not the type to come in and say, 'This is how I want things done,'" he said. "I rather take a slower approach and see what is really needed. Sometimes it's a good thing when the government moves slowly because that allows you to slow down and think things through. With what we are doing here, we can't make rash decisions. They have to be well thought out."

Coulter, who remains the city's emergency manager until January and crafted the city's nearly \$40 million 2015-16 budget, said a city manager is an important role for any mid-sized community like Lincoln Park, which has a population of about 38,150. Coulter is expected to be a member of the state-appointed transition advisory board that will continue to guide the city's affairs for several years, working closely with **Coppler**. "The city's management was pretty dysfunctional with a lack of cooperation between departments and a poor attitude toward dealing with residents," Coulter said about coming to Lincoln Park in July 2013. "With the leadership changes made, along with an emphasis on cooperation and customer service, the city is now operating much smoother. It will be Mr. **Coppler's** challenge to maintain the city's forward momentum and make sure the new positive attitude takes hold. The city cannot afford anything less than a team effort." **Coppler** has never led a city under emergency management, but said Enfield — the town of about 45,000 people in northern Connecticut he led before coming to Lincoln Park — has an annual budget of \$120 million and many similarities to Lincoln Park, including similar demographics and homeownership rates, blight issues and revitalization goals. **Coppler** said planning and economic development are among his strong suits. His appointment runs through until Dec. 31, 2017, with an annual salary of \$125,000.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Matthew W. Coppler** is listed below.]

Journal Inquirer (Manchester, CT)  
September 22, 2015

**Enfield council wants to find a way to ban panhandling but allow firefighters to fundraise for MDA**

Author/Byline: Annemarie A. Smith

In other business, residents and council members alike said goodbye to Town Manager **Matthew W. Coppler** and Assistant Town Manager Derrik Kennedy, both of whom are leaving Enfield for new opportunities at the end of the month. Monday’s council meeting was their last. **Coppler** has accepted a job as the town manager of Lincoln Park, Michigan, a city coming out of emergency management, while Kennedy has accepted a position as the town manager of Westerly, Rhode Island.

North Thompsonville Fire Department Chief Earl Provencher thanked **Coppler** for his nine years in Enfield, saying, “It has been a pleasure and an honor to work with **Matt**. I know other fire chiefs agree with this statement. I wish him best of luck, health, and wealth in his new location.”

Mangini thanked **Coppler** for his “time and your service to our community,” and Councilman Gregory Stokes added, “Best of luck. Wish you well. **Matt**, you have been very good with this town.” Councilwoman Carol Hall elicited some laughs when she acknowledged, “Working for so many bosses is an impossible task, so kudos to you.”

Kaupin first addressed Kennedy, saying, “Thank you for your two years of service. You worked under and for a great town manager,” before turning to **Coppler**. “It’s been an absolute pleasure working with you. I am totally always in awe at your commitment to the community. It was your job, but in essence it was your life, too,” Kaupin said. “Lincoln Park in Michigan, I read, has a lot of challenges, but they’ve selected a great town manager to take over there.” His words were followed by a standing ovation for the two men.

For his part, **Coppler** praised the town and its accomplishments. “Nine years has flown by,” he said. “In the way that my mind works, it flies by because there wasn’t a day without great challenges to be addressed.”

He left the council with a few words of wisdom. “We have a lot of issues, don’t get me wrong,” he said. “But if you continue to work as you worked the last nine years ... they are not insurmountable in any form.”

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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<https://thewestfieldnews.com/enfield-casino-venue-pitched/>  
September 15, 2015

**Mall casino venue pitched to town council**

Author: Annie Gentile

Officials from the Enfield Square Mall on Sept. 8 presented the Town Council with a proposal for a tribal-owned satellite casino at their location directly off Exit 48 on Interstate 91. The proposal comes in response to a bill signed into law by Gov. Dannel P. Malloy in June that opened the doors for the Mashantucket Pequot and Mohegan tribes to jointly issue requests for proposals from local towns and municipalities which might be interested in hosting a satellite casino. The two tribes have expressed interest in locating a casino somewhere along the I-91 corridor in north central Connecticut to compete for revenues and jobs with MGM Resort International’s planned gaming operation in neighboring Springfield, Massachusetts. Should a casino be built in the corridor, the state would reap 25 percent of the earnings from slots and game tables and, as the casino would be built on state rather than tribal lands, food and beverages sold there would be subject to state tax.

Bob Steiner, senior vice president of Madison Marquette Real Estate Services, which owns Enfield Square Mall, along with the mall’s general manager Marty Pelosi, made their pitch before an audience of about 50. They provided two potential plans for the 787,000 sq. foot mall, but stressed both are extremely preliminary. The first proposal would create an approximately 152,000 sq. foot, two-level, casino in the present Macy’s Men’s Furnishings and Home store, with a parking deck for 1,200 vehicles, a six-story, 300-room luxury hotel that includes a skywalk to the casino and a spa, and an additional 40,000 sq. feet for dining and entertainment.

The second proposal would create a food court from the space currently occupied by the Sears store and entertainment located in the space currently occupied by the Sears Auto Store. While Councilors had questions about additional policing needs and impacts to infrastructure in the mall area, as well as some individual reservations, they agreed to hold off on any decision until they have reviewed the conceptual renderings from Madison Marquette.

In August, MGM Resorts International filed a lawsuit against Malloy and other top state officials claiming the new law grants the Mohegan and Mashantucket Pequot tribes preferential treatment in the process and is therefore unconstitutional. MGM reportedly would like the opportunity to participate in the competitive process but say they have been excluded. “The state is only considering a casino that would be tribal owned, so that legal challenge from MGM still needs to be worked out in the courts,” said Town Manager **Matt Coppler**. “Part of the decision the Council has to make is that if the State is committed to allowing a casino on the I-91 corridor, they need to look at the various impacts if it came to Enfield. It’s something the community has to weigh.

“Madison Marquette says they are committed to helping revitalize the mall and feel the casino will help bring in restaurants and other retail,” **Coppler** added. “The mall itself has had its

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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struggles and is at a watershed moment for deciding what it will become.” The mall, which first opened in 1971, has not seen any major refurbishment since the 1980s, **Coppler** said, adding that it has become very difficult to fill it with the type of retail that is desired. Macy’s and Sears have been closing stores, and there needs to be some kind of reinvestment in the mall,” he said.

**Coppler** said there is still quite a ways to go, but it would be best if the proposed development could be designed in a way that would limit problems to neighborhoods. In part because the mall is already in a high traffic area and directly off Exit 48 of I-91, he said that would help limit traffic through local neighborhoods. “I’ve looked at other communities that have had this, such as in Bethlehem, Pennsylvania. There the people saw it as a big economic driver but what they ended up building was self contained. By its very nature, this would not be the case in Enfield. But there’s still a lot to be decided and a lot of input to get.”

The Council plans to hold a community conversation at a yet-to-be determined date in late September.

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Hartford Courant, The (CT)  
July 30, 2015

**TOWN MANAGER TURNS TO PODCASTS \**  
**MATTHEW COPPLER'S AIM IS TO EDUCATE MANCHESTER RESIDENTS ABOUT**  
**LOCAL ISSUES**

Author: Michael Walsh

**Matthew Coppler** is bringing the town manager's job to the people. **Coppler**, 48, has embraced the technology available to him by starting his "Now We're Talking..." series of podcasts, which are audio interviews broadcast over the Internet. Launched on July 10 with a half-hour discussion about roads with John Cabibbo, the assistant town engineer, and Donald Nunes, a roads engineer in the public works department, **Coppler** is hoping his new project will help better connect his office to the public. "It's something we felt was a good medium to get more information out to the public," **Coppler** said. "It's a fairly easy medium for the public to listen to." **Coppler**, who has been the town manager in Enfield for nine years, already has a series of podcast topics lined up to record and release. Some of them might relate to upcoming issues, he said, while others are generated by the phone calls his office receives from the public. "There are so many different things going on," **Coppler** said. "We get calls from people about different things. Those can be drivers for future podcasts."

**Coppler** said that by introducing Cabibbo and Nunes to the public, residents might begin to better understand which departments handle what and who they can reach out to with specific questions. "Governments can do a very poor job of getting the message out to people about what's going on," he said. "This is a low-cost means to get more information out there. It at least is giving people an idea of where to go to get more information." He said he guides the interviews as if he's a resident and not the town manager. "When we sit down and talk about the outline of what we're going to talk about, we say, if I'm a resident, what kind of questions would I ask," **Coppler** said. "That's how we go about it. If we brought a resident in and said come up with questions...that's what I can represent. What would someone need to know?" Examples of upcoming topics for **Coppler's** podcasts include energy efficiency, water pollution control, facilities and programs like the Enfield Family Resource Center.

For each of those topics, **Coppler** said he's shooting for about 30 minutes of audio. He wants to get the message across, but not go so deep that the conversation becomes full of insider words only he and the guests understand. This is all part of **Coppler's** effort to find new ways to communicate with residents and make his office more transparent. "The thing we try to look at is how we communicate with the public, how they get our message and where they get our message," **Coppler** said. **Coppler** said he's going to try to release at least one podcast a month, but that during this initial period there could be four or five a month. He doesn't expect to run out of ideas for episodes. "There's a lot going on," **Coppler** said. "Some of it may seem small, but they're huge long-term."

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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[https://www.journalinquirer.com/mobile/towns/enfield/enfield-town-manager-to-leave/article\\_e9526294-360a-11e5-9308-933baa3796ea.html](https://www.journalinquirer.com/mobile/towns/enfield/enfield-town-manager-to-leave/article_e9526294-360a-11e5-9308-933baa3796ea.html)  
July 29, 2015

**Enfield town manager to leave**  
Author: Annemarie A. Smith

After nine years of service to the community, Town Manager **Matthew Coppler W.** announced Tuesday that he will resign from his post, effective Sept. 25, to become the city manager of Lincoln Park, Michigan. “The opportunity came out of the blue,” **Coppler**, 46, said in an interview on Tuesday. “I got a call from the recruiter working on it, started talking about the opportunity, and it seemed to be a really good match for my skills, knowledge, and experience.”

According to a news release issued by the town, **Coppler** gave his 60-day notice to the Town Council at a special meeting Monday night. **Coppler** said Tuesday that his departure comes at a good time, both personally and professionally. From a personal perspective, he said, it is a convenient time to uproot his family, as all of his children are grown and out of the house. “My kids are spread across the country now,” he said. Moreover, Lincoln Park is closer to Ohio, where **Coppler** was born and where much of his family still resides.

But **Coppler** also said the timing seemed right for Enfield. “We are between some timeframes, which will allow me to leave and have someone else come on and not lose any ground on what we are trying to accomplish here,” he said. He said the town is between budget seasons, it’s getting ready for three different referendums in November, and it’s preparing to consolidate Fermi and Enfield high schools next school year. “So if everything goes right, they will be able to get someone on board before these processes really pick up,” he said of his successor. Moreover, **Coppler** believes he is leaving behind a town well prepared to weather the change.

He came to Enfield in 2006, after five years as the manager of Batavia, a city of about 16,000 residents in upstate New York. Previous to his work in Batavia, **Coppler** worked for 14 years as a village or city manager around the country. He holds a master’s degree in public administration and a bachelor’s degree in political science from Bowling State University.

Since beginning his tenure in Enfield, he has ushered through a number of important projects, including infrastructure projects called Roads 2010 and Roads 2015, the new construction at and renovation of Enfield High School as it prepares for consolidation, and continued progress on the Thompsonville Transit Center. Additionally, **Coppler** said, he’s leaving the town’s financial house in order. “We’ve accomplished so many things that I’m proud of,” he said.

He credits much of his success to town staff. “We all developed really good working relationships,” he said. “We didn’t always agree on everything, but there was a mutual respect, and that really moves the organization along.” In fact, it is the personal aspect of his work — the staff, Town Council members, and residents — that he will miss most. In the news release he stated, “It has been truly an honor to serve as Enfield’s town manager for the last nine years. I



**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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appreciate the opportunity that was given to me by the Town Council and have enjoyed the privilege to lead such a talented and dedicated team of town employees in providing the highest level of services to our community.”

However, **Coppler** looks forward to the chance to transform another community. “As a manager, it’s the lifestyle to not be in any one place for a long time,” he explained. “There is a desire in this career path to work with communities, take them as far as you can, and move onto others.” He believes his particular skill set will bring change to Lincoln Park, a community of about 38,000 residents that is under emergency management. In particular, **Coppler** said, his financial experience will be an asset to Lincoln Park, which is struggling under the weight of “severe financial issues.” “My traits and skills will be beneficial when they start rebuilding their financial abilities there,” he said. “There’s a lot of things that I bring to the table.”

According to the Southgate, Michigan-based News-Herald newspaper, **Coppler** will earn a salary in Lincoln Park of \$125,000, a slight decrease from his \$134,257 salary in Enfield. The News-Herald said that the starting salary for the position was listed at \$90,000, but because of **Coppler**’s experience and expertise he was offered more.

Mayor Scott R. Kaupin said today that while Enfield is losing a major asset in **Coppler**, Lincoln Park is gaining one. “**Matt** has shown over the nine years that he has a tremendous grasp of our finances, and I consider that one of his biggest strengths — his ability to put a budget together, to understand the priorities of the community, the Town Council and staff, and incorporate that into a very methodical plan,” Kaupin said. “That’s definitely needed in Lincoln Park.” Kaupin also said that **Coppler** is simply a down-to-earth, well-respected member of the community. “For Enfield this is a loss ... but it’s a win for Lincoln Park,” Kaupin said. “They are lucky to have him.”

Already, Kaupin said, the council is beginning the transition process. First the council will engage a firm to conduct a national search for a new manager. “The council has already instructed the town manager to reach out to those organizations that are familiar with Connecticut but that have a national perspective,” Kaupin said. The hiring process typically takes three to six months, he explained, so the town is currently seeking an interim town planner. **Coppler** said he is working with the council on recruiting matters and hopes to be able to work with an interim manager before he leaves.

Kaupin said the council will appoint a search subcommittee, which will likely consist of himself, Deputy Mayor William Lee and minority leader William “Red” Edgar Jr.” The entire council will make the final hiring decision.

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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News-Herald, The (Southgate, MI)  
July 28, 2015

**Veteran city manager chosen to lead operations in Lincoln Park after emergency management**

Author: Jessica Strachan

Lincoln Park city officials announced Monday that a city manager has been selected and will begin by the fall. **Matt Coppler**, a current town manager in Connecticut with more than two decades of experience, will earn \$125,000 per year for duties that include implementing the visions of city council and staff, and serving as a liaison to the community.

**Coppler** was one of two candidates who interviewed before the Lincoln Park city council in June, after being recruited by the Detroit-based hiring firm TJA Staffing. Council members gave input, but the state-appointed emergency manager Brad Coulter made the final decision, working closely with the Michigan Department of Treasury. "Mr. **Coppler** brings 25 years of public management experience and will provide a strong stabilizing influence as Lincoln Park emerges from emergency management," Coulter said.

The starting salary was listed as \$90,000, but Coulter said that "befitting his expertise, and acknowledging the challenges involved with managing Lincoln Park," **Coppler's** salary was set higher. During his public interview, **Coppler** spoke of the importance of working closely and efficiently with city council members and staff, being transparent with the community, and having a commitment to implementing Lincoln Park's future visions.

"Planning and economic development are the things that really excitement me ... I know I can do those things here," **Coppler** said when asked why he was interested in moving his career to Lincoln Park. "What I see here is an opportunity to help you and to help the citizens revitalize the city and make it a great city." **Coppler** has never led a city under emergency management but said Enfield — the town of approximately 45,000 people in northern Connecticut that has an annual budget of \$120 million — has many similarities to Lincoln Park, including similar demographics and homeownership rates, blight issues, and revitalization goals.

He has been town manager in Enfield since 2006 and has a track record of securing funding for public safety upgrades, transit and roads. According to his resume, he also led organizational restructuring after losing more than \$5 million in state funding. "One of my strengths is facilitation, helping council and staff to come together, create goals and reach their goals," **Coppler** said. "It's all about setting priorities and goals and having the discipline to live up to the requirements and make sure you're meeting your obligations. Roads don't improve themselves, buildings don't improve themselves."

Coulter, who remains the city's emergency manager until January and crafted the city's nearly \$40 million 2015-16 budget, said a city manager is an important role for any midsized community like Lincoln Park, which has a population of approximately 38,150. Coulter is

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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expected to be a member of the state-appointed transition advisory board that will continue to guide the city's affairs for several years, working closely with **Coppler**. "Lincoln Park faced significant financial and managerial challenges while under emergency management," Coulter said, citing the city having "the worst funded pension system in the state" and inadequate general funds. "The restructuring changes should ensure that pensions are being properly funded and the general fund is positive, but, the budget is still tight and will require constant monitoring and management."

Lincoln Park has had a challenging history with filling and maintaining the role of city manager. The last city manager for Lincoln Park was Joe Merucci, who was appointed in May 2013 and served one year before leaving to accept a city manager position elsewhere in the county. Lincoln Park City Council interviewed several candidates last year to find a replacement, but could not agree and no one was brought in.

The city began searching again in March for a city manager. Coulter noted difficulty in finding the appropriate fit for the role and said it took "longer than expected." He believes the city better prepared for cohesive leadership after recent internal changes and refocused priorities that include city council actively promoting the city and the stabilization of property values.

"The city's management was pretty dysfunctional with a lack of cooperation between departments and a poor attitude toward dealing with residents," Coulter said. "With the leadership changes made, along with an emphasis on cooperation and customer service, the city is now operating much smoother. It will be Mr. **Coppler's** challenge to maintain the city's forward momentum and make sure the new positive attitude takes hold. The city cannot afford anything less than a team effort." **Coppler's** appointment goes through Dec. 31, 2017.

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
May 15, 2015

**Enfield council approves \$124.7 million budget, allocates funding for guards at three private schools**

Author/Byline: Annemarie A. Smith

The Town Council on Thursday approved a \$124.7 million budget for 2015-16 by a 7-4 vote, despite contention over the reallocation of funds originally intended for the armed security guards in the public schools. The Board of Education decided Tuesday to end the armed security guards program in the public schools. But the council decided to allocate funding to continue it at the town’s three private schools for the next two years.

The town budget represents a 3.94 percent increase or \$4.7 million more than the current year’s spending plan, but about \$700,000 less than the \$125.4 million budget recommended by Town Manager **Matthew W. Coppler** in March. The council set the tax rate for 2015-16 at 29.89 mills, which represents an increase of 2.6 percent or a 0.76 mill increase over the current mill rate of 29.13 mills. A mill represents \$1 in taxes for each \$1,000 in assessed valuation of property.

Mayor Scott R. Kaupin, Deputy Mayor William Lee, and council members Joseph Bosco, Carol Hall, Cynthia Mangini, Gregory Stokes, and Donna Szewczak voted in favor of the budget, which will take effect July 1. Council members Tom Arnone, Gina Cekala, Edward Deni, and William J. “Red” Edgar Jr. voted against it.

The council approved \$65.9 million in funding for the schools, which represents a 2.6 percent increase over the current year’s \$64.2 million allocation. While the approved education budget is the same as **Coppler** proposed in March, Kaupin explained that the council agreed to fund certain information technology projects in order to free up nearly \$200,000 in the school board’s budget. The school board in February approved a proposed \$68.8 million “maintenance” budget for 2015-16. The school board must now decide how to reduce its budget by \$2.9 million to implement the \$65.9 million approved spending plan.

Discussion about the school budget centered on the reallocation of funds intended for the salaries of armed security guards stationed in the schools. With the school board’s vote on Tuesday to discontinue the armed security guards program in the public schools after the current school year, the council adjusted the \$661,809 it had allocated for the program down to \$125,983, which will cover the continuation of the program at the town’s three private schools — St. Martha School, St. Bernard School, and the Enfield Montessori School. Officials at those schools were all in favor of continuing to have the armed security guards stationed there for the next two years. While Edgar proposed an amendment eliminating the budget for the armed security guards in both public and the private schools, other council members felt they needed to honor their promise to the three private schools. “Parochial schools have agreed to sign on, so we have

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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entered into a contractual agreement with them,” Stokes said. “I don’t think legally we can withdraw it.” Edgar’s amendment failed 4-7.

Edgar also proposed appropriating the difference between the proposed and actual armed security guard budget — over \$500,000 — to the school board. Deni, who was in support of the amendment, said, “We kind of shortchanged the schools last year. With the guards gone it’s the least we could do.” However, most members expressed distaste for funding the school board with the money from a program the board turned down. Szewczak said, “I’d like to fund the Board of Education, but not through the elimination of (the armed security guards). It’s not you get (armed security guards) or you get the money. These things are not tied together.” That amendment also failed.

The council instead decided to use some of the \$500,000 to fund “much-needed” capital improvement projects, including a renovation project at the Hazardville Institute. Hall said of the decision, “It’s unfortunate we have this money. I know I for one wished it was going to the schools for security ... But I’m excited about using this for the Institute.” She said the town will be able to complete a project that’s been waiting on the sidelines forever, as well as lowering the mill rate.

Because of the dissolution of the armed security guards in public schools, the council voted to revert Public Safety Director Christopher Bromson’s position from full to part time. His position became full time two years ago after the town began the school security program. His salary for the coming fiscal year was cut from \$117,300 to \$86,700.

Kaupin said the approved budget will not force the town to eliminate any jobs. Instead, he said, the budget allocates funds for two new Police Department hires.

As council members made their final statements about the budget before the vote, most admitted it was a difficult pill to swallow. Cekala and Mangini, among others, expressed the desire for more education funding. Many members, including Stokes, once again expressed frustration at the board’s vote on the armed security guards. Still, all said there were positive items in the budget. “At the end of the day, they always say a good budget is when you’re not totally thrilled about it,” Stokes said.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
January 9, 2015

**Enfield council amends town manager's contract**

Author/Byline: Jonathan M. Stankiewicz

The Town Council on Monday approved an amendment to Town Manager **Matthew W. Coppler's** contract, that allows him to choose whether or not to have the town pay \$10,000 into his retirement fund or take that amount in a lump sum each year. There was no discussion before the council's 8-3 vote on the amendment, with members William "Red" Edgar Jr., Edward Deni, and Gina Cekala voting in opposition. Before the vote, Edgar asked Mayor Scott R. Kaupin if the amendment was in lieu of the council's evaluation of **Coppler's** performance. Kaupin told Edgar and the rest of the council that the amendment was not in lieu of such a review, which is done annually. The amendment allows **Coppler** to take a lump sum payment of \$10,000 instead of the town paying the same \$10,000 into his retirement account. The amendment also allows that in every future year, **Coppler** will be able to decide whether or not to take the lump sum payment or have the money paid into his retirement account. He will have to make the decision prior to Nov. 1 each year. **Coppler** has opted to take the \$10,000 this year. He said Tuesday that the council had honored his request last year to accept the lump sum payment instead of the \$10,000 being paid into his retirement account. Kaupin said that the amendment "gives the town manager more flexibility in decisions that he makes over his retirement funds. "Each individual may prefer to make the investment decisions on their own," Kaupin said Wednesday. "This allows the town manager to do that with no additional cost to the town." As for **Coppler's** evaluation, Kaupin said he expects to start the process soon and send out review forms to council members this weekend.

Deni said Tuesday that he didn't vote for the amendment because he "didn't think it was fair." "I know everyone in the town doesn't have that option," Deni said. "Not everyone has an open contract. We don't just do this for everyone." Cekala said Wednesday that she voted against the amendment because she "didn't have enough information" on the original agreement with **Coppler** from when he was hired in 2006. "This was not a precedent I wanted to start," Cekala said, who's been on the council since November 2013. Edgar declined comment when reached by phone Wednesday. Deputy Mayor William Lee said that the amendment wasn't "new" to the council and that it had approved the same request last year for **Coppler**. "Once you agree on someone's compensation, how they receive that is really a bookkeeping discussion," Lee said Wednesday. "The town manager goes through a review process annually. This request is a fairly simple one." In October 2013, the council approved retroactive increases to **Coppler's** pay to \$134,257. **Coppler's** pay increased by 1.5 percent retroactive to July 1, 2012, and 1.75 percent retroactive to July 1, 2013. In 2006, **Coppler** replaced former Town Manager Scott Shanley, who is currently the town manager in Manchester. Prior to taking his position in Enfield, **Coppler** was the town manager in Batavia, New York, a position he had held since 2001.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
December 16, 2014

**Enfield council approves changes to ethics ordinance**

Author/Byline: Jonathan M. Stankiewicz

The Town Council on Monday unanimously approved amendments to the town's ordinance governing the Code of Ethics for the town, mostly providing updated language to reflect current state statutes.

Town Manager **Matthew W. Coppler** said the goal of the changes -- made by the Ethics Commission -- was to "create clarity within the code" and provide updates as needed to reflect current state statutes. **Coppler** said the changes will go into effect roughly 15 days after being published in the newspaper, meaning they should be in effect sometime in January.

In a memo to the council, **Coppler** outlined three major changes that were recommended by the Ethics Commission.

Personal interest will now be defined as "an interest in either the subject matter or a relationship with the parties involved in a matter before the commission, which may impair the impartiality expected of any such employee or official." **Coppler** said there previously was no definition for personal interest and had been "left for interpretation" in the code. The council approved the removal of a 37-day requirement for a hearing after a complaint is filed for a more structured and consistent process, **Coppler** said.

Now, the commission -- after finding probable cause to believe a provision has been violated -- will set a hearing date within their rules of procedure.

Also -- to abide by state statutes -- the council approved reducing the timeframe applied to "later case interest" from two years to one year. Later case interest is used for public officials or municipal employees -- after their termination of service or employment with the town -- who cannot appear before any board, commission, committee, or agency of the town in relation to any case, proceeding or application where he or she personally participated during the period of his or her service or employment.

All of the approved changes to the ordinance governing the Code of Ethics are available on the town's website

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
December 3, 2014

**Enfield officials say data is skewed in distressed municipality listing**

Author/Byline: Jonathan M. Stankiewicz

Town officials are frustrated that the town has again been listed as one of the state's most distressed towns, since they believe the town's prison population -- which is included in the calculations -- skews the results. Town Council member Tom Arnone said during Monday's council meeting that he believes Enfield -- ranked 22 out of 25 of the most distressed municipalities -- wouldn't be on the list if the nearly 3,400 prisoners incarcerated at the three state prisons in town weren't calculated into the rankings released by the Department of Economic and Community Development or DECD. Enfield has been on the list for 12 of the past 15 years, according to the DECD.

Deputy Mayor William Lee said Tuesday that his concern moves past just the ranking. He questioned if Enfield has been missing out on large retail establishments "for years" due to inaccurate data from the state that research firms use to decide whether or not to move large stores into a town. "That's a negative impact that doesn't reflect the opportunity that might have existed in town all along," Lee said. "It sounds like this is a nationwide discussion around correctional facilities and large institutional populations that aren't really residents."

Lee said that "if the designation actually meant something it might be useful." He also said there's a longstanding trend that the state doesn't recognize the volatility that the prison population creates for towns with prisons. He said Enfield's prison population makes up 7.6 percent of the town's population. Enfield's total population as of 2013 is listed as 44,728 in the CCM report.

The conversation started at Monday night's council meeting when Arnone and Lee discussed a new report from the Connecticut Conference of Municipalities or CCM that outlines the rankings. The report uses the DECD data to focus on towns that have particular needs and puts a spotlight on those towns for the state, CCM spokesman Kevin Maloney said. Maloney said that towns' prison populations "do have an impact" on the demographic of the community and can influence whether a town is on the list. The list includes cities such as Hartford, New Haven, and Bridgeport, suburbs such as West Hartford, and smaller towns such as Derby, Putnam, and Sprague.

Other factors included in the DECD rankings are a town's unemployment rate for 2013, the percent change in population from 2000 to 2010, and the percent change in per capita income from 2000 to 2012. CCM's report included much more information than what the DECD uses for its rankings. Enfield's per capita income in 2012 was \$29,866 and was ranked 142 out of 169 towns, while the average per capita income across the state was \$37,807. Enfield's unemployment rate for 2013 was listed at 7.5 percent, which ranked it 123 in the state out of 169 towns.



**Internet – Newspaper Archives Searches**

**Matthew W. Coppler**

*(Articles are in reverse chronological order)*

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Lee said he's looking to have a meeting with CCM soon to figure out how the statistics are calculated and talk about the report in general. "We need to be focused on the criteria and data points that make sense to us as a community and then be true to ourselves by benchmarking them," Lee said.

Assistant Town Manager Derrick Kennedy said Tuesday that he's working to determine whether being on the list is a benefit or cost to the town. "If determined that it costs us more, then I will actively work to get us off this list," Kennedy said.

Maloney has said that helping the distressed communities could benefit the entire state. The municipalities are spread throughout the state and can drag down entire regions, while even affluent communities can benefit from whatever solutions the legislature provides, he said.

Arnone said at the council meeting that he would like to see a report without the prison population reflected in the calculations. "It's a little misleading," Arnone said. "We do have a lot of good news in here for our community." Highlights for Enfield that Arnone pointed out were that 3,262 local commuters travel into Enfield to work. "We're compared with Hartford and New Haven, who have tens of thousands of people come into their towns to work," he said. "We are really having a substantial amount of people coming into Enfield to work. I think that's bragging rights for the town." Arnone also said that the Enfield Police Department is doing an excellent job since the town's crime rate at 1,149 incidents per 100,000 residents is nearly half the state average of 2,433 incidents per 100,000 residents, according to CCM.

Not all town officials were alarmed at the news of the town being on the list again. Mayor Scott R. Kaupin said Tuesday that CCM is lobbying the town's legislators because they continually try to bring additional revenues into municipalities. Kaupin said he doesn't believe Enfield is a "distressed community." Kaupin added that the town is on "many different lists" and that the current designation "isn't the end of the world." "We pay attention to (Enfield) 365 days a year," Kaupin said. "We know what our challenges are and where we need to make improvements. That's what we work for all the time."

Town Manager **Matthew W. Coppler** said the designation of being a distressed town "doesn't define a community in any way, shape, or form." "This is a good community," **Coppler** said. "There are always things to look at that we need to improve on."

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Hartford Courant, The (CT)  
April 11, 2014

**TOWN TO GET GRANT FOR INCENTIVE HOUSING \ - ENFIELD**

Author/Byline: Mikaela Porter

State officials announced Thursday that Enfield would be one of nine towns to receive a \$20,000 state grant to develop an incentive housing zone in town.

Town Manager **Matthew Coppler** said the money will be used to hire a consultant to develop regulations that establish an incentive housing zone in Thompsonville. "What we get out of this is better housing stock," **Coppler** said. "It brings up the overall environment in the neighborhoods and allows for people working in our community to live there." **Coppler** said one of his and the town council's goals is to revitalize the village of Thompsonville.

Gov. Dannel P. Malloy said the grants would cover pre-development, preliminary and planning costs associated with creating incentive housing zones, which Malloy said "promote both affordable and market-rate housing and mixed-use developments in residential and business districts." "These zones can help communities relieve congestion and avoid sprawl by creating more vibrant neighborhoods near businesses and existing transportation connections -- allowing people to walk or take public transit to work, to visit cultural attractions, or just to enjoy an evening out," the news release read.

The grants are funded through the Housing for Economic Growth Program, known as HomeCT.

Andover, Barkhamsted, Clinton, Guilford, Madison, North Stonington and Windsor Locks also received \$20,000 grants from the state. Canaan received a \$50,000 grant.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Hartford Courant, The (CT)  
October 23, 2013

**COUNCIL OKS NEW SEWER USAGE FEES - ENFIELD**

Author/Byline: Mikaela Porter

The town council unanimously voted to implement a new sewer usage fee starting in January that will charge residents and businesses based on the amount of water they use. In addition to passing the new fee, the council approved an amendment to the sewer usage fee ordinance that appoints a council subcommittee to review sewer connection charges for new homes or apartment complexes.

According to Town Manager **Matthew Coppler**, the connection fee proposed is about \$200 for a residential hook-up and \$350 per unit for apartment complexes and condominiums. The subcommittee will have until Dec. 31 to recommend any changes.

The new sewer usage fee is broken into three categories: a minimum fee for consumption of up to about 3,800 gallons, another tier for up to 20,000 gallons and a third tier for consumption of more than 20,000 gallons. Each homeowner's bill will reflect three months of water usage. The minimum fee is \$13; consumption up to 20,000 gallons will be billed at a rate of \$3.39 for every 1,000 gallons; and consumption of more than 20,000 gallons will be billed at a rate of \$5.08 for every 1,000 gallons.

Residents voiced their concerns at an August public hearing about the minimum fee, which was originally about \$50 per quarter. Since then, the town council has lowered the proposed fee to \$13 a quarter for about 3,800 gallons of water or less, which comes out to about \$50 to \$55 per year.

Residents who have their own septic system will not be charged. Those who have well water systems will be charged a different rate based on average residential use, based on about 16,000 gallons per quarter. The town's website features a calculator to help residents estimate how much they will owe the town for water use.

Residents with sewers are encouraged to become familiar with the water companies that service the town, the Hazardville Water Co. and Connecticut Water Co. Connecticut Water said the sewer fee change will not affect the water rates it charges users.

Implementing the new fee will allow the town to be eligible for federal and state grants to pay for upgrades to Enfield's water pollution control plant at 90 Parsons Road. During the second public hearing on the new fee Oct. 9, **Coppler** said the town needed to update its water and sewer equipment. **Coppler** said the 250 miles of sewer pipes and 16 sewer stations in Enfield hadn't been updated since 1972, and were overdue for 20-year recommended maintenance.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
June 18, 2013

**Enfield council votes to increase sewer use rate on non-taxable properties**

Author/Byline: Jonathan Bissonnette

The Town Council on Monday voted unanimously to increase the sewer use charge rate on non-taxable properties for 2013-14 to \$1.78 per thousand gallons of wastewater treated, an increase of 22 cents. The council, acting in its capacity as the Enfield Sewer Authority, voted 8-0, with Deputy Mayor Kenneth Nelson Jr. and Councilmen Joseph Bosco and Patrick Crowley absent from the meeting, which was held at Town Hall.

The rate, calculated through a formula based on the Water Pollution Control Authority's budget and the amount of wastewater treated, represents a 22-cent increase from the current rate of \$1.56 per thousand gallons, Town Manager **Matthew W. Coppler** said.

Prior to the council's discussion and vote, a public hearing was held to hear comments on properties affected by the increase. Three people spoke, asking how the increase would affect residents in town. **Coppler** and Mayor Scott R. Kaupin said that the increase affected only non-taxable entities, such as prisons, churches, and government facilities. "This is strictly for the government users, not-for-profits, churches, state Department of Correction, and so forth," Councilman William Lee reiterated during the meeting that followed the hearing.

Kaupin said that some confusion among residents might have stemmed from the fact that the legal notice for the hearing did not specifically mention non-taxable properties. "There was no differentiation, and now you can see the confusion," Kaupin said. "That's why folks were here -- it just didn't differentiate that this was non-taxable."

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
 May 16, 2013

**Enfield council narrowly passes \$118.4 million budget**

Author/Byline: Jonathan Bissonnette

The Town Council on Wednesday narrowly approved -- by a 6-5 vote -- a \$118.4 million budget for 2013-14, with most of the dissenters objecting to an increase in the tax rate. The budget represents a 3.6 percent increase or about \$4 million more than this year's spending plan. It is also \$2 million more than the \$116.4 million budget recommended by Town Manager **Matthew W. Coppler**.

Mayor Scott R. Kaupin, Councilwoman Cynthia Mangini, and Councilmen Thomas Arnone, Patrick Crowley, William Lee, and Gregory Stokes voted in favor of the budget. Deputy Mayor Kenneth Nelson Jr., Councilwoman Carol Hall, and Councilmen Joseph Bosco, Thomas Kienzler, and William "Red" Edgar Jr. voted against it.

In a separate but identical vote of 6-5, the council approved a mill rate of 29.26, which represents a 5.1 percent increase over the current mill rate of 27.84 mills. A mill represents \$1 in tax for each \$1,000 in assessed valuation of taxable property. "What is this going to do to our residents on fixed incomes or our businesses who are just barely getting by?" asked Kienzler, who voted against the budget. "The one need we must always consider the most is the need to be able to stay in our homes and continue to run our businesses." "All I can do for the taxpayers of this town is apologize," Bosco said. "I really feel horrible because people just can't make it anymore. When are we going to separate the wants, the needs, and what we have to do to get by?"

Hall said her dissenting vote "actually is really disheartening to me." "The argument comes when we have to increase the mill rate and nobody's willing to give up anything," Hall said. "It breaks my heart to vote no." However, some council members who voted in favor of the budget said that after a five-year period without an increase in taxes, the increase to the mill rate was due. "We held the line for so long and now it's time that we look at the issues and put our values where they belong, and the values have to be for the people of Enfield," Mangini said. "All in all, it's a good, solid budget."

"Over the last five years, we'd had a zero tax increase and in my estimation, in the last couple of years we should've balanced that out a little bit," Stokes said. "Because sooner or later it catches up because things become in place where you have to spend money." Nelson countered that, "People say five years and no tax increase I wasn't aware we had to raise taxes. I didn't know that was policy."

Prior to the vote, Kaupin told the council that he respected the opinions of each member, whether they were for or against the budget. "You put your heart and soul into the effort and I have no problem with your decision whatsoever," Kaupin said. "It's not an easy budget. No budget's easy."

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Town government spending increased to \$54.1 million, which represents a 5.8 percent increase or roughly \$3 million more than the current year.

The budget set school spending to \$64.2 million, which represents a \$1.12 million increase or 1.8 percent more than the current year.

The budget also reflected the council's decision to have the town pick up \$750,000 of information technology costs the school system would normally have to pay. That would then permit school officials to reallocate the \$750,000 it doesn't have to spend on IT costs and use it to implement full-day kindergarten and reduce the number of expected layoffs from 30 to about 15. "We heard people asking for all-day kindergarten all-day kindergarten in my opinion has been the most dominating issue in this budget season," Kaupin said. "Almost everyone says they support all-day kindergarten. The additional funding to the Board of Education accomplishes this."

School board Chairman Timothy Neville said he was "very, very pleased" with the appropriation the board received. Neville said the ability to offer full-day kindergarten starting in the fall is "a big deal that will boost our offerings and give an incentive to keep kids in the town. "All worked hard and people came together to work on this and I'm thrilled and very, very happy," Neville said.

Edgar said that he voted against the budget because he said he "listened to the people" and would not approve a budget that included money for the armed security guard initiative About \$610,000 was included in the budget for the implementation of armed security guards in the town's public schools this coming school year.

Also included in the town budget was a \$1.3 million increase to the Public Works Department to purchase new equipment, including mowers, dump trucks, recycling trucks, and plow trucks.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Hartford Courant, The (CT)  
May 16, 2013

**BUDGET PLAN WOULD SLASH, ADD TO PAYROLL \**  
**TWO NEW POSITIONS INCLUDED, BUT LONGTIME TOWN PLANNER'S JOB ON**  
**CHOPPING BLOCK**

Author: Amanda Falcone

The town council hasn't adopted a 2013-14 budget yet, but the town is already seeking to fill a new position -- assistant town manager of development services. The job advertisement was posted on the town's website April 15, and the town will accept applications through May 20. Town Manager **Matt Coppler** included the position in his \$116.4 million budget proposal for the next fiscal year. It is part of the reorganization of the planning and development service departments. The town council has until Saturday to adopt a budget for the new fiscal year, which will begin July 1. **Coppler's** proposal eliminates the positions of town planner and development services director and adds the positions of assistant town planner and assistant town manager of development services. The reorganization would lay off longtime town planner Jose Giner. **Coppler** said the reorganization will allow the town to recruit candidates with a higher level of management experience and a broader level of experience in town government overall. "We have met a lot of our goals, but there's still a lot more we need to do," **Coppler** said.

The position of development services director is currently filled by an interim director, Peter Brayton, who is also working as the community development director. Under **Coppler's** proposal, Brayton would remain employed by the town as community development director but would be asked to focus on the redevelopment of Thompsonville. Brayton currently makes \$67,350; that figure would rise to \$75,000 under the town manager's proposal.

The new position of assistant town manager for development services will oversee the building, community development, planning and economic development departments as well as code enforcement issues. Assistant Town Manager Dan Vindigni, who makes \$110,581, will remain in his position. He oversees the public works, recreation and library services departments. He also deals with capital improvement and energy efficiency issues, real estate transactions and customer care.

In its advertisement, Enfield says it is looking to hire a "self-motivated and well-rounded public sector professional with in-depth knowledge and experience in local government operations related to development services." Patience, clarity of thought and the ability to resolve conflict are necessary attributes, the town says. The person hired will be asked to attend all town council meetings and is required to have a master's degree in public administration or a closely related field and five years of "progressively responsible municipal experience." Candidates also could have any equivalent combination of education and experience, according to the job posting. The salary for the position is \$90,000.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
May 18, 2012

**Enfield council approves \$114.4 million budget**

Author/Byline: Marcus Hatfield

The Town Council on Wednesday approved a \$114.4 million budget for the 2012-13 fiscal year, a slight reduction over this year's spending plan and one that will result in the lay off of two town employees and likely cut positions in the school system as well. Mayor Scott R. Kaupin called it a "compromise budget," and he and several other town officials said they were disappointed in the amount of funding for education.

The new budget, which was approved by an 8-3 vote, cuts \$27,500 from the current year's budget. However, it's \$1.25 million less than the 1.07 percent increase Town Manager **Matthew W. Coppler** recommended to the council. Council members Joseph Bosco, Tom Kienzler, and Deputy Mayor Kenneth Nelson, all Republicans, voted against the budget.

The council approved the 27.84-mill tax rate **Coppler** proposed, an increase of about 16.6 percent. That increase was necessary, **Coppler** said, because of the lower value of taxable property following last year's revaluation. Because property values are down, most homeowners won't see much change in their tax bills.

The budget adds about \$430,000 to the school budget. That's a 0.7 percent increase, but it's \$550,000 less than what the Board of Education had requested and largely reflects an increase in the state Education Cost Sharing grant.

Kaupin said he thinks there are both positives and negatives in the budget. For example, he said he favored a larger increase for the school system but couldn't build a consensus. "I don't believe that anyone is totally happy with the budget," Kaupin said. "It's definitely a compromise budget, but it will continue to move Enfield forward and fund what our needs are."

School board Chairman Timothy Neville said he was disappointed in the budget that passed, noting that after four years of no increases there were "a lot of needs" in the budget. Neville said the school board, under both him and former Chairman Gregory Stokes, who is now on the council, tried to plan for the future and to plug a \$1.3 million hole in the budget they saw coming because of the expiration of federal stimulus funds. The board saved just over \$1 million from its budget -- about \$450,000 last year and \$627,000 this year -- to use in next year's budget to try to fill that gap.

While the council will let the board use the \$627,000 from this year for next year's budget, the \$450,000 the board saved was spent to cover cleanup costs related to October's snowstorm. Because of that, School Superintendent John Gallacher said the board has to find \$480,000 in cuts, which means it'll have to pull back on some of what they it to add and, he said, "I would anticipate there would be some staff reductions." Neville said that based on comments from last



**Internet – Newspaper Archives Searches****Matthew W. Coppler***(Articles are in reverse chronological order)*

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month's public budget hearing, during which residents overwhelmingly supported the board's budget request, "we thought we were doing the right thing." "After year after year of cumulative budget cuts, our kids aren't going to be competitive with their peers in other towns," Neville said, adding that Enfield spends less per pupil than comparable towns and less than the state average. "We'll do the best we can with what we have, but I'm disappointed in the way it turned out."

Kienzler said that while he didn't support the budget, it was just a disagreement over a "small amount of money." He said he didn't support the amount given to the school board because last year "they didn't spend what they were budgeted."

Nelson said he was disappointed in the projected savings from the consolidation of the high schools and that he didn't want to increase school spending in the same year the town will be asking residents to approve spending millions of dollars for the consolidation at referendum. "We're supposed to be consolidating schools to cut costs," Nelson said. "The last four years we have proven it can be done. Why does the Board of Education all of a sudden need more money?"

Councilwoman Cynthia Mangini said that while she supported the budget, she saw it as "the lesser of all evils." She said she had to vote for it to preserve the additions she supported, but that "it wasn't a budget that I had hoped would pass."

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
March 1, 2012

**Enfield manager to keep home; foreclosure dropped**

Author/Byline: Marcus Hatfield

Town Manager **Matthew W. Coppler** will keep his Enfield home, a local bank's lawyer said Wednesday after the bank dropped a foreclosure suit it had filed in January.

Windsor lawyer John Wall, who represented New England Bank, confirmed Wednesday that the bank's withdrawal of its lawsuit, filed in Hartford Superior Court, settles the matter. He declined to provide additional details. **Coppler** declined to comment for this story, and his lawyer, Susan Williams of Enfield, did not return a phone call seeking comment.

The lawsuit, filed Jan. 12, claimed that **Coppler** hadn't made payments on the mortgage for his home at 254 Post Office Road. Court records say that **Coppler** took out a \$264,150 mortgage on the property on Sept. 6, 2006. According to local assessment records, **Coppler** bought the property for \$293,500, and the current appraised value is \$211,800.

Mayor Scott R. Kaupin told the Journal Inquirer in January that the foreclosure lawsuit against **Coppler** didn't affect his or other Town Council members' faith in the town manager, saying that the council as a whole was "very supportive" of **Coppler**. "There's always more to the story than can be reported in the newspaper and what would be part of any foreclosure filing," Kaupin said in February. "Those matters are personal in nature. No one felt that it would impact his job performance."

**Coppler** began his tenure as Enfield's town manager on July 1, 2006. His annual salary is \$126,778.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
November 22, 2011

**Enfield council sets aside \$2 million for storm cleanup**

Author/Byline: Marcus Hatfield

With work under way to collect the tons of storm debris still cluttering yards in town, the Town Council on Monday set aside \$2 million to help pay for the effort. Those funds will cover the costs of two contractors the town hired to coordinate and conduct the cleanup effort -- AshBritt Environmental and Science Applications International Corporation. The companies started work in Enfield on Friday. Town Manager **Matthew W. Coppler** said that officials initially estimated the cleanup would cost around \$3 million, though now they're expecting a figure between \$1.8 million and \$2 million.

Because President Barack Obama declared a major disaster in parts of Connecticut, **Coppler** said that the Federal Emergency Management Agency will reimburse 75 percent of the cleanup effort in addition to full reimbursement along some roads. The town would be responsible for the other quarter of the costs, though **Coppler** said "there are rumors" that the state could reimburse a portion of that.

**Coppler** said the two contractors are working seven days a week and will work until Dec. 16 to clear debris. AshBritt started with 19 trucks and will increase that number to 50 by Wednesday. He said AshBritt collected 10,000 cubic yards of materials over the first weekend of the effort.

Residents should not worry about the number of passes on each street that AshBritt will make, **Coppler** said. Some residents have so much debris in their front and back yards that they can't fit all of it at the curb at once, but **Coppler** said the contract calls for AshBritt to collect all of the debris and not to make a set number of passes. "If they have to go back over an area 12 times, that's what they'll do," **Coppler** said. "If it's out there, we'll pick it up."

That is not the case for those who live along state routes, however, because the state is responsible for maintaining those roads. **Coppler** said the state was only planning to make two passes for debris pickup along those roads and that town officials are trying to find out from the state when their crews will make those passes.

Residents have until Dec. 16 to place storm-related vegetative debris at the curb for pickup. The debris should be placed as close to the curb as possible without blocking sidewalks, utilities, or mailboxes. The debris should not be bagged or bundled, and any branches or limbs thicker than 8 inches in diameter should be cut to lengths of less than 10 feet. Home and business owners may also continue to bring storm debris to the transfer station.

Town officials haven't yet set a timetable for storm-related cleanup beyond collecting debris. Councilman Joseph Bosco asked what town staff would be doing about "widowmakers" -- broken limbs dangling from trees that could fall. **Coppler** said the town was planning to address

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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those problems once the debris cleanup is complete, noting that because of the scale of the problem, work could continue well into next spring.

Councilwoman Cynthia Mangini asked whether the town would make any effort to remove limbs and trees that had fallen into streams, creating flood hazards. **Coppler** said that there is a separate FEMA process for those projects, noting that the federal agency could fully reimburse such efforts. While the town is beginning the application process, it has not yet begun work at the streams.

**Coppler** warned that the town and its residents must abide by FEMA rules or it risks losing reimbursement. The town can't use FEMA funds to clear storm drains, for example, and he said homeowners can't put non-storm debris from their yards at the curb. The contractors are paying close attention to what they collect, he said, and the town will not be reimbursed for non-storm items.

Mayor Scott R. Kaupin asked what options are available for resident and businesses who incurred expenses related to the storm. Assistant Town Manager Daniel Vindigni said homeowners can call 211 to register information about personal hardships with the state, and **Coppler** said officials are waiting to hear from the state exactly what the process entails. **Coppler** also said he expects that the U.S. Small Business Administration will work with businesses affected by the storm.

**Coppler** said the town has already spent \$600,000 related to the storm for initial emergency operations that included the opening of shelters, road clearing, and overtime. He said the town will seek reimbursement of those costs as well.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
June 1, 2011

**Enfield's E-TV streams live**  
Author/Byline: Marcus Hatfield

E-TV, the town's local government access cable channel, is now streaming live on the town's website and on the air for subscribers of AT&T's U-Verse service. The live Internet stream began on May 20 and the U-Verse TV cable channel went live on May 26, according to Library Director Henry Dutcher, who coordinates E-TV. This isn't the first time video from E-TV broadcasts has been available online, but before last month, only archived videos of previously broadcast shows was available on demand. Dutcher said that while the availability of the on-demand videos has not changed, a live streaming video of E-TV runs on the town's website. He said the stream mirrors what's on the cable channel with a 12 to 15 second delay. On-demand videos of town meetings are generally available two to three days after the meeting, with DVDs available at the library in about the same time, Dutcher said.

E-TV is also available on TV on channel 99 for local U-Verse subscribers. The channel had previously only been available for Cox Communications cable subscribers. The government access channel became an issue in December when some residents began to complain that Cox's transition to digital transmission meant they no longer received the channel on their older television sets unless they purchased special equipment. The company offered a free converter box for older televisions for a limited time but Peter Talbot, the company's government affairs manager for the state, said the converter boxes were only available for customers who didn't already have Cox equipment for its digital cable service. E-TV is available on Cox for customers with digital service or a converter box on channel 16. Those customers without that equipment but whose televisions have digital tuners can tune in to E-TV on Cox digital channel 117.218, Dutcher said. U-Verse customers will not need any additional channel to see E-TV as it will be available with the equipment needed to get the AT&T service in the first place, Dutcher said.

The Town Council approved the deal with AT&T at the council's March 21 meeting. According to Town Manager **Matthew W. Coppler**, AT&T agreed to reimburse the town for all the equipment it needs to broadcast the channel on U-verse. Because AT&T would also supply a three-year warranty, **Coppler** said, the only cost to the town would be the purchase of an extended warranty or the cost of replacing or repairing equipment after the expiration of the initial warranty.

To see the live video stream online or for links to archived meeting videos, click on the E-TV link on the home page of the town's website:  
[www.enfield-ct.gov](http://www.enfield-ct.gov)  
Dutcher said a second link will appear on the library's website in the near future.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
May 17, 2011

**No tax hike in Enfield**

Author/Byline: Marcus Hatfield

The Town Council on Monday unanimously approved a \$114.38 million budget for the 2011-12 fiscal year while keeping the property tax rate stable for the fourth consecutive year. The budget represents a 1.15 percent increase or \$1.3 million more than the current year's spending plan. The approved budget is also a nearly \$500,000 increase over the budget proposed in March by Town Manager **Matthew W. Coppler**. **Coppler** said that the council was able to add spending to the budget without increasing taxes because he expects more revenue from the state than he forecast when he prepared his initial budget proposal.

Mayor Scott R. Kaupin called the spending plan a "consensus budget" and thanked town staff, residents, and his fellow council members for getting it passed. He said the difficult budget decisions the town made in recent years put the council in a good position to pass a budget without raising taxes. "With the taxes that will be going up at the other levels of government, I think the folks in Enfield will appreciate a fourth year of no tax increase," Kaupin said.

The property tax rate will remain at 23.88 mills, the same rate that has been in place since the fiscal year that ended in 2008. A mill is the equivalent of a dollar in taxes for every \$1,000 in assessed property.

All of the changes made Monday to **Coppler's** proposed budget were on the town side. The council approved without changes the \$62.7 million budget adopted by the Board of Education, the same amount of spending budgeted for the current fiscal year. With the town budget passed, the school board will begin fine-tuning its spending plan in the coming weeks and months. The council voted Monday to adjust capital projects spending in four areas. It reduced spending on refuse equipment to \$144,000, a \$256,000 decrease from the proposed budget. However, the council added more than \$364,000 for the purchase of recycling barrels, \$50,000 for a veteran's monument, and \$500,000 for town road work.

Councilwoman Cynthia Mangini thanked town staff for their work during budget season. "Going through the budget process is not an easy task and I'm just pleased that we were able to get through it successfully," Mangini said. Councilwoman Carol Hall said that the relatively small changes the council made to **Coppler's** budget -- a total of 15 amendments -- showed that town staff and the council were on the same page. "Usually we have so many amendments. I can't remember ever reading this little amount of amendments, which to me is a reflection on your staff and directors knowing the direction that this council really wanted to go in," she said to **Coppler**. "So, kudos to you and all your staff."

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
January 25, 2011

**Library head won't discuss censorship but says 'Sicko' will be screened**

Author/Byline: Marcus Hatfield

Library Director Henry Dutcher on Monday said that Michael Moore's controversial documentary "Sicko" will eventually be screened at the Enfield Public Library but postponing it for now -- as some town officials wanted -- was in the best interest of the library. Dutcher, in his first interview since Town Manager **Matthew W. Coppler** lifted a gag order on him, would not, however, address questions about whether the Town Council's pressure to cancel the library's Jan. 21 screening of "Sicko," Moore's 2007 Academy Award-nominated documentary criticizing the American health care system, was censorship.

Enfield drew interest from around the world last week after the Journal Inquirer reported Thursday that the council, at its Jan. 18 meeting, pressured the library to cancel its Jan. 21 screening of "Sicko" -- the second installment of the library's nonfiction film series. Mayor Scott R. Kaupin also threatened to cut the library's funding if the film was shown, raising questions of whether the council had censored the library. The mayor asked **Coppler** to talk to Dutcher about canceling the film after four residents -- all members of the Republican Town Committee -- used the public comment portion of the council meeting to object to the screening.

Dutcher, in an interview at the library on Monday, said he chose to "take a step back" to retool the film series at **Coppler's** request because it was in the best long-term interests of the library. "Wednesday morning, we had a situation," Dutcher said, referring to the morning after the council meeting when he and **Coppler** decided to cancel the screening. "It's how you resolve the situation, the end result." He said that although the episode wasn't pretty, it provided an "amazing lesson" in how democracy works. "I personally think what we've been through has been very positive in the outcome," he said. "A lot of people say, if you see sausage made, you wouldn't want to eat it, but then you might be deprived of something you really like. Going through this might not be something you really, really like, but the end process is something that makes us stronger. That's a real positive thing.

Dutcher said that because he worked exclusively with **Coppler** throughout this process, he did not want to answer any questions about whether he thought the council had censored him or the library, saying that he didn't know that it was a "yes or no question." "I am focusing on the end result. I know someone would want me to say, No, answer that question," he said, adding that some of the feedback he has received has been criticism that he didn't take a stronger stand. That's not my province. My province is to make sure this library moves forward in the way we've always done. That's my role. "What would I have gained simply by showing a movie on one particular date?" he asked. Although he wouldn't say specifically what he would have risked by refusing to cancel the movie, he said "there was certainly a chance that the manner in which we would progress would be much more confrontational." Dutcher said he recognizes now that there were flaws in the film series, which was renamed "Friday Flicks." It had previously been known

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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as "Fun Flicks." Dutcher said the titles for the non-fiction film series that included "Sicko" were chosen months ago and, therefore, he had no idea that Republicans in the U.S. House of Representatives would push through a vote on their initiative to repeal President Barack Obama's health care plan last week, the same week the film was to be shown.

Dutcher said that in the past the library showed two other Moore documentaries, "Bowling for Columbine" and "Fahrenheit 9/11" without any controversy. He said he and his staff focused on finding award-winning or nominated films with high profiles that dealt with "hot topics" such as health care, education, and the environment. In doing so, he said, he didn't create a balanced series. "We didn't get the balance," he said. "That's what we're working on." He said he expects to have his plan ready in the next week or so, well in advance of the next council meeting on Feb. 7, which is what council member wanted.

Finding balance is not always easy, he said. Sometimes, there are no obvious counterpoints to offer. For example, he said the library once hosted a presentation about deep-sea fishing, and he said he didn't know what would constitute balance in that case. He said he has considered several films to provide balance to "Sicko." One of the titles is called "Sick and Sicker" and is a documentary critical of the health care reform law promoted last year by Obama. Although both films focus on health care, Dutcher said it isn't clear whether they represent a balanced look at the same issue. He also gave the example of films about Islam, asking whether the library would have to show films about multiple religions to achieve the balance demanded by the council.

Kaupin said Monday that balance could be achieved by showing multiple movies or by supplementing the films with speakers. "Sometimes maybe you can't find balance -- maybe there's not another film that's credible, but you can find a speaker. You can find a presentation," Kaupin said. "Invite someone in from Johnson Memorial Hospital or Hartford Hospital or St. Francis and get their impression on health care."

Resident Kevin Fealy, in his comments at the Jan. 18 council meeting when he objected to the library's screening of "Sicko," said that although he felt cancellation was the right approach, if the screening was to go forward, there should be an opposing viewpoint offered. "If we do want to see differing points of view, I would suggest films like 'The Passion of the Christ' and other controversial movies would also be filmed or shown and advertised for viewing in a public venue like that on the tax dollar," Fealy said. Dutcher said that because the film series uses materials owned by the library or on loan from other libraries there is virtually no additional cost involved. DiPace said he's looking for someone to provide him with a copy of "Sicko" that he can screen for the public after the Democrats' meeting on Feb. 9 at Town Hall. Republican Town Chairwoman Mary Ann Turner said Monday that she has no objection to DiPace's plan. "Good for Tony. If he wants to invite me, I'll bring the popcorn," she said.



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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Hartford Courant, The (CT)  
September 24, 2010

**COUNCIL CONSIDERS LEAVING HEALTH DISTRICT \ - TOWN MANAGER  
ADVISES AGAINST IT**

Author/Byline: Melissa Traynor

The town council is again considering leaving the North Central Health District - an issue that has been mostly absent from meeting agendas since the council seriously considered the move in December. Town Manager **Matthew W. Coppler** said the town had adopted a resolution that would allow it to leave the district by June 30, 2011, and he advised the council to decide whether to stay or leave by Oct. 20.

Council members had expressed concern that the health district, which addresses public health concerns and enforces state health codes through permits and inspections, was sluggish in its response time for certain building permit applications. **Coppler** warned, however, that a council decision to withdraw from the health district this fiscal year would pressure the town to develop a comparable district on its own and solicit the membership of other towns.

As of Wednesday night when the council met, **Coppler** was not completely confident that the town could pull it off. He noted that work to establish the new district would have to be done at the same time that town officials work to develop a municipal budget for next year.

**Coppler** told the council that it needed to weigh the possible significant risks with the potential gains. "The risk is greater than the reward at this point," **Coppler** said. "We need to stay the course."

The town pays approximately \$181,000 each year to be a part of the current eight-town district and estimates that it would pay slightly more if it creates a new health district.

Although council members mostly agreed that the district still had problems to correct, not all were in favor of departing. Councilwoman Cynthia Mangini said that moving forward with Enfield's own district would place a significant amount of work on town staff. She also said it appears that the health district has made the appropriate changes that the town has asked for.

Deputy Mayor and Councilman At-Large Ken Nelson didn't agree and stated that there were too many problems to ignore, especially the length of time that district staff took to process permit applications. Health district Director William Blitz did not comment, other than to say that he believes the district has complied with the requests made by Enfield.

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
September 4, 2010

**Enfield outsourcing deals struck before layoffs - Union probes contracts**

Author/Byline: Ed Jacovino

Contracts between the town and three area engineering firms to handle overflow work were signed last spring, before five employees in the planning and engineering departments were told their jobs were being eliminated. Now, those contracts are being used to outsource the jobs, Town Manager **Matthew W. Coppler** said.

The move sparked a union investigation into whether it complies with existing contracts, and drew criticism from the group, which argues outsourcing is more expensive and results in decreased performance. Town officials are hopeful it will save taxpayers' money, and one Town Council member argues that research should have happened first. From all perspectives, the outsourcing marks a change in the scope of Enfield's government. Smaller towns completely use outside companies to handle their workload. Larger ones have more robust engineering departments and only turn to outside help for large projects or specific technical skills. "We're in a period where we do have to look very closely -- the trends are that government is doing more work with less people," **Coppler** said.

Enfield's contracts are with the firms Milone & MacBroom of Cheshire, Vanasse Hangen Brustlin of Springfield, and GM2 Associates of Glastonbury. Each calls for work "on an as-needed basis when projects cannot be completed by town staff due to time, staff, or other resource constraints or when outside expertise is required." They were signed in April of this year and are effective until March 2011. Of the five employees, three took an early retirement deal after learning their positions could be eliminated. Another two passed on the offer and were laid off.

**Union investigates**

Their union is investigating whether the outsourcing violates its labor contract. The group plans to request town documents outlining the bidding process and bills from contractors to the town, said Matt O'Connor, a spokesman for the Service Employees International Union and Civil Service Employees Association local 2001. The labor contract lets the town sign overflow contracts to handle the work its own employees can't finish. It also lets the town lay off employees as needed. It doesn't let the town hire outside contractors to take work away from its employees. "Where it becomes an issue is in a case like this when you have layoffs, eliminations," O'Connor said.

**Coppler** insists the two steps -- signing the contracts and downsizing the departments -- were separate. The bid for applications was put out in late 2009 when projects were stalled on staffers desks, he said. The applications were reviewed and approved before March, when **Coppler** proposed a budget that called for the layoffs. When **Coppler** was asked in May by the council how he planned to handle the extra work created by the downsizing, he said he didn't know.

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"This wasn't necessarily a scenario we thought we were going to be going with," he says now.

**Coppler:** outsourcing to save money

But for **Coppler**, the existing contracts sufficed and he hopes the outsourcing will result in an overall savings for the town. He plans to present an analysis of the contracts this winter as he prepares a new town budget for the 2011-12 fiscal year.

The union, on the other hand, contends that outsourcing means less dependable service for higher prices. "You lose a tremendous amount of accountability with services that are contracted out to private vendors," O'Connor said. The problem is that a town is in the business of serving its residents, he said. Companies are in business to make money. "It's the profit margin," O'Connor said.

He points to the hourly rates charged under the contracts:

\* A project manager nets \$135 per hour under GM2's contract. Clerical work is \$55 hourly.

\* At Vanasse Hangen Brustlin, the project engineer gets \$95 hourly. A landscape architect is paid \$115 hourly.

\* And at Milone & MacBroom, the pay schedule is highest -- \$140 hourly for project managers and \$160 hourly for a construction manager's work.

Here's how much the town has paid each firm since the layoffs in June:

\* Milone & MacBroom collected \$27,000, up from the \$9,000 it was paid by the town in the 2009-10 fiscal year and ahead of pace on the \$56,800 it collected in 2008-09.

\* Vanasse Hangen Brustlin collected \$16,900 from the town since July, up from the \$4,500 it got from the town in 2009-10. It didn't have any contracts with the town in 2008-09.

\* GM2 hasn't been paid since July. The firm also didn't do any work for the town in the two previous years.

It is unclear whether the figures include only work billed under the overflow contracts. The town has not responded to a request from the Journal Inquirer asking it to specify which work was on the overflow contracts and which wasn't.

Was it the best deal?

Members of the council will ask whether the town got the best deal for its money. Councilman David W. Kiner, a Democrat, had asked **Coppler** how he planned to handle the extra work caused by the downsizing. Kiner voted against downsizing the departments and against the town budget as a whole, in part because of what he called the "unknown" behind outsourcing. Research showing whether the moves would actually save money should have happened beforehand, not after, Kiner said. "We have no idea what this would actually cost the town in the long term," he says now. "It would be a shame for the Enfield taxpayers if we end up actually

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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paying more and we laid off taxpaying Enfield residents." Kiner points to plans for major road paving projects over the next five years. During the last round of roadwork, the town's engineering department handled much of the work. Now, more will be handled by private firms, he says.

But Mayor Scott R. Kaupin, a Republican, trusts that **Coppler** and other town officials got it right. If it turns out that outsourcing costs more than keeping employees on staff, then he and others on the council have said they're willing to change course. "We understood from the beginning -- when the proposed changes were brought forward for engineering -- that this would be handled by consultants," he said.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
May 5, 2010

**Enfield town employees compete to cut energy use**

Author/Byline: Ed Jacovino

Employees at eight town buildings will compete for the next two months to see who can save the most electricity as part of a challenge sponsored by the town's Clean Energy Committee. "The whole idea is really to be an education experience for the staff," said Joel Cox, the town's assistant director of social services who is overseeing the project.

The employees are focusing on simple things, such as shutting off lights when they're not being used and turning computers off at the power strip, Cox said. "Right now, we're just doing small things like that," he said. The committee is calling the effort the "Municipal Facility Energy Challenge." It's being hailed as a way to reduce town spending and environment-harming emissions.

The effort kicked off Monday when town officials took baseline readings of their energy use. They'll take readings each week during May and June, and compare them to the same weeks last year, he said. The results will be posted on the energy committee's website: [Wwwenfieldcleanenergy.org](http://Wwwenfieldcleanenergy.org)

There'll be small prizes for the building that saves the most energy, Cox said. The hope isn't to save lots of electricity or money but to teach people about which appliances use -- or waste -- the most electricity, he said. Each building will also have a device that can measure the electricity used by any one machine.

Town Manager **Matthew W. Coppler** called the effort a way to save tax money. "Often in our effort to balance the budget we are forced to reduce the level of service or raise taxes," he said. "(This) allows municipal employees to work together to save money without reducing services or raising taxes."

The buildings involved are Town Hall on Enfield Street, the Enfield Child Development Center and the Village Community Center, both on High Street, the Enfield Adult Day Center on Beech Road, the Enfield Senior Center on Elm Street, the Angelo Lamagna Activity Center on North Main Street, the Enfield Public Library on Middle Road, and the Pearl Street Branch Library.

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
April 13, 2010

**Paying more for the status quo**

Author/Byline: Kala Kachmar

To come up with the \$3.2 million that Town Manager **Matthew W. Coppler** says would be needed to keep the town's government and services operating at current levels, taxpayers would have seen their tax rate increase by 4.41 percent.

But **Coppler**, at the insistence of the Town Council, came up with a 2010-11 budget that will result in no increase over the current 23.88-mill tax rate.

The manager's \$112.8 million spending plan, now under review by the council, includes \$50.1 million for town operations, down from \$53.3 million in the current fiscal year. To do that, he has proposed eliminating 25 staff positions and curtailing a variety of town services, such as Dial-A-Ride and school crossing guards. The manager also proposed keeping school spending at its current \$62.7 million level, shaving \$700,000 from the appropriation sought by the Board of Education, which would have constituted a 1.24 percent spending increase.

Taxes would go up by 1.05 mills if the council decides to come up with the \$3.2 million needed to keep services and staff at current levels. A mill is the equivalent of a dollar in taxes for every \$1,000 of assessed property valuation -- meaning, as an example, that residents with \$200,000 of assessed property would pay an addition \$210 per year.

If the council additionally chose to give the school system all the money sought by the board, the tax rate would increase by 1.3 mills, or 5.45 percent. A taxpayer with \$200,000 of assessed property then would pay \$260 more in taxes for the coming fiscal year.

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
May 14, 2009

**No tax hike in Enfield - Town Council OKs \$116.11 million budget**

Author/Byline: Christine McCluskey

The Town Council on Wednesday unanimously approved a \$116.11 million budget for 2009-10 with no tax increase. The budget, which keeps the tax rate at its current 23.88 mills, includes \$62.71 million for the school system. The overall budget represents a roughly \$2.62 million decrease or 2.2 percent less than the current year's \$118.73 million spending plan.

Council members said Wednesday that while the economy made it a difficult year and the budget wasn't perfect, they were glad to have approved a plan with no tax increase. "The reality of the times do demand that we come in with no tax increase," Councilman David Kiner said. Deputy Mayor Ken Nelson Jr. thanked the town and school employee unions who agreed on wage concessions to save the town money in 2009-10.

Councilman Jason Jones noted the high public participation in this year's budget process, saying the council heard more from the community than it had in years. Councilman Patrick Crowley said next year will be even more difficult, and had a message for the parents who came to council and Board of Education meetings wearing red to oppose cuts to the education budget, including the now-shelved proposal to close a school. "Don't put away your red shirts, you've got a big fight ahead of you," Crowley said.

While the vote on the entire budget was unanimous, a few council members opposed specific pieces of the budget. Nelson said he voted against the education budget because, with the state budget still undecided, he's concerned that the legislature could decide to cut the \$28 million in Education Cost Sharing funds Enfield is expecting. "They could really hurt this community" if that happens, Nelson said. Councilwoman Cynthia Mangini said she didn't agree with the idea of distributing additional revenue unequally among departments.

Also on Wednesday, Town Manager **Matthew W. Coppler** announced that the union for certified and licensed non-supervisory professionals, which includes 54 town employees, had agreed to wage concessions. The town and union agreed to freeze wages for 2009-10, postponing the 3 percent wage increase that the contract had called for next year, and to add one year to the contract, so that it expires in 2013 instead of 2012. The town agreed not to lay off any members of the union in 2009-10.

The concessions will save the town \$71,000 next year. **Coppler** had said that he would cut that amount from the salary line in the budget for those employees somehow if concessions had not been agreed upon.

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
October 21, 2008

**Enfield Town Council votes to give manager 2 retroactive pay raises**

Author/Byline: Stacey A. Silliman

The Town Council voted unanimously Monday to give Town Manager **Matthew W. Coppler** two retroactive pay raises, dating back to July 2007. Council member William Ragno, who had stepped out of the room, did not cast a vote on the pay raises.

Mayor Scott R. Kaupin explained that **Coppler** was awarded two pay increases, at 3 percent for 2007 and 2008, because the council did not conduct a formal review and pay assessment last year. Prior to the two increases **Coppler** was paid \$119,500 annually plus benefits as the town manager.

The increases will be retroactive to coincide with the town's fiscal year, which runs from July 1 to June 30. Kaupin said the council plans to make sure it does an annual review of **Coppler's** salary and job performance in the future. "We're playing catch-up here and we'll be back on track with a normal annual review next year," he said, adding, "The town is in good hands with you as manager." The manager also received praise from Deputy Mayor Ken Nelson Jr., who said of the decision to give **Coppler** a raise, "This is well deserved."

**Coppler** left his position as city manager in Batavia, N.Y., in 2006 after he was hired to replace former Town Manager Scott Shanley by the previous Democratic-majority council. Shanley now manages the town of Manchester.

Kaupin served on the council sub-committee that chose **Coppler** from a selection of applicants to fill the administrative post.

During his first few months in town, **Coppler** instituted a "coffee with the town manager" program in order to talk with residents about their thoughts on the community's needs. **Coppler** holds a master's degree in public administration and a bachelor's degree in political science from Bowling Green State University in Ohio. He and his wife, Lisa, live in town and have three teenage children.



**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
August 14, 2008

**Enfield to add hybrid vehicles to fleet**

Author/Byline: Stacey A. Silliman

The town will soon be adding two hybrid vehicles to its motor pool, thanks to a clean energy grant from the state. Town Manager **Matthew W. Coppler** said the town has received a grant from the Connecticut Clean Fuel Program that will reimburse \$8,440 of the purchase price of up to four hybrid vehicles for the town. "We've been looking at things that conserve energy and the grant offsets the difference between the regular and hybrid versions," **Coppler** said.

The town, which also is planning to purchase replacement police vehicles later in the year rather than continue to lease, may also use a portion of the grant for those vehicles, **Coppler** said. He is looking into when the grant, which was received by the town a little over a month ago, would need to be used by in order to determine if the town will use it for police vehicles.

The only hybrid available on the state bid list at this time is the Ford Escape sport utility vehicle. **Coppler** said the town might decide to wait to purchase the hybrid vehicles until a new state bid list comes out, which may include additional vehicle options. "I'm not sure of the timeframe for purchasing the vehicles. If we go for the Escapes, we'll probably do it in the next month or so," he said, adding he thinks the new bid list will be out in September.

The Escape hybrid has an estimated miles-per-gallon rating of 34 in the city and 30 on the highway, according to Consumer Reports. In contrast to the SUV hybrid, the iconic Toyota Prius hybrid, which is a four-door sedan, receives a rating between 40 and 48 mpg. **Coppler** said the state bid lists tend to include only American companies' cars such as Ford, Dodge, or Chevrolet.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Hartford Courant, The (CT)  
March 6, 2008

**STATE MIGHT HELP CLEAN UP POLLUTED WELLS - TOWN SIGNS  
AGREEMENT FOR TESTING AT 19-HOME SUBDIVISION**

Author/Byline: Larry Smith

The town council has agreed to a voluntary consent order with the state Department of Environmental Protection to help a 19-home subdivision with contaminated wells. Town Manager **Matthew W. Coppler** said the agreement allows the town to apply for a state grant to pay for an engineering report and preliminary testing.

The homes in the Still Meadow subdivision, off Broad Brook Road between Salerno and Rebecca drives, were built around 2001. The first traces of contamination appeared in 2004. State officials have found chemicals from a cleaning solvent and degreasers used by companies in a nearby industrial park seeping into the wells, Department of Environmental Protection officials have said. The state is providing bottled water, filters and well monitoring for 12 of the homes. Ultimately, it wants to connect the homes to a pipe that leads to the Hazardville Water Co., which would provide them with fresh water.

In a memo to **Coppler**, Kevin Neary, an environmental analyst for the DEP, said the town would oversee the testing but the work would be paid for by the state. Very little money, about \$60,000 for the grant application, would be required upfront from the town.

Deputy Mayor Kenneth Nelson, who voted against the agreement, said there are too many questions about what will happen with the project. "You're asking me to buy a business without knowing what it is," Nelson said. "That's absurd."

**Coppler** told the council that many of its questions can't be answered until after the preliminary work is done. He added that if the town chose not to work with the DEP, it could be ordered to do the project and that such an effort would be expensive. "I understand where you're coming from," **Coppler** said. "The alternative isn't the project doesn't get done. The alternative is it gets done and we have to come up with a way to pay for it."

Town Attorney Kevin Deneen said if the council decided not to approve the voluntary consent order the state could force the town to do the work and pay for it. "I agree with the town manager," Deneen said. "You're a lot better off walking arm in arm with them than having them stomp on you."

Council member William Lee said the council has been aware of the problem for a couple of years. "I don't personally have any misgivings about the state's ability to reimburse us," Lee said.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
July 6, 2007

**Enfield gets \$1 million from feds for sewer improvements**

Author/Byline: Anne Pallivathuckal; Amy Grigitis contributed to this story

The town has been allocated \$300,000 of a \$1 million appropriation designated for a project that would correct the surface and groundwater infiltration into the town's sanitary sewer system. U.S. Sen. Joseph I. Lieberman and Mayor Patrick L. Tallarita held a news conference Thursday at Freshwater Pond on North Main Street announcing the funds, which were included in the Department of the Interior Appropriations bill. The \$1 million appropriation is part of that bill.

Town Manager **Matthew W. Coppler** said the money would be used as part of the town's \$3.7 million sewer system project. Specifically, the funds would be used for the work in the Thompsonville section of town.

The "fairly complex project" would remove rainwater and groundwater from sanitary sewers, separating the storm sewers and the sanitary sewers, **Coppler** said. "It's going to reduce the operations costs of the water pollution control plant," **Coppler** said, adding that because less water will have to be treated, the town will save money is electricity costs. "This will improve the efficiency of the plant as well as reduce long-term costs." **Coppler** said this project was one of the top priorities for town officials.

"We're absolutely thrilled," Tallarita said of securing the money. "It helps with the total improvement of the infrastructure," Tallarita said, making Thompsonville more economically viable and attractive.

Tallarita also emphasized the reduction in energy and chemical costs due to the lesser amount of water going to the sewage treatment plant. Having cleaner water also will help improve the environment, he said. Tallarita said the early stages of the project already are under way but now that federal funds have been secured, the work would be accelerated.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
May 14, 2007

**Taxpayer leaders talk to investigator - Say questions about DPW didn't involve Mayor Tallartia**

Author/Byline: Alex Wood

Two leaders of the Enfield Taxpayers Association say an investigator from the chief state's attorney's office has talked with them about allegations that refuse collectors working for the town's Public Works Department have been paid for hours they didn't work. But the two -- association President John D. Sheridan Jr. and Vice President Scott M. Vining -- also said this week that their discussions with the investigator had nothing to do with Mayor Patrick L. Tallarita.

The Hartford Business Journal reported this week that Tallarita was the subject of an investigation by the chief state's attorney's office. The Journal Inquirer has been unable to confirm that. Chief State's Attorney Kevin T. Kane makes a policy of not confirming or denying reports of investigations. His spokesman, Mark Dupuis, reiterated that policy Friday in response to questions from the JI about the Enfield public works probe. Kane's policy differs from that of at least one of his predecessors, John M. Bailey, who once testified that his office would confirm investigations.

Vining said weigh slips from the Ellington transfer station show that Enfield trash trucks often stop there between 10 a.m. and 11 a.m. He said the transfer station is the last stop on their routes. Vining said the employees who work on the trash trucks are paid for eight-hour shifts that are supposed to run from 7 a.m. to 3:30 p.m. But Town Manager **Matthew W. Coppler** said that when the refuse collectors return from their routes, "the supervisory staff has other work for them." **Coppler** said he was unaware of any state investigation involving the town.

Vining acknowledged that the refuse collectors sometimes have additional duties after they reach the transfer station. At this time of year, for example, they are picking up yard waste and will make more than one trip to the transfer station in a day, he said. He has focused on Saturday overtime shifts in weeks with Monday holidays. He said there was such a shift on Feb. 17, the Saturday after the Lincoln's Birthday holiday, and that the employees weren't required to punch out. He said 10 drivers and two laborers were paid a total of \$3,221 for that shift, at time and a half.

There was another such shift a week later, Feb. 24, because of the Presidents Day holiday. Vining said he drove by the public works garage at 2 p.m. that day and saw no cars in the parking lot -- only one black sport-utility vehicle. He said 12 employees' time cards show that they punched out at 2:15 p.m. that day. Their supervisor punched out at 2:55 p.m., he added.

But **Coppler** said he has spoken to the town's employees about Vining's allegations and that they say they were at work when Vining alleges they were absent. He also said he has punched time

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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cards -- and that the employees say they punched them. **Coppler** acknowledged that employees sometimes are allowed to go home early "under extreme weather conditions," such as intense heat and humidity or cold and rain. "It's not every day," the town manager said. "I can't tell you what the extent is."

**Coppler** also said a number of employees come in well before the start of the work day, often on the order of 20 minutes early, to get prepared and start work as soon as their shifts begin. Although the employees punch in early when they do this, they aren't paid for the extra time, he said. He added that the town's salaried, supervisory personnel often work hours extra and receive no additional pay.

Sheridan was less detailed in his comments than Vining, saying only that he had talked to Janice Kmetz, a police inspector assigned to the Public Integrity Bureau of the chief state's attorney's office, about the public works issue. He said he feared that giving more detail would impede her investigation. Sheridan said Kmetz asked him if he was "aware of anything that had happened in the political arena in Enfield." He said he told the investigator he knew nothing other than what he had heard through the "rumor mill." He said there was no discussion of Tallarita. "This has nothing to do with Mayor Tallarita," Vining agreed.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Journal Inquirer (Manchester, CT)  
March 28, 2007

**Firm sues Enfield for breach of contract over library project**

Author: Mike Cummings

A Cromwell-based construction company is suing the town for breach of contract over a project to renovate the exterior of the Pearl Street Library. The company, Pinney Construction Corporation, filed a lawsuit on March 13 in Hartford Superior Court. It is seeking payment and damages "well in excess of \$75,000." The town contracted the company in June 2006 to restore the exterior of the Pearl Street Library.

Pinney Construction was the sole bidder on the project. The contract was originally for \$344,347 and set a completion deadline of Oct. 2, 2006. A change order issued during the work raised the contract amount to \$361,065, Finance Director Gregory Simmons said Tuesday. The work included replacing or repairing the building's gutters, trim, roof, doors windows, chimneys, and entrance steps, according to bid request. According to the complaint, Pinney Construction claims the town increased the project's scope without extending the completion deadline. The contractor also claims the town continually obstructed its ability to complete the work on schedule and did not pay it for work done in accordance with the contract.

Town Manager **Matthew Coppler** did not return phone calls Tuesday to comment on the lawsuit. Pinney Construction's complaint details a dispute over the replacement of the library's front steps. The contractor says the contract originally called for the replacement of three of the seven entrance steps. It claims the town and its architect, Capital Studio Architects of East Hartford, took several months to approve the granite materials for the steps, which the contractor says hindered its ability to complete the work on time.

The town also increased the number of steps requiring replacement to seven, the contractor says. Pinney Construction says the town prohibited it from demolishing the front steps until the granite for the replacements arrived, which it says caused delays. The contractor says following demolition of the steps, it had to wait for the architect to draw schematics for connecting the new steps to the building's foundation, which it says hindered its ability to complete the work on time.

Pinney Construction also claims the town refused to adjust the contract to compensate the contractor for extra work, specifically, the demolition and rebuilding of the library's three chimneys. The contractor claims it "substantially completed" its work by the Oct. 2 deadline. It says the town refused to declare the project substantially completed until all of the granite steps were installed even though the public had full use of the library throughout the project "through a side entrance, and for the majority of time, through the front entrance utilizing existing steps."

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Hartford Courant, The (CT)  
September 5, 2006

**NEW TOWN MANAGER SETTLES INTO JOB, COMMUNITY  
MATTHEW COPPLER SAYS HE WANTS TO HEAR FROM RESIDENTS ABOUT  
THEIR CONCERNS, AND HE HOPES PUBLIC INPUT CAN HELP SHAPE POLICY  
DECISIONS**

Author: Larry Smith

Town Manager **Matthew W. Coppler** has been on the job since July 1. **Coppler**, 39, who was city manager of Batavia, N.Y., where he worked from 2001 until June, holds a master's degree in public administration and a bachelor's degree in political science from Bowling Green State University. He is married to Lisa, and they have three children, Bethny, 17, Catriona, 14, and Quentin, 12.

**Coppler** discussed his job during a recent question-and-answer interview:

How did you decide on a career in public administration?

**Coppler:** I was always leaning toward a public sector position. I actually started thinking I was going into law. But in college, taking a political science class, intro to public administration, and the professor was very involved. I got to know him better and got to hear some of the different ideas about public administration. I guess that's what led me down the road -- that interest in the public sector instilled from my parents, service to the community -- this was the best outlet that I saw.

What is your general philosophy in how you approach your job?

**Coppler:** I always try to listen and hear what all the issues are, get all of the facts, and make sure to pass on good information to the policy makers, which is of course the council. And then follow up. I think it's very important that you listen to people, hear what their concerns are, and try to address those the best way you can. Sometimes you can't, but you've tried.

What have you learned from your "coffee with the town manager" sessions?

**Coppler:** I think besides attending, one is to get people to know me, introduce myself, let them know that if there are any issues they can give me a call directly and hopefully we'll be able to resolve it. The other side is to hear from the public and what they're thinking and try to establish two-way communication. We do a fairly good job of getting information out, but I don't know how good of a job yet we do getting information back to us on how people felt. But it's always a good way again to hear what people are thinking; it also identifies areas where we're not doing as good a job communicating what's going on as well, because there's a lot of misperceptions, misconceptions about why we're doing different things. That's a great way to address those and hopefully get the right message out there. I think we've been fairly successful; at the second [session] we had about 25 people. It was primarily people residing around the area where we had it. I think we're going to keep doing these for a long time.

**Internet – Newspaper Archives Searches****Matthew W. Coppler***(Articles are in reverse chronological order)*

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Has your learning curve become bigger or smaller?

**Coppler:** I think in terms of laying out where I thought I'd be at this point in time, I feel like I'm there. It takes awhile to understand all the nuances and have all the background. Unfortunately, as issues come up, they usually pre-date my arrival. It takes a little bit of time to go and get some research and find out why actions were taken or what the thought process was and look back at the policy. But, again, I think that's to the benefit of the organization of the town, because somebody asking a question that maybe the residents or the people that are involved in the policy may have been asking, too, but never had answered. So it allows us to go back over why we're doing what we're doing and how we're doing it. With that being said, life is about learning at all times. No matter whether we're in a position for a day, a year, 10 years, you should always be learning something about that.

Are there any issues you've determined that the town needs to address?

**Coppler:** I see in bringing myself up to speed there's things that we probably will be doing a little bit differently in the future. I can't think of anything right offhand that stops me in my tracks, gee we've got to change totally from what we're doing. I think we have very good leadership from the town council; we have great department directors; we have great employees working for us. [There's] definitely a lot of concern and care for the community from the employees and staff here. With that being said, I think you always have issues whenever you have an organization or a community to run. There's always going to be some issues that probably at some point will be changed. I'm just kind of taking in what's going on. Asking questions as to why we're doing what we're doing, and working with people to find out if there are better ways to do what we're doing and if there are, we move forward.

Has coming here in July made your transition smoother?

**Coppler:** We ended up actually having council meetings. I think there's been a lot of opportunities to interact with council members, slowly getting to know them, meeting with them, finding out what's good and what's bad -- some of their personal philosophies on government. So I think whether we had a lot of meetings or very few meetings, I could have handled it either way. It's going very good.

What are some things you think you need to get to know about Enfield?

**Coppler:** Obviously, in utilizing the "coffee with the manager" format and probably some other contact opportunities, just getting an understanding of how people feel about the community and what they think their strengths are and their weaknesses are. Getting that information is going to help formulate policy for the council so we can work together to identify the issues that we as a community need to address. I think that's a very important thing that comes out of these contacts with citizens is understanding what they're thinking and what they think we need to be doing. And then translating that, ultimately, into policy by the council. This council, they have a belief that our community can be better than what it is. Not saying it's bad, but we can become a lot better. Knowing what people are thinking will help them address and direct ultimately where we're going.



**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Hartford Courant, The (CT)  
July 29, 2006

**OFFICIAL: `APPROPRIATE ACTION TAKEN' - DETAILS WITHHELD IN MATTER OF UCONN TICKETS**

Author/Byline: Larry Smith

Town Manager **Matthew Coppler** has taken action against the town's public works director, who purchased UConn women's basketball tickets from a contractor. But **Coppler**, who has been town manager since July 1, won't reveal details of the action, saying he generally does not release information in personnel matters. He said he interviewed people and read all relevant reports before making a decision. ``We have reviewed it," **Coppler** said. ``There was appropriate action taken so [the situation] won't occur in the future."

According to a police report on the investigation, John Kazmarski purchased season tickets to the basketball games from Terry McCarthy, project manager for the McGuire Group, and some town employees occasionally bought tickets from him. But it wasn't until a town employee saw Kazmarski sitting in seats for individuals who donate \$5,000 to the university for the right to buy tickets that someone questioned whether he was violating any policy. A police investigation found that the purchases didn't reach the level of criminal behavior.

Mayor Patrick Tallarita said that although it is not the council's role to get involved with personnel decisions, he believes **Coppler** took the right actions. Administrative policies are handled by the town manager, and there was nothing in the situation that required council action, Tallarita said. ``I'm pleased with the way that **Matt** addressed the situation," Tallarita said. ``He addressed it in a professional manner." Tallarita said Town Attorney Christopher Bromson, who was acting town manager at the time of the investigation, made changes in administration policies to address the issue.

According to the police report on the case, which was closed in May, Deputy Public Works Director Geoffrey McAlmond sent a memo to Bromson in February citing a possible violation of personnel rules and procedures by Kazmarski. In the memo, McAlmond said a town employee saw Kazmarski at a Jan. 31 UConn basketball game sitting in choice corporate seats. The employee said he understood that Kazmarski paid for his own seats, but questioned whether a corporation was making the required donation to receive them. Kazmarski told police that he bought the tickets from McCarthy at face value for three years, the report said. Kazmarski has not commented publicly on the situation.

McCarthy told investigators that he donates \$5,000 annually to the UConn Club to be eligible to purchase the tickets. He buys tickets to both men's and women's basketball games, but retained only two for himself and sold the rest to co-workers, relatives and Kazmarski, the report said.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Hartford Courant, The (CT)  
July 20, 2006

**SETTLEMENT STRUCK IN SCHOOL DISPUTE**

Author/Byline: Larry Smith

The town council on Wednesday approved paying a Vernon-based contractor \$550,000 to settle a dispute over a construction project at Enfield High School. At a special meeting, the council unanimously approved the settlement with King Associates, the contractor for the \$6 million project that included a one- and two-story addition to the school. The dispute between the two parties had been going on since 2004. The town had been withholding payments to King Associates because some of the work in the project had not been completed by the opening of the 2004-05 school year. Another contractor had to be hired to finish it, Mayor Patrick Tallarita said.

Town Manager **Matthew Coppler** said the settlement is ``all being paid for within the confines of the project bond money." The settlement allows both sides to avoid spending hundreds of thousands of dollars in legal fees in court, Town Attorney Christopher Bromson said. Both sides had been trying work through a mediator since 2004 to resolve the dispute, officials said. Under the agreement, both sides release each from any future claims about the project.

Tallarita said it is as fair an agreement as both sides could get and is in the best interests of the town. ``This just puts an end to a chapter," Tallarita said. ``It's nice to conclude this; it was confrontational at times."

**Coppler** said most of the work on the project has been completed except for one issue with a leaky roof. The public works department is working to fix that problem, he said. **Coppler** said the town has paid \$141,000 in legal fees trying to resolve the dispute. Tallarita said the agreement had been discussed numerous times with the town's building committee, council members and town staff.

Town officials began withholding payments in 2004 when they weren't satisfied that work, which was supposed to be completed by the beginning of 2004-05 school year, wasn't done. The project included renovations to the library, administrative and guidance offices as well as some classrooms.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Hartford Courant, The (CT)  
June 7, 2006

**COPPLER VOTED IN AS TOWN MANAGER**

Author: Larry Smith

**Matthew Coppler** is now officially the new town manager. The town council on Monday approved the hiring of **Coppler**, 39. He was in Enfield over the weekend with his wife and their three children searching for a home and was at the council meeting during the vote. **Coppler**, the city manager of Batavia, N.Y., will start in Enfield July 1 and will get a \$119,000 annual salary. "I really look forward to some of the opportunities we talked about during the interview process," **Coppler** said. "I hope when we look back 10 or 15 years we will agree this was a good choice."

**Coppler** has more than 15 years of experience in local government; he has served as both a village and a city manager. He started his career as a planner in an Ohio town. "We look forward to having you in our community," Mayor Patrick Tallarita told **Coppler** Monday. **Coppler** has been city manager of the northwestern New York community of 16,000 since 2001. He holds a master's degree in public administration and a bachelor's degree in political science from Bowling Green State University in Ohio.

Republican Minority Leader Scott Kaupin welcomed **Coppler** to Enfield and said starting right before the town's Fourth of July celebration is a good time to see that the town is a good place in which to live. Kaupin was on the subcommittee that screened the applicants for the job. Assistant Town Manager Daniel Vindigni, who was praised by Councilman Ken Nelson, is serving as acting town manager until **Coppler** arrives. Town Attorney Christopher Bromson had been serving as acting town manager since November, when Scott Shanley was forced to resign.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Daily News, The (Batavia, NY)  
May 6, 2006

**County, city still sorting out debt settlement**

Author/Byline: Roger Muehlig

Genesee County figures the city of Batavia owes some \$59,000 from dropping out of the county's self-funded workers' compensation program at the end of 2003. City Hall, apparently, isn't ready to agree.

City and county officials met to discuss the monetary issue about two weeks ago. At that meeting, the city agreed in principle that it owed some amount of money, "it was just a question of documenting how much it was," Charles Zambito, chairman of the county Legislature's Ways and Means Committee, said Wednesday.

The county originally estimated the amount at \$44,000, but a check of the bills showed the actual amount to be about \$59,000, Kathy Jasinski, executive secretary of the county program, told Ways and Means. She provided the city with copies of the bills, she said, but hadn't gotten a response.

Most of the money is for state workers compensation board assessments -- operating money for the state board -- that generally run two years behind, Jasinski said, and for legal expenses for the city's withdrawal from the county program. Jasinski offered to send out a final bill, but Zambito, R-towns of Elba, Byron and Bergen, preferred to give the city two more weeks, until Ways and Means' next meeting.

City Manager **Matthew Coppler** said Thursday that the county figures included some "new things," like bills from 2002, that had not been in the mix before. "We're trying to make heads or tails out of this," he said.

**Coppler** said the city will probably request more information based on what the county provided. "They'll be hearing from us shortly, no doubt about that," he said.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Daily News, The (Batavia, NY)  
April 26, 2006

**City about \$1 million - short, audit confirms**

Author/Byline: Joanne Beck

It's like opening the barn door and letting the horse out. And then saying, oops. That's how City Councilman Rose Mary Christian describes the city's budget process. The city's financial woes have been gaining speed for some time now. And the budget door, so to speak, has been opened. "The horse is out," she said. "Financially we're hurting. It is a mess."

Christian's latest concerns stem from a phone call she made to city auditors Freed, Maxick & Battaglia. Auditor Don Gould told her the city's about \$1 million short, she said during Monday's council meeting. Gould was unavailable for comment Tuesday and did not return calls made to him.

Councilman Daniel Snyder questioned where she got the information from and if it was ethical to call the auditor. Christian said she can call anyone she wants to. "I represent my ward and I represent the taxpayers of my ward," she said. "I called because I wanted some answers concerning the water rate. I asked about the audit ... it will be presented in a couple of weeks. As of August 2005, we're about a million short. (Gould) said this didn't happen overnight. It's been years in the making."

Christian thought the city's audit should have been presented by now. It seems only fitting that those numbers are discussed before the next year's budget is adopted by April 1, she said. Council President Frank Ferrando disputed that. He thought audits have generally been submitted in May or June. According to city clerk minutes, last year's audit was presented to council March 28. This year's report is expected to be on City Council's May 8 meeting agenda.

City Manager **Matt Coppler** said a copy of the city's financial report was sent to all council members some time in March. The audit would have been presented earlier but there were scheduling issues with increased budget sessions and **Coppler's** time off in early April, he said. He confirmed that there is that million dollar gap from "a very difficult year" in 2004-05. "Not on the expenditure side, but on the revenue side," he said. "Leading up to the 2002-03 budget, there were many years of difficulties between expenditures and revenues. We started building back our reserves and then got hit with retirement (increases), and we began using our reserve funds. Batavia was one of seven (cities) who received no additional aid for that."

Some of the problem is the result of how incoming and outgoing money isn't recorded during the same fiscal year, he said. For example, the city spent about \$40,000 on its central corridor plan, but the grant that helped pay for it wasn't received and recorded until the following year. That would make 2004-05 look \$40,000 short and 2005-06 appear \$40,000 richer. When combining the two-year period "it's a wash," he said. That doesn't mean there's not a deficit, he said, and City Council's move to increase property taxes 5 percent will help to build back a reserve.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Cutting services and personnel isn't the answer, he said. "There's only so far you can cut. We've eliminated positions, cut back on projects ... the (5 percent increase) allows us to guarantee to have money to operate over the next year."

While Ferrando was surprised at Christian's \$1 million claim, he said he wanted to wait for the official audit report before reacting. He also was "set aback" that more council didn't support his suggestion to form a budget advisory committee. He wanted to assemble eight or nine nonpartisan citizens to give input during the 2007-08 budget process. The idea was shelved after a straw poll vote of 5 to 4 against. Councilman Charlie Mallow voted against the idea. He didn't want to "pass the buck on anyone" or use the committee as a scapegoat for an unpopular budget next year, he said.

Ferrando refuted the idea this group would be a scapegoat. That's not the intent, he said. "I felt that would have been a very important and smart move for council, to get a fresh look. I'm not looking for a group to make decisions ... but to see where the real issues are," he said. "The more we can broaden the democratic process, the more it can help us with a budget. I can't understand what the fear of council would be."

As for the 2007-08 budget process, Ferrando and other council members said they'd like to start "right away." Council asked **Coppler** to get a budget meeting calendar in place to start talking as early as May, Ferrando said. Christian believes a million dollar deficit would have roused her and other council members a bit more while discussing budget numbers earlier this year. "I think everybody would have been wide-eyed if we were presented with a different budget than the beautiful, glorious picture we had," she said.

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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[CB&A Note: To view the entire case, please follow the link below.]

<https://www.leagle.com/decision/20051000162ohioapp3d8381906>

**FIFTH THIRD BANK v. COPE**

No. CA2004-05-059.  
162 Ohio App.3d 838 (2005)  
2005-Ohio-4626

FIFTH THIRD BANK et al., Appellants, v. COPE et al., Appellees.  
Court of Appeals of Ohio, Twelfth District, Warren County.  
Decided September 6, 2005.

Attorney(s) appearing for the Case  
Statman, Harris, Siegel & Eyrich, L.L.C., and Lawrence A. Flemer, for appellants.

Rendigs, Fry, Kiely & Dennis, L.L.P., and Steven Hengehold, for appellees the estate of James L. Ross Sr., James L. Ross Jr., and the Gross Partnership.

John H. Engle, for appellee William Landis.

Freund, Freeze & Arnold and Kevin C. Connell, for appellees village of Carlisle and **Matthew Coppler**.

WALSH, Judge.

{¶ 1} Plaintiffs-appellants, Fifth Third Bank and Sharon Shelton, appeal a summary judgment granted in favor of defendants-appellees, the estate of James L. Gross Sr., James L. Gross Jr., the Gross Partnership, William Landis & Landis Engineering, Inc., the city of Carlisle, and **Matthew Coppler**, with respect to appellants' claims against appellees, arising from the allegedly faulty construction of the foundation for Shelton's house.

{¶ 6} In June 1993, while Cope was digging the foundation to the house on Lot No. 32, which was next door to Shelton's, Landis observed reinforcing rods sticking out of the soil there. As a result, Landis ordered Cope to dig a four-foot test hole to further investigate the lot's soil conditions. When Cope dug the test hole, he found roofing-material debris. Landis ordered Cope to dig further until he reached undisturbed material. Cope dug down an additional ten feet before he found undisturbed earth. On June 11, 1993, Landis met with Carlisle's city manager, **Matthew Coppler**, at Lot No. 32 and showed him the debris; Landis expressed his concern that the house on that lot was being built over a "major landfill." Landis's primary concern was that the debris posed a safety problem with respect to the area's groundwater; consequently he requested that **Coppler** place a stop-work order on the house being constructed on Lot No. 32 to further investigate the situation. Landis also requested that a stop-work order be placed on Shelton's house, since it was immediately adjacent to Lot No. 33. **Coppler** did not respond to

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Landis's request for a stop-work order. Nevertheless, before leaving the site, Landis told Cope that if the hole he had dug on Lot No. 32 "was filled with compacted gravel," then he "would approve a building on that site[,] assuming that \* \* \* the water was not a continuing problem." Cope agreed to take out the roofing-material debris on Lot No. 32 and to replace it with compacted gravel, to ensure the structural integrity of the house built on the lot. **Coppler** also agreed to that solution.

{¶ 7} Four days later, Landis received a copy of the Nutting Report from **Coppler**. After glancing at the report, Landis again asked **Coppler** to approve a stop-work order on Lots No. 32 and 33 because of his concerns that the roofing-material debris posed a potential safety hazard with respect to both the underground water and the structural integrity of the foundations of the houses that were being built on those lots. **Coppler** told Landis that he was not going to address the water problem because it was the "county health department's problem," not the city's. He then told Landis "to go ahead with the inspections."

{¶ 8} Landis did not recommend to **Coppler** that "it would be advisable to dig out the foundation area around [Lot No.] 33" because he "didn't have enough information to make any kind of recommendation." Landis also did not order Cope to perform the same remedial measures on Shelton's Lot No. 33 that he had suggested for Lot No. 32, i.e., to remove the roofing-material debris and replace it with compacted gravel, because Shelton's house had already been built on the lot and it would have had to have been torn down to fix the potential problems with the foundation. Nevertheless, Landis made notes of his conversations with **Coppler** to make a record of his concerns about the groundwater and the foundations in case "problems did arise," and to make a record showing that he proceeded as he did only because **Coppler** ordered him to do so. Landis continued to study the Nutting Report, "looking for leverage" to change **Coppler's** decision not to grant a stop-work order, with Landis's primary concern still being the safety of the groundwater. Landis even ordered groundwater testing at his own expense. Prior to final inspection of Shelton's residence, Landis reminded **Coppler** of the "potential serious nature of the groundwater problem." He provided **Coppler** with a copy of his report on the groundwater to which he attached a note, stating he "still had concerns." **Coppler** never responded to Landis's note.

{¶ 11} On April 18, 2002, Shelton and Fifth Third Bank ("appellants") filed a complaint against Cope and Gross Sr.,<sup>1</sup> as well as against Landis and his company, Landis Engineering, Inc. (together, "Landis"), alleging, among other things, breach of contract and negligence. On July 18, 2002, Landis brought a third-party complaint, seeking indemnification, defense and reimbursement of costs from the city of Carlisle. On December 17, 2002, appellants filed an amended complaint, naming as additional defendants Gross Jr., the Gross Partnership, **Coppler**, and Carlisle and alleging breach of contract, breach of the implied warranty of workmanlike construction, breach of contract as an intended third-party beneficiary, negligence, willful, wanton, and reckless misconduct, fraudulent misrepresentation, and violation of Shelton's civil rights, pursuant to Section 1983 et seq., Title 42, U.S.Code. All of the named defendants except Cope moved for summary judgment.



**Internet – Newspaper Archives Searches****Matthew W. Coppler***(Articles are in reverse chronological order)*

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{¶ 12} On December 31, 2003, the trial court issued a decision granting summary judgment in favor of all defendants except Cope. The trial court found that the estate of Gross Sr., Gross Jr., and the Gross Partnership (collectively, "the Gross appellees") did not owe any duties to Shelton regarding the lot they sold to Cope, which she had subsequently purchased. The trial court also found that Shelton was not an intended third-party beneficiary of the contract between the Gross appellees and Cope, or the contract between Landis and Carlisle that called for Landis to perform building-inspection services for Carlisle. The trial court also found that appellants could not prove their fraudulent-misrepresentation claims against either the Gross appellees or Landis. The trial court further found that there was no evidence that **Coppler** or the city had acted in "a wanton or reckless manner such as to negate the statutory grant of immunity," to which it found they were entitled. Finally, the trial court found that the applicable statute of limitations for all of appellants' claims against the Gross appellees, Landis, **Coppler**, and Carlisle had expired. On May 3, 2004, the trial court entered a judgment formally granting summary judgment to the Gross appellees, Landis, **Coppler**, and Carlisle as to appellants' claims against them.<sup>2</sup>

{¶ 42} In this case, Shelton knew by late 1999 or early 2000 that something was seriously wrong with the foundation of her house. Since her house was only about six years old at that time, it should have been apparent to any reasonable person that the builder (Cope) and anyone responsible for inspecting the builder's work, including Carlisle and **Coppler** (along with acting building inspector Landis), were responsible for the damage.<sup>3</sup> However, appellants did not file their action against Carlisle and **Coppler** until December 2002—well after the two-year statute of limitations had expired. Therefore, we conclude that the trial court did not err in dismissing appellants' action against Carlisle and **Coppler** on the grounds that it was filed outside of the applicable statute of limitations.

{¶ 43} In their final argument, appellants assert that the trial court erred in granting Carlisle and **Coppler** summary judgment on their Section 1983 claim, arising from their allegation that "Copper subverted Landis' authority to properly perform his functions as building inspector" on an "arbitrary and irrational basis," which resulted in the "deprivation of Shelton's property rights through a condemnation which would have never occurred but for **Coppler's** wrongful conduct." However, the statute of limitations for Section 1983 claims requires that they be filed within two years from the date of their accrual. *Browning v. Pendleton* (C.A.6, 1989), 869 F.2d 989, 992. Here, we conclude that appellants' Section 1983 claim accrued in late 1999 or early 2000 for the same reasons that appellants' action against Carlisle and **Coppler** accrued at that time. Because appellants did not file their Section 1983 claim until December 2002, their claim was barred by the statute of limitations.

Judgment affirmed.

POWELL, P.J., and BRESSLER, J., concur.

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Daily News, The (Batavia, NY)  
May 16, 2005

**Commentary**  
Author: **Matthew W. Coppler**

Editor:

I am writing regarding the May 3 news story titled "CATS prove tough to track" to clarify some items within the story. Though under one heading, this is really two different stories, both not quite providing the complete picture.

Since the story begins with CATS, so too will I. Regardless of the legal standing of the Citizen Action Teams (Community Action Teams), a concerted effort to keep this process in the public eye has been made by City Council and city staff. The Daily News was encouraged early in the process to be a part and provide coverage of the teams so all citizens could be kept aware of our progress.

As of the date of the article, seven of the eight teams had minutes posted, dating back to the beginning of the process through March. The minutes are meant to provide the teams a way to capture the information being presented to them and to capture questions and thoughts that were raised. The added benefit is they provide a window into the CAT process to citizens that are not able to attend, not a legal accounting of the meeting.

Any shortcoming in the process of making the public informed of upcoming meetings rests with me, not with these volunteer citizens or city staff that have been asked to go above and beyond. Contrary to the implication within the story that something is amiss, there is no conspiracy to be found behind this headline. Instead there are a large number of committed citizens, business people and city staff that are striving to create a better community in which they live. These individuals understand that the only way to create that future is to ask very tough questions that some do not want to address or would rather not be asked.

The second story within the story centers on the comments attributed to the International Association of Fire Fighters representative Michael Mullen. The CATs process began in October of 2004 and Mr. Mullen is just now beginning to voice his concerns, nearly seven months after the start.

I as well as City Council disagree with Mr. Mullen as it relates to the involvement of our citizens in reviewing the services we provide and the cost for those services. Often government is too self-involved and does not engage the people that are impacted by the choices it makes. It is sometimes forgotten that behind every tax dollar is a real person trying to make their lives better.

Mr. Mullen's claim that the teams are not getting enough information is incorrect. In fact, all the CATs have done a thorough job of seeking independent information. The team leaders have

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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approached their assigned task from the very beginning in an analytical manner, seeking all options, not just the one Mr. Mullen deems to be appropriate.

Lastly, the story leaves a lingering question that as a taxpayer I would want answered. Has the city acted improperly, as Mr. Mullen suggests, with \$900,000 from the ambulance fund? Every year the financial operations of the City of Batavia are reviewed by an independent auditing firm who does a complete and exhaustive evaluation of the city's finances. This audit is submitted annually to the New York State Comptroller's Office for final review. The \$900,000 referred to are revenues that are used to reimburse the general fund for operations of the fire department related to the ambulance service. On every shift, four firefighters are assigned ambulance responsibilities and provide ambulance service. We bill for this service, we accept revenues for this service, and we are able to reimburse the general fund for its expenses related to this service. If members of the city's fire department did not provide this service, we would have to hire 16 additional employees to provide the same level. The city for many years has been doing the same thing for general fund expenses related to both water and wastewater operations. In fact, before the ambulance service fund was created, this money was commingled with other general fund revenues. What the city did was present a clearer image of the service, how it is funded, and where the money comes from for the service.

As a citizen of this community I am proud of my fellow citizens who have answered the call of City Council to look at our community and its government to see if it can meet the challenges ahead. The greatness in any community is found not in the physical wealth or the aesthetics of the place, but in the commitment of the people to better their lives as well as the lives of their fellow citizens. These citizens understand our greatness as a community is in an individual's unwavering commitment to improve our future.

Thank you very much for the opportunity to clarify the aforementioned issue.

**Matthew W. Coppler**

City Manager

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Daily News, The (Batavia, NY)  
May 12, 2004

**Commentary**

Editor:

Batavia, like other Western New York Cites, is facing a variety of issues that could negatively impact the future of our community. However, there are many opportunities for us to create a community where citizens choose to live, work, and play and businesses can flourish.

Batavia City Council, recognizing that short-term solutions to these issues would not provide adequate long-term benefits, has decided to embark on a process to identify long-term strategies to address issues facing our neighborhoods, jobs, education, the expenditure of public funds, and many other issues important to our citizens and to our City. The result will be a community based, comprehensive and integrated plan to steer the future of the City of Batavia.

City Council is asking citizens to help create the motto and theme for this planning process. The motto and theme will be utilized in all promotions for the community based planning initiative and could be utilized for promotions for the City as a whole. Citizens wishing to participate in creation of a motto and theme for the planning process should submit their ideas in writing by the close of business on May 24 to: City Manager's Office, 10 West Main, Batavia, New York. Concepts can also be emailed to **Coppler@batavianewyork.com**. The selected concept(s) will be announced May 24 at the City Council Meeting.

**Matthew W. Coppler**

City Manager

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Buffalo News, The (NY)  
March 12, 2002

**CITY COUNCIL ADOPTS BUDGET FOR 2002-2003**

Author/Byline: Bill Brown

The City Council on Monday without comment adopted a 2002-2003 budget that maintains the real property tax rate at \$7.66 per thousand for the third straight year. The \$20,413,143 spending plan is about the same as the previous year. The amount to be raised by local taxes -- \$3.35 million -- is unchanged.

While spending for services increases by 5.5 percent, City Manager **Matthew W. Coppler** said this will be offset by added revenue, largely a 10 percent increase in rates charged by the city-operated ambulance service and added emphasis on tax foreclosures. He told the Council that the city stands to gain \$626,238 in foreclosures on commercial and residential properties that have failed to pay taxes. Of this, he noted, \$180,000 has already been collected.

The only controversial issue to surface was a proposal to double the pay for Council members. On a vote to hold a public hearing in two weeks, only at-large Councilwoman Christine M. Fix voted no. She said it was "too soon" to change a city charter provision that voters only narrowly approved last November. That would have initiated for the first time a \$2,000-per-year stipend for the nine Council members. Fix said that the committee that recommended charter changes and rejected a \$4,000 a year in pay proposal should not be overruled so soon.

At-large Councilman Frank C. Ferrando said that "no one runs for (Council) because of the money involved." However, he added, the average pay for similar city officials is about \$4,000. But he said, "It's the public's prerogative to decide."

**Internet – Newspaper Archives Searches**  
**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Daily News, The (Batavia, NY)  
June 8, 2001

**City awarded \$146,812 grant**

The city has qualified for a \$146,812 state matching grant for its proposed Tonawanda Creek Park, officials said. The city applied last year for a \$500,000 grant from the state Clean Water/Clean Air Bond Act. The city sought the money to develop its planned Creek Park on land behind Genesee County Courthouse.

City Manager **Matthew Coppler** Wednesday received a letter confirming the \$146,812 grant, which will be administered through the state Office of Parks, Recreation and Historic Preservation.

City Community Development Director Edward Flynn said Batavia will get the funds once it submits its Creek Park plan to state Parks and Recreation and City Council approves it. The grant is a good beginning for the project, he said. "We need to figure out what we're going to spend the money on. It's enough to start something," Flynn said.

The state is awarding \$15.5 million in bond act grants this year. The state received 552 applications requesting funds for \$123 million in proposed projects, according to a letter sent to the city by Bernadette Castro, Commissioner of Parks and Recreation.

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**Matthew W. Coppler**  
*(Articles are in reverse chronological order)*

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Daily News, The (Batavia, NY)  
October 21, 2000

**Coppler, city get acquainted**  
Author/Byline: Paul Mrozek

City Manager **Matthew Coppler** spent his first day on the job getting the feel of City Hall. "So far, so good. I've already had a chance to meet with all of the staff," he said early Monday afternoon. "Of course I've been inundated with paperwork already," he joked. **Coppler**, 34, came to Batavia from his administrator's job in Louisville, Ohio. Louisville is a city of about 8,900 people near Canton, which is 60 miles south of Cleveland.

**Coppler** said his first priority is to learn the names of city employees, then familiarize himself with the city computer system. He also hopes to work quickly to fill the vacant assistant city manager's slot. **Coppler** said he plans to work closely with City Council in setting short- and long-term goals for the city. "I think it's a very important aspect of what we do, of course at the direction of council," he said.

**Coppler** counts as his strengths his experience in economic development, planning, capital improvements and organizational development. He has a bachelor's degree in political science and a master's degree in public administration, both from Bowling Green University.

**Coppler** has nine years experience in city management and also served in the county planning department in Henry County, Ohio. He is the fourth person to take up the city manager's duties in the past 7 1/2 months. City Manager Robert Knabel resigned in September, leaving Assistant City Manager Sean Stegall in charge.

Stegall stepped down in November, leaving the acting city manager's job to Public Works Director Len Walker. **Coppler** said he's seen good things in City Hall despite the instability at the top of the administration. "My assessment of the department heads is that there is good continuity. You have such strong pillars. "Things are still getting done, still a high level of service," **Coppler** said.

The new manager said he plans on having a long tenure in Batavia and hopes City Council feels the same way. "They want to have that continuity also," **Coppler** said. **Coppler**, 34, and his wife, Lisa, have three children, Bethny, who turns 12 in three weeks; Catriona, 8; and Quinten, 7. When he is not working, **Coppler** enjoys jogging, plus spending time with his family. After that, he said, "there's nothing else left." The new city manager is currently living out of a hotel. His family plans to join him in Batavia when the Ohio school year concludes at the end of May. City Council unanimously approved **Coppler's** hiring Feb. 27 at a salary of \$77,000 per year.

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*(Articles are in reverse chronological order)*

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Akron Beacon Journal (OH)  
December 12, 1996

**MATTHEW G. COPPLER / LOUISVILLE / CITY MANAGER / BIOGRAPHY / AGE / DEVELOPMENT**  
**GALLIPOLIS MANAGER SIGNS ON IN LOUISVILLE \ MATTHEW COPPLER, 30, A BOWLING GREEN GRADUATE, TO DIRECT CITY AFFAIRS IN STARK COUNTY COMMUNITY**

Author: Amy Reyes

He's young, energetic, experienced and apparently the right person to guide Louisville through the beginning of what could be a new era for its retail and industrial businesses. He is the new city manager, **Matthew W. Coppler**, 30. He has been manager for Gallipolis, a city of about 5,100 people along the Ohio River north of Huntington, W.Va. "He's young, very energetic, has a lot of good ideas and has experience with both economic and industrial development," Councilman Richard C. Grisak said.

Those were key issues in selecting a replacement for Robert Miller, who resigned in September to work as a financial consultant for nonprofit agencies in Washington, D.C. Louisville, Grisak said, is growing, and if managed properly, growth could continue for some time. Two of the city's largest industries, Ohio Transformer Corp. and Louisville Molded Products, are in the midst of expansions that will create more jobs. Ohio Transformer plans to build a plant costing approximately \$10 million, Grisak said. "We are a town that has recently been involved with a lot of (business and commercial) growth, and now we are hoping to shore up our retail business - bring new business to the heart of downtown Louisville," he said.

**Coppler**, who will begin work Feb. 1, was selected Monday from among 61 applicants from throughout the country. The list was narrowed to 11, then three, with assistance from Kent State University's Center for Public Administration. Miller, the previous city manager, was paid \$52,000 a year; **Coppler's** salary is similar, according to Mayor Thomas P. Zwick. "Any of the three would have worked out, but this younger gentleman seemed to work out well with our council," Zwick said. "I have worked with two younger city managers, and they were all well-educated, well-trained and work hard."

**Coppler** is a graduate of Bowling Green State University with a bachelor's degree in political science and a master's degree in public administration. He has worked in Gallipolis since 1994 and before that worked as village manager for Carlisle, about 15 miles south of Dayton. Before that, he worked as a planner in Henry County. "My wife and I are very excited about this. This is a very good opportunity for me professionally and for my family. My wife and I decided we needed a better environment for our family, and the Canton area brings that to the table for us," he said.

In Gallipolis, **Coppler** has been responsible for managing a \$6.8 million budget and 72 full-time employees, which compares with Louisville's \$8 million budget and about 50 full-time and 50



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*(Articles are in reverse chronological order)*

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part-time employees. His successes there include securing \$250,000 in grants for road construction, a new industrial park for Gallipolis and the start of a downtown revitalization project.

Councilman Richard Menegay said **Coppler** seemed to be properly prepared for the interviews, which was enough to win his yes vote. "He was very good at answering questions. He never hesitated. He seems to be very aggressive, and that is something we need," he said. Grisak added: "We have been blessed with two excellent city managers in the past, and we feel that **Matthew Coppler**, and his wife, will be another asset to the community."

**Internet – Newspaper Archives Searches**  
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*(Articles are in reverse chronological order)*

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Dayton Daily News (OH)  
July 1, 1992

**CARLISLE'S VILLAGE MANAGER SEES MANY ADVANTAGES TO NEW POSITION**

Author/Byline: Mary Sikora

**Matthew W. Coppler** sees a lot of advantages in coming to Carlisle to be village manager. For one thing, it will be his first full-time job since receiving his master's degree. For another, he'll make considerably more than the \$7 an hour he made working part time in Henry County as a planner. For another, the view is pretty nice. Most of his life **Coppler** has lived in northwestern Ohio, where people say, "On a clear day, you can see the back of your head. That's how flat it is." In southwestern Ohio, there's a little terrain, he said. "It adds to your enjoyment of living."

**Coppler**, 25, received his master's in public administration from Bowling Green State University in May.

Experience in school

While in school, he got some experience in his field, working in Henry County through a grant from the Center for Government Research and Development. Henry County Commissioner David Kolbe said the program gives a grant to the university for assistance to rural political subdivisions. Henry County uses public administration students for technical projects, he said.

**Coppler** was first tapped when the county received a grant to develop and economic development plan. When the county's previous planner found other employment a year ago, **Coppler** was asked to become the planner and director of the county's state public works program. "When I took the planner position, it was with the thought that eventually I'd go into city management," **Coppler** said.

But he knew he'd be paying his dues on the job in Henry County. "It's low pay, long hours and a lot of problems. (And), unfortunately, it's a tenuous position. It's not considered a full-time position, which allows them to get away without paying benefits. They're short on money and they have to cut corners wherever possible."

Looking since December

By last December, **Coppler** started looking for a manager's job. Among other places, he applied for a manager's post in Kewanee, Ill. - the position taken by John Kolata, Carlisle's departing manager. Three months after his last interview with a community, **Coppler** said he was sitting in his office commiserating with a friend. Optimistically, his friend said, "For every door that closes, there are two that open." "I can't buy that," **Coppler** said.

No sooner had he spoken than the phone rang. It was Kolata. "He said, 'You didn't get the job in Kewanee, I did.'" Kolata added, however, he wanted **Coppler's** permission to submit his resume

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*(Articles are in reverse chronological order)*

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to Carlisle. The council ended up looking at 40 resumes, Kolata said. "**Matt** kept making the cut. If he wasn't the highest, he was one of the highest. He ended up in the top two."

**Coppler** said, "I'm excited about getting started. The first thing I want to do is sit down with the council and the mayor and discuss their vision of what Carlisle is. "Being a planner, development is always on my mind. You always see things here and there." **Coppler** will make \$27,000 a year in Carlisle.

He and wife, Lisa, have two children, Catriona, born May 30, and Bethny, who is 3. They've been looking for a house to rent in Carlisle, "but, unfortunately, the rent is between \$600 and \$800. So we're still looking," **Coppler** said.

Meanwhile, they have signed a year's lease on a townhouse in West Carrollton. "I hope by the end of the year to move down to Carlisle," he said. **Coppler**, who arrived Saturday, will serve as assistant manager until Kolata leaves July 11.

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Research Compiled by:       Shannon Farr  
  Colin Baenziger & Associates

COLIN BAENZIGER  ASSOCIATES  
EXECUTIVE RECRUITING

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*Section 4*

*Paul E. Carlisle Jr.*

*Belle Isle City Manager  
Candidate Report*

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*Cover Letter and Resume*

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***Paul E. Carlisle***  
***123 Pelican Island Place***  
***Sebastian, Fl., 32958***  
***561-718-8333 Email [carlislep39@gmail.com](mailto:carlislep39@gmail.com)***

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July 31, 2023

City of Belle Isle  
1600 Nela Avenue  
Belle Isle, FL. 32809  
RE: City Manager Position

This letter is in response to your job posting regarding the position of City Manager. Please review the enclosed résumé, as I would like to schedule an interview with you to discuss this exciting opportunity.

I have been in Municipal and County government for 32 years. During my professional career, working as a County Administrator, Town Manager, Public Works Director and most recently the City Manager for the City of Sebastian. My experience in working in various communities has provided me with the knowledge and resources to help in the establishment of policies and procedures for a growing community. I was involved with the Village of Wellington when they incorporated in 1995 and was instrumental in developing their land development codes and engineering review processes. In Lake Park as the Public Works Director and then the Town Manager I developed the pavement management system for the Town roadways, built a new marina, and created an industrial park that provided economic development. Additionally, the water and sewer systems were jointly owned by five local jurisdictions, and I served on the Seacoast Utility Authority Board as Vice Chair.

Some of the accomplishments as the City Manager in Sebastian, is obtaining over 10 million in grants for the expansion of the airport, water and sewer expansion and FEMA Hazzard mitigation grants for storm water improvements, and just completed the \$9.2 million dollar design build project for our new Public Works compound.

I am a member in good standing with the ICMA and the American Public Works Association. I have worked with the Florida Association of Counties, Small County Coalition and the State Legislators in developing legislative priorities. As a County Administrator and City Manager I have successfully demonstrated my ability to maintain fiscally responsible budgets and employee morale. My position of City/County Manager, Public Works Director and site developer is an asset for your community, knowing not only the management responsibilities but also the technical side of the city's responsibilities.

The experience that I would bring to Belle Isle as stated above is unique for a City Manager but to further explain why this is invaluable to Belle Isle, because of working in and or managing most every department in various Cities and Counties in Florida and South Carolina. I have first-hand knowledge of the operations and the needs of the departments and divisions. This insight is crucial to developing great teamwork and identifying budget needs. As having served for extensive time in the various positions provides me the ability to not only address things from the department level but also with the understanding of how to address issues from the City Managers perspective and avoid the political pitfalls. Please look at my continued career successes and achievements and that is what I can bring to Belle Isle, should you consider me for your next City Manager.

I look forward to hearing from you.

Sincerely,  
*Paul E. Carlisle*  
Paul E. Carlisle

**PROFESSIONAL EXPERIENCE**

**May--2018 – June 9, 2023 City of Sebastian**  
**City Manager**  
**1225 Main Street**  
**Sebastian, FL. 32958**

Sebastian is an attractive waterfront community that boasts a quiet, laidback charm. The area is a paradise surrounded by natural beauty. Just across the Intracoastal Waterway lie some of Florida's most attractive barrier islands, Sebastian Inlet State Park and Pelican Island National Wildlife Refuge.

I manage all departments within the city as most managers do that includes, Police, Finance Administration, Public Work/Engineering, Airport, Facilities Maintenance, Community Development/CRA, Leisure Services and the Municipal Golf Course.

As the City Manager there were several challenges that I acquired and have been addressing and have made considerable progress on. The many capital projects that are underway and the others that are needed, among them are the construction of the new Public Facilities/Public Works Department is underway under a design build process, the construction of new airplane hangars and airport renovations, the development of a roadway management plan, the reassessing and implantation of the storm water master plan. The majority of the airport construction was done through grants from the FAA and FDOT funding on most of the projects were 90/10 matching funds.

I was able to negotiate and began the annexation into the City 2,800 acres of undeveloped land and with that we can provided a future land use that will be a great extension of the City, providing for sustainable industry and employment centers, affordable housing, conservation land reserves and institutional lands that will be donated to the City at no cost.

I established the Cities first Strategic Plan. This plan was developed with the philosophy that the goals and measures had to demonstrate the further advancement and quality of life for the City. All agenda items for City Council will then be tied to this plan and noted on the agenda item what goal this item provides to meet that goal. All budget items will have to address in the justification how it ties to the plan. We just completed our resident engagement survey this May of 2022 and we receive an overall rating of 95.5% positive response of good or excellent on how the residents view the City. A recent raking by Safe Wise has Sebastian as the 4<sup>th</sup> safest City in Florida up from 10<sup>th</sup> in 2020. In 2021 we were rated the number one community to retire. And in 2019 we were rated number seven in technical advances up from nine two years before.

The City budget was very through when I came to the City, but I reconstructed the budget to provide clear transparency and accountability. This was received with great accolades from City Council, the Budget Advisory Board and the residents of the City.

**January -2014 – May 2018 Glades County Board of County Commissioners**  
**County Administrator**  
**500 Ave J**  
**Moore Haven FL. 33471**

Glades County is located in the Heartland Region of Florida; it has been fiscally constrained because of the population and employment opportunities. As the County Administrator I have taken steps to help the County prosper and develop. I served on the Board of Directors for the Florida Heartland Regional Economic Development Initiative (FHREDI). I have worked with the legislature on economic appropriations to develop a needed training center to train not only high school students but the unemployed and under employed workforce.



This is key to attracting business to the area. Working with the colleges and the regional economic development counsels we are starting to see the value this will bring to the area.

As Amendment One was seen to be gaining approval at that time in the legislation, it was apparent that we needed to look at how this would affect our region and the State. I met with legislatures, the Small County Coalition and Florida Association of Counties and large landowners to develop a plan that would not only support conservation but also would not remove large tracts of land from the tax rolls and take future development opportunities away. This plan became the legislative priority for both the Small County Coalition and the Florida Association of Counties.

I worked with manufactures that were looking to develop in Glades County along with several interested parties as well. This will bring needed jobs and tax base to the County. I have successfully finalized the addition of a travel center that will be located in the County that will bring new jobs and additional ad valorem, infrastructure and gas tax to the County. I was able to negotiate with FDOT to have them fund, design and construct infrastructure improvements and signalization for the entrance to Americas Gateway at no cost to the County or the developer.

During the budget process I was able to reduce the budget deficit and we provided pay raises for the first time in seven years to our employees.

**2011 – Dec. 2014      City of Rock Hill  
                                 Director of Public Works  
                                 757 S. Anderson Rd  
                                 Rock Hill SC. 29731**

The City of Rock Hill is the third largest City in the State of South Carolina and York County is one of the fastest growing Counties in the State. The current City Manager hired me because of my Town Manager experience and consistently expressed his pleasure with my work, professionalism, my ability to work with the City and County Councils and the State Legislators.

It was my responsibility to manage and develop all aspects of the Public Works Department that includes roadways, bridge maintenance, Stormwater Utility, sanitation, civil projects, project management, and construction. I served on the Stormwater advisory board as Vice Chair. Our Council of neighborhoods and various homeowners associations request that I give presentations at their monthly meetings to bring information that is helpful to their respective areas regarding infrastructure and future development. I also served on the Traffic Commission and Traffic Coordination boards. I oversaw the design and implementation for Pennies for Progress projects with over 60 million dollars in program funding for roadway improvements within the City of Rock Hill. I brought the emergency management skills that I acquired in working in Florida to Rock Hill to develop the first storm recovery plan for the City.

Implemented the Storm Water Master Plan that provided a complete review of the storm water systems. Developed a 15 year capital improvement plan based on that data. Our Storm Water Master Plan information is being used to update the FEMA Flood Maps for the entire County. This information also will enhance development as it provides critical data to ensure that construction that may occur does not have a negative impact on other properties either upstream or downstream.

I developed and managed the budgets for maintenance and capital projects for the City of 74,000 residents which includes the roadway overlay programs both C-Fund and G-Fund that totals 3.6 million dollars annually. This includes plan review and cost analysis always making sure we have the best project for the available funds and an operating budget over 10 million dollars.

Served on the City’s Economic Development team to plan and implement project to enhance development efforts. Work with developers and the State to coordinate infrastructure improvements to development sites. This effort closed over two million square feet of distribution terminals to the City. I negotiated a contract to bring a new regional recycling facility to the City that reduced our operational costs and increased revenues. The City received the “International Voice of The People Award” for most improved sanitation service that year.

**2006 – 2011**                    **Roadway Management, Inc.**  
**Regional Manager**  
1170 Celebration Blvd.  
Celebration, Fl. 34747

My responsibilities include providing roadway infrastructure management to Municipalities, Counties and local districts. I developed programs to improve their overall infrastructure maintenance to ensure that their budgets are being spent in the most efficient and cost effective manner. I developed a progressive pavement management program that provides for better pavement maintenance and overall reduction in budget costs using green infrastructure processes to increase in the overall Pavement Condition Index ratings. I was responsible for drafting the various requests for proposal, requests for qualifications and bid documents for the various entities to secure the needed programs and ensure their success. My customers relied heavily on my governmental experience to assist them with their budgets and capital improvement programs. This allowed them to do more with less as we have all seen a significant decline in the revenues that are available.

**2004 – 2006**                    **Town of Lake Park**  
**Town Manager**  
535 Park Avenue  
Lake Park Florida 33403  
(561) 881-3300

Prior to my becoming Town Manager, the Town of Lake Park had experienced a decline in reserves and the millage rates were increasing and projects were not completed. I was able to bring fiscal responsibility to the Town, was able to lower the millage rates and increase services and complete major projects. Additionally we saw an increase in our reserves which lowered our bond rates, saving the residents on the debt service tax rates as well. During my time as Town Manager we had experienced several hurricanes. I was able to obtain full reimbursement for the losses that the Town had incurred as a result of the storms. I negotiated several development and re-development projects for the Town, including Target, Lowes, Wal-Mart, and One Park Place, to name a few. I served as Vice Chair for the Seacoast Utility Board and on the North County Overlay District Committee, in which we successfully negotiated several new business opportunities and oversight of multi-jurisdictional developments. One of which was the successful negotiations with Governor Bush to relocate the Scripps Research Institute to the North County this provided 350 million dollars in grant money for the development of the institute. I also served on the affordable housing coalition to establish and maintain affordable housing projects and developments.

Other notable accomplishments;

- Complete overhaul of the code of ordinances and published them on Muni-Code
- Completed the Comprehensive Plan that was never brought up to date and had kept the Town from moving forward with future development.
- Revitalized the Park Avenue Downtown District with the addition of new businesses and special events.
- Negotiated several transportation Grants from the County for roadway infrastructure improvements.
- Successfully negotiated Collective Bargaining contracts with employees.
- Managed all of the Town Departments which include; Public Works, Parks and Recreation, Marina, Town Library, Planning and Zoning, City Clerks office, Human Resources, Sanitation, Police and Fire contracts.

**5/2002 – 2004**      **Town of Lake Park**  
**Director of Public Works**  
535 Park Avenue  
Lake Park Florida 33403  
(561) 881-3300

The following is a sample of the various duties and responsibilities of my position.

- Prepare and manage the annual capital and operational budget.
- Develop annual and long term maintenance programs for the Town which include roadway, parks infrastructure.
- Review all development plans that are submitted to the Town for both new developments and re-development projects.
- Manage the Town's Solid Waste Collection and Recycling Collection.
- Oversee the construction and design of our 9 million dollar Marina Re-construction project, and obtained over 1.5 million in Grants. This included new floating docks, boat ramps, seawalls and Dock Master building with meeting space and restrooms with showers.
- Attend civic and neighborhood meetings to address questions and concerns.
- Prepare various resolutions and ordinances for approval by the Town Commission.
- Prepare and administer the Community Development Block Grant Program.
- Research and apply for various grants and other funding sources that will provide the needed funds for the Town.
- Work with consultants and other governmental organizations.
- Prepare and evaluate RFP's and RFQ's for various services needed by the Town

**2/91 – 5/2002 The Village of Wellington/Acme Improvement District**  
**Division Manager**  
14000 Greenbriar Boulevard  
West Palm Beach, FL 33414  
(561) 791-4000

- When the Village incorporated in 1996 I was part of the development of the Land Development Code and engineering inspection processes.
- Responsible for developing, monitoring and analyzing \$16 million annual expense and capital budgets for the Village of Wellington – Road Division
- Develop and administer maintenance and improvement schedules for 425 lane miles of paved and unpaved roadways within the Village. This includes a roadway maintenance program, which includes new drainage construction and re-construction of paved and shellrock roadways, and the roadway/pedestrian path evaluation for resurfacing and maintenance.
- Manage major road construction projects and review plat and construction plans within the Village boundaries. Working closely with developers, project engineers and Palm Beach County to insure the Village's interests are protected and the integrity of our infrastructure is not compromised.
- Monitor the Village of Wellington Solid Waste Collection Contract.

- Meet with contractors and inspect development and road projects within the municipality to insure they meet our construction standards.
- Serve on the Village of Wellington Emergency Management Team which designed and implemented our emergency management plan.
- Purchasing responsibilities include, developing bid specifications, Grant acquisition, equipment, tools and supplies, managing multiple contracted services.
- Design, construct and maintain over 30 miles of equestrian trails.
- Constructed neighborhood parks and portions of the regional parks.
- Oversaw and coordinated community events and programs.
- Developed and administered the Adopt-A-Street program.



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*Candidate Introduction*

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**Paul E. Carlisle**

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**EDUCATION**

Martin County High diploma  
University of Madison technical education  
Clemson University technical education  
FDEP Certified NPDES Inspector

**EXPERIENCE**

City Manager – City of Sebastian, FL	2018 – June 9, 2023
County Manager – Glades County, FL	2014 – 2018
Public Works Director – City of Rock Hill, SC	2011 – 2014
Regional Manager – Roadway Management, Celebration, FL	2006 – 2011
Town Manager – Town of Lake Park, FL	2004 – 2006
Public Works Director – Town of Lake Park, FL	2001 – 2004
Division Manager – Village of Wellington, FL	1991 – 2001

**BACKGROUND**

Sebastian is an attractive waterfront community that boasts a quiet, laidback charm. The area is a paradise surrounded by natural beauty. Just across the Intracoastal Waterway lie some of Florida’s most attractive barrier islands, Sebastian Inlet State Park and Pelican Island National Wildlife Refuge which was the first wildlife refuge in the US.

I manage all departments within the city as most do that includes, Police, Finance Administration, Public Work/Engineering, Airport, Facilities Maintenance, Community Development/CRA, Leisure Services, Municipal Golf Course,

As the City Manager there are several challenges that I acquired and have been addressing and have made considerable progress on. The many capital projects that are underway and the others that are needed, among them are the construction of the new \$9.2 million dollar Public Facilities/Public Works Department was just completed under budget, the construction of new airplane hangars and airport renovations, the development of a roadway management plan, the reassessing and implantation of the storm water master plan and a septic to sewer project that was funded with a one million in grants also from FAA and FDOT. The majority of the airport construction was done through Grants from the FAA and FDOT funds, most were 90/10 matching funds.

I was able to negotiate and annex into the city a 2000 acre track of undeveloped land and with that we provided a future land use that will be a great extension of the City, providing for sustainable industry and employment centers, affordable housing, conservation land reserves and

## Section 4

### Paul E. Carlisle

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institutional lands that will be donated to the City at no cost. Additional annexations of smaller tracks totaling about 800 acres for housing and mixed-use developments.

I established the Cities first Strategic Plan. This plan was developed with the philosophy that the goals and measures had to demonstrate the further advancement and quality of life for the City. All agenda items for City Council will then be tied to this plan and noted on the agenda item what goal this item provides to meet that goal. All budget items will have to be addressed in the justification for how it ties to the plan.

The City budget was very thorough when I came to the City, but I reconstructed the budget to provide clear transparency and accountability. This was received with great accolades from City Council, the Budget Advisory Board and the residents of the City.

As for Glades County, it is located in the Heartland Region of Florida, it has been designated as a fiscally constrained because of the tax rate, population and the lack of employment opportunities. As the County Administrator I have taken steps to help the County prosper and develop. I serve on the Board of Directors for the Florida Heartland Economic Region of Opportunity (FHRO) that is a group of the fiscally constrained counties from the region that work together to promote economic growth. I have worked with the legislature on economic appropriations to develop and fund the Glades County Regional Training Center, a needed facility to train not only high school students but the unemployed and under employed workforce. This is key to attracting business to the area. Working with the colleges and the regional economic development counsels we are starting to see the value this will bring to the area.

Working with the State legislatures, the Small County Coalition and the Florida Association of Counties and large landowners to develop a plan that would not only support conservation but also would not remove large tracts of land from the tax rolls and take future development opportunities away. This plan became the legislative priority for both the Small County Coalition and the Florida Association of Counties. These programs will help ensure that the County does not see reduction in revenues while providing needed resources for the State as a whole.

Glades County has a population of 13,000 residents over a 750 square mile area. It is primarily agriculture and some manufacturing. The current employee numbers for the County including the Sheriff's Department are 250 employees.

Some of the significant challenges facing Glades County were being in a rural area that had not diversified over the years to promote different industry using the resources that were available. As a County that was at the maximum millage rate and with the taking of lands off the tax roll for water quality and conservation easements, it has been a challenge to maintain fiscally sound budgets and still provide quality services. We, however, were able to keep these things possible through sound financial decisions, a dedicated workforce and economic development. I am very proud to say that through all of these challenges the County is still debt free and well on the way to economic stability.



## Section 4

**Paul E. Carlisle**

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### GENERAL, MANAGEMENT STYLE AND EXPERIENCE

I have been in Municipal and County government for most of my professional career, working as a Public Works Director, Interim and full time Town Manager, the County Administrator for Glades County and the City Manager for Sebastian. I am a member in good standing with the ICMA. I work with the Florida League of Cities, advocacy team and received the home rule hero award for my work with the State Legislature. When I was the County Administrator for Glades County, I also worked with the Florida Association of Counties, Small County Coalition and the State Legislators in developing legislative priorities. As a County Administrator and Town/City Manager I have successfully demonstrated my ability to maintain fiscally responsible budgets and employee morale. As the County Administrator of a rural County, I was front and center in all of the economic development and redevelopment opportunities. I have brought development projects to every City and County that I have been employed with. I have worked for the private sector performing site development. I have provided consulting services for cities and counties throughout the State of Florida to maximize their budgets and improve their overall infrastructure. I have also successfully negotiated collective bargaining agreements with amicable results.

The experience that I would bring to Belle Isle is unique for a City Manager as having worked in and managed almost every department in various Cities and Counties in Florida and South Carolina. I have firsthand knowledge of the operations and the needs of the departments. This insight is crucial to developing great teamwork and identifying budget needs.

The City of Belle Isle is a place where I can use my career achievements and knowledge to move the City forward. I think that the obstacles that I have had to overcome making those counties and municipalities successful are a testament to the way that I look at an opportunity to serve a community. I always look to make decisions that can provide the optimal sustainability for the city/county that I work for. This opportunity would allow me to use those experiences to help the City be the best it can be.

I am a team builder when it comes to managing. I know everyone says that but to give an example, when I took the Town Manager job in Lake Park and Glades County there was division on the Council/Commission. The meetings went for hours on end with arguing and 3-2 votes. In both instances I was able to build consensus and a true team atmosphere. They began to work together and accomplish so much and have 5-0 votes. The Board meetings were of a reasonable time and residents did not fill the chambers to make complaints but rather thank the Board for the way things were going.

As for employee management I am a firm believer in communication. I do not like those that work in silos or those that feel their department is the most important. Every department has a vital part in the success of any community. If you can have all the team pulling in the same direction you will make the most progress and the work will be evenly distributed throughout the whole team, so no one bears a heavier load than someone else. Respect and admiration is vital to

## Section 4

### Paul E. Carlisle

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the growth of any team. I am the first to give credit to staff for the success of a project or task, it is my opinion that they need direction and goals, but they deserve the credit for the work that met those goals.

I believe that some of biggest accomplishments are the positive economic projects that I have worked on. In Lake Park we were able to bring several retail stores into the Town, rebuilt the marina for nine million dollars using almost 100% grant funding. In South Carolina, Rock Hill is the fastest growing city in South Carolina with a population of 74,000 residents. We were able to develop a distribution hub that includes Bells, Proctor and Gamble and others that equate to over 3 million square feet of warehouse and several hundred well paying jobs. In Glades County working with the State Legislators to fund the construction of the 40,000 square foot Glades County Regional Training Center for 4.5 million dollars. This facility will be a big driver in helping to secure industry to the area.

One thing that I regret that I did not get accomplished is the completion of the upland development of the Lake Park Marina. I had worked with a developer to acquire the property along US 1 to develop a restaurant and retail shops. With the downturn in the economy that project was not completed, though I understand that it is now seeing resurgence.

Some of the challenges for the City of Belle Isle, as with most cities that are surrounded with other municipalities or already competed development growing the city becomes difficult. This is where making the city services that they provide is exceptional. Make it where those abutting the city would rather be served by the city rather than the County. Infrastructure and facilities are another issue that will need to be addressed. As staffing grows to meet the needs of the residents crucial planning needs to be implemented to address those concerns. Redevelopment is always a challenge to copy a quote I heard “No one likes the way things are but they do not like change”. So there has to be a balance in that effort to maintain the charm of the City and yet bring in sustainable jobs and businesses moving forward.

As for how my employees would view me is one that I am proud of, I would say they have a great deal of respect for me. They appreciate the fact that I will make decisions and not procrastinate over it. I mentor those that need it to help them build on their career. And yes, it has cost me some valuable employees that were able to secure job advancement because of this. But I feel that is part of our duty as managers to grow our employees and should an opportunity arise, and they advance we should take that as a complement.

All of the elected officials that I have worked with have appreciated my dedication to providing them with all of the information not just what one would think they would like to hear. You cannot make a sound decision without complete information. I have been told that I have good visioning and develop plans and follow through to better the communities that I work for. My ethics are without reproach, and I admire and adhere to those without question. I have never been asked to leave a job. I have always been asked what they can do to make me stay. In most cases I was sought out for a new position I was not looking for one. All of my evaluations have

## **Section 4**

### **Paul E. Carlisle**

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exceeded expectations. My contract renewals have always been a positive negotiation with agreeable outcomes.

The reason that I am excited about working for the City of Belle Isle is the desire to bring the skills and diversity that I have learned through the various positions that I have held to a well-established community. I have worked throughout my career to obtain a position such as you have to offer. I know that we can do great things as we move through this journey, and I look forward to being considered for your next City Manager.

When it comes to the media, I have always had a good relationship with them. I do not think there is one negative editorial that has been published about me. One editorial was written by a former employee who received bad information and wrote a letter to the editor before he had the facts. This editorial was later corrected.

Looking ahead to the first weeks on the job would be about the time to finalize the annual budget and look forward to the start of the new fiscal year. With that I think it is very important to meet with the Council about any individual items or concerns that they may have. Also meet with the Department heads and go over their perspective on the budget, and job responsibilities. I would like to meet all of the employees and I want them to know that I have an open-door policy.

I would meet with the civic groups and introduce myself and try to get an understanding of their outlook and ideas for the City moving forward. I think it would be important to meet with the County and develop a positive relationship with them.

In my spare time I like to fish and boat and golf when I can. I also paint and give paintings away for charity events and fund raisers.

### **SIX ADJECTIVES OR PHRASES YOU WOULD USE TO DESCRIBE YOURSELF**

- Adaptable
- Highly Ethical
- Broad Minded
- Communicative
- Determined
- Resourceful

### **REASON FOR WANTING TO LEAVE CURRENT JOB**

I resigned from the City of Sebastian and was looking to start my own business but my desire to serve communities is something I could not suppress. I was excited when I was asked to apply

**Section 4****Paul E. Carlisle**

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for the Belle Isle City Manager position. I would like to bring the skills and diversity that I have learned throughout my career to a well-established community. I know that we can do great things as we move through this journey, and I look forward to being considered as your next City Manager.

**CURRENT/MOST RECENT OR RELEVANT SALARY**

My salary was \$167,000.00.

**Section 4**

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*CB&A Background Checks*

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**Background Check Summary for  
PAUL E. CARLISLE, JR**

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**Criminal Records Checks:**

Nationwide Criminal Records Search	No Records Found
County	
Indian River County, FL	No Records Found
Glades County, FL	No Records Found
York County, SC	No Records Found
Osceola County, FL	No Records Found
Palm Beach County, FL	No Records Found
State	
Florida	No Records Found
South Carolina	No Records Found

**Civil Records Checks:**

County	
Indian River County, FL	April 2020 – Civil Lawsuit filed Including Mr. Carlisle in his Capacity as City Manager.  <i>* See Personal Disclosure and Pages 19-20 for Candidate Explanation for Records Found</i>
Glades County, FL	No Records Found
York County, SC	No Records Found
Osceola County, FL	No Records Found
Palm Beach County, FL	No Records Found
Federal	
Florida	May 2020 – Civil Lawsuit filed Including Mr. Carlisle in his Capacity as City Manager  <i>* See Personal Disclosure and Pages 19-20 for Candidate Explanation for Records Found</i>
South Carolina	No Records Found

**Background Check Summary for  
PAUL E. CARLISLE, JR**

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<b>Motor Vehicle</b>	
Florida	No Records Found
<b>Credit</b>	Excellent
<b>Personal Bankruptcy</b>	No Records Found
<b>Sex Offender Registry</b>	Not Listed
<b>Employment</b>	Confirmed, except for Roadway Management Inc. (2006 – 2011)
<b>Social Media</b>	Nothing of Concern Found

Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

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**From:** Paul Carlisle <carlislep39@gmail.com>  
**To:** Lynelle Klein <lynelle@cb-asso.com>  
**Subject:** Re: Background Check Records that Require an Explanation

Lynelle,

This is the case where three council members held an illegal meeting outside of the sunshine. They locked the doors to City hall and proceeded to remove the Mayor, fire the City Manager and the City Clerk. They voted to cancel other contracts and placed one of the Council members in that meeting in the Mayor's seat.

We filed suit to void their actions which we prevailed on. Council member Gilliams filed the civil suit accusing us of violating his civil rights by not allowing him to meet. All three are under criminal investigation for violating the Sunshine act and one has plead and will be sentenced in August. The Civil case has been Dismissed.

Additionally all three are being recalled by the residents for their attempted coup.



**Background Check Summary for  
PAUL E. CARLISLE, JR**

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If you go to our website and look at some of our meetings you will see what a mess they are causing.

Thank you.

**Background Check Summary for  
PAUL E. CARLISLE, JR  
Personal Disclosure**

**Personal Disclosure Questionnaire**

Name of Applicant: Paul Edward Carlisle

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

**Please explain any yes answers on a separate sheet of paper.**

- 1. Have you ever been charged or convicted of a felony?  
Yes  No
- 2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?  
Yes  No
- 3. Have you ever declared bankruptcy or been an owner in a business that did so?  
Yes  No
- 4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?  
Yes  No  I did have a former Council member file one regarding his arrest on Sunshine violations but was dropped
- 5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?  
Yes  No
- 6. Have you ever been charged with driving while intoxicated?  
Yes  No
- 7. Have you ever sued a current or former employer?  
Yes  No
- 8. Please list links to all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one.

[https://www.linkedin.com/in/paul-carlisle-04243759?challengeId=AQHEgT9-wPrC1gAAAYm8J9-KO7q85nTiROTiG6w7YB72u3Z8vMDnkS-sIEvtL9Nj8mzdFa2XwsRzspHemDpUJXdxU3rdcWN2w&submissionId=17abad55-47eb-7717-0996-dee424f22829&challengeSource=AgFPWUkGOWCCQAAAYm8KDtklp8a8GKHQFAfQagZui01AVIwnHojOsWUamsDcY&challengeType=AgEtMBGJBEA7QQAAAYm8KDtk8nhco1zKxBIpDEzno3pTa3W-RTeVxPg&memberId=AgGBJm9COxSekwAAAYm8KDtnOBLMEtcRIECvAQH81WyFyZQ&recognizeDevice=AgEHiWbq5XblwAAAYm8KDtqbwpQYiBoWMAgXV2OFFmd4n\\_Q17RD](https://www.linkedin.com/in/paul-carlisle-04243759?challengeId=AQHEgT9-wPrC1gAAAYm8J9-KO7q85nTiROTiG6w7YB72u3Z8vMDnkS-sIEvtL9Nj8mzdFa2XwsRzspHemDpUJXdxU3rdcWN2w&submissionId=17abad55-47eb-7717-0996-dee424f22829&challengeSource=AgFPWUkGOWCCQAAAYm8KDtklp8a8GKHQFAfQagZui01AVIwnHojOsWUamsDcY&challengeType=AgEtMBGJBEA7QQAAAYm8KDtk8nhco1zKxBIpDEzno3pTa3W-RTeVxPg&memberId=AgGBJm9COxSekwAAAYm8KDtnOBLMEtcRIECvAQH81WyFyZQ&recognizeDevice=AgEHiWbq5XblwAAAYm8KDtqbwpQYiBoWMAgXV2OFFmd4n_Q17RD)

Twitter @PaulPCarlisle

<https://www.facebook.com/profile.php?id=100084533786029>

<https://m.facebook.com/pineislandspicecompany/>

**Background Check Summary for  
PAUL E. CARLISLE, JR  
Personal Disclosure**

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9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?

Just the rantings of Council Member McPartlan and his false allegations.

Yes  No

10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Indian River County case 269 and 267 regarding the sunshine law violations

Attested to:   
Signature of Applicant

Please email this form via PDF DOCUMENT to [Monique@cb-asso.com](mailto:Monique@cb-asso.com) or via fax to (561) 621-5965 **no later than 5:00 PM MST 08/07/2023.**

(Note: Please be sure to sign the form with your actual signature if you are sending Fax or PDF Document)

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*CB&A Reference Notes*

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## Reference Notes

### Paul Carlisle

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#### **Albert Iovino – Former Councilmember, City of Sebastian, FL 407-580-7532**

Mr. Iovino has known Mr. Carlisle since the latter was hired in 2018. Mr. Iovino has nothing but good things to say about Mr. Carlisle's performance as City Manager. He took care of many issues that had been ongoing in the city and helped facilitate and finish several other projects. One of the best things they ever did as a City Council was to hire Mr. Carlisle.

Mr. Iovino visited Mr. Carlisle's office frequently. They went to the Florida League of Cities Annual Conference together and communicated regularly via phone calls and emails if something happened that was of significant importance. Mr. Carlisle kept the councilmembers in the loop with what was going on in the city.

Mr. Carlisle generally made good decisions. He looked at problems from a 360 viewpoint and considered how it would affect the city, the residents, city workers, employees, and others both externally and internally. He took all the factors into consideration and made a fair decision for everyone, which is a hard task to do, especially with all the politics involved in every decision. He is diplomatic and fair, but he is not a politician.

Mr. Carlisle is democratic in his leadership style. When something warranted an explanation or input from others, he was happy to receive counsel. Other times he needed to be more autocratic in the decision-making process. Although he did not try to be everyone's friend, he did want the best for everyone involved. He communicated well with the city employees and the public. He got his point across without talking in circles. If he did not know the answer to a question, he did not have a problem letting them know and then followed up once he found the answer they were looking for. His door was always open.

Mr. Carlisle was the utmost professional even in the face of criticism, or stressful situations. He had to deal with some very difficult personalities in the city council. One in particular was inappropriate, obnoxious, and disrespectful to others, including Mr. Carlisle. Mr. Carlisle pointed out the disrespectful conduct in meetings and ask the individual to compose himself, but this councilmember continued his poor behavior. Mr. Carlisle did not lose his temper or his comportment. He kept his professional attitude and modeled good behavior.

Mr. Carlisle had to deal with controversial issues in his position as City Manager. While the city was in the process of annexing some land into the city, there were many naysayers and people putting out false information about the project in general and Mr. Carlisle in particular. During one specific meeting, 100 people were in the chambers, with tensions high and people booing and making off the wall comments. Mr. Carlisle did not get involved or become emotional. He stated the facts and allowed people to speak during the public input section. He told the crowd that he would take their input under advisement and look into their concerns, but at the same time, the process had been ongoing, and the council felt that the annexation fulfilled the town's needs. He was diplomatic and listened to the people but did not let them steamroll over him.

## Reference Notes

### Paul Carlisle

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Mr. Carlisle left his position as City Manager largely because of the harassment he received from one of the council members. Mr. Iovino would absolutely hire Mr. Carlisle again and recommends him as Manager for any location.

#### **Words or phrases used to describe Paul Carlisle:**

- Customer service oriented,
- Out in the community,
- Integrity,
- Fair,
- Honest, and
- Genuine.

**Strengths:** Interpersonal skills particularly when working with emotional people, he does not become emotional like some managers do. He treated everyone fairly and took everything into consideration before making good, informed decisions.

**Weaknesses:** Although Mr. Carlisle performed extremely well as the Manager for Sebastian, he does not have a bachelor's or master's degree, which could be a concern for some.

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#### **Andrew Mi – Interim City Attorney, City of Sebastian, FL 407-580-7532**

Mr. Mi had only worked with Mr. Carlisle for six months before the latter left his position in June of 2023. During that time, he was impressed with Mr. Carlisle's job performance. Mr. Carlisle was an incredibly experienced manager. He was easy to get a hold of and fantastic to work with.

Mr. Carlisle communicated well with the city employees, council members, and the public. He was always available after city meetings to talk to the public and was available to the commissioners as needed. He was often out in the community and represented the city well. He is customer service oriented. He set up systems that provided proper access to people who needed to use the city's services. His engineering and public works background is an asset.

Mr. Carlisle is not stuck in the past and is constantly looking for new ways to improve the city. He is in front of the curve when it comes to innovation. He made improvements in security in the City of Sebastian, as well as many other innovations.

Mr. Carlisle dealt with his share of controversial situations. He listened to his staff and took their opinions under advisement while directing how to best move forward. Residents were very upset with how the garbage contract was handled. He was under intense pressure and stress, but maintained his professionalism and did not take the criticism personally.

## Reference Notes Paul Carlisle

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At a commission meeting one of the commissioners who did not like Mr. Carlisle made accusations against him. Those allegations were later dropped, and Mr. Carlisle denied all wrongdoing. This same councilmember brought a motion of no confidence forward to have Mr. Carlisle removed from his position, but it did not get a second. Having to work with this individual was very taxing on Mr. Carlisle and was one of the main reasons he resigned. In Mr. Mi's opinion, Mr. Carlisle was one of their best City Managers, and he will be an asset to another community.

### **Words or phrases used to describe Paul Carlisle:**

- Experienced,
- Hard worker,
- Attention to detail,
- Practical,
- Innovative, and
- Strong leadership.

**Strengths:** Constantly working and always follows up.

**Weaknesses:** Sometimes he wants to take everything on himself. He could delegate a little more.

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### **Jim Hill – Former Mayor, City of Sebastian, FL 727-224-5246**

Mr. Hill was Mayor from 2000 to 2022 and worked with four different City Managers during his tenure. He worked with Mr. Carlisle from 2018 to 2022. Mr. Carlisle was the best City Manager with whom he has worked. They worked closely together especially in handling the day-to-day operations of the city. He was innovative and open to many different ideas. When dealing with issues he always had answers and was willing to do whatever needed to be done even when the answer was outside of the box.

Mr. Carlisle was an out-front leader with an outstanding communication style. He did not interfere with the department heads' operations but was in constant communication with them to make sure all the desires of the city council were met. They talked daily via email and text if appropriate. He was always available and responded to the public's questions quickly. He was at every community event including parades and park events. He took the initiative to become a member of several different committees and represented the city well.

The most controversial issue Mr. Carlisle was a part of was a major annexation which increased the size of the city by approximately 20 percent. The annexation was contentious and City leadership was met with concerns both from within and outside the organization. Mr. Carlisle worked with staff and met with the county leaders to address their individual concerns. He met

## Reference Notes

### Paul Carlisle

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with environmental agencies to get the annexation ushered through while meeting the needs and answering the questions of his constituents. It was an important move for the entire community, and Mr. Carlisle handled the negative press around it very well. His leadership was crucial in the completion of the annexation.

Without question, Mr. Hill would hire Mr. Carlisle again if given the opportunity. He was responsive to the desires and needs of the community and had the best communication and intelligence of the four city managers with whom Mr. Hill had the opportunity to work. Mr. Hill recommends Mr. Carlisle to any community.

#### **Words or phrases used to describe Paul Carlisle:**

- Thorough,
- To the point,
- Innovative,
- Hardworking,
- Knowledgeable, and
- Energetic.

**Strengths:** Very knowledgeable about everything going on in the city.

**Weaknesses:** None identified.

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#### **Ed Dodd – Councilmember, City of Sebastian, FL 772-473-5440**

Mr. Dodd voted to hire Mr. Carlisle as City Manager in 2018 and has not regretted that decision. Mr. Carlisle is knowledgeable in everything to do with city management.

Mr. Carlisle is customer service oriented. He is good at talking to the public. As a City Manager, he is a bit guarded in what he says, but he represents the city very well. He attends all the city sponsored events and Chamber of Commerce meetings. He called Mr. Dodd when needed and allowed Mr. Dodd to drop into his office any time without set appointments.

Mr. Carlisle is a strong leader. He gets into the weeds sometimes even though he delegates what he can to others. In many cases he knows how to do the job better than anyone else and wants the work done the best way possible. From a city's point of view, this is both a blessing and a curse. He is very adept and capable, but because of that, he is pulled in many directions.

Mr. Carlisle was involved in some controversy which ultimately led to him leaving the city. In one review, two councilmembers rated him as below acceptable, one rated him as acceptable, one rated him above average, and Mr. Dodd rated him as above average in almost everything except for only three items out of 42. One of the major issues brought up by those who rated him



## Reference Notes Paul Carlisle

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below acceptable was the mileage and amount of gas Mr. Carlisle put into the city car which he had access to use. He used it to visit his wife and family who lived out of town every weekend, which these two council members felt was not appropriate.

Mr. Carlisle is a great City Manager. Mr. Dodd highly recommends him as a City Manager in a smaller community that could really benefit from his experience and knowledge.

### **Words or phrases used to describe Paul Carlisle:**

- Intelligent,
- Hands on manager,
- Customer service oriented,
- Experienced,
- Knowledgeable, and
- Communicative.

**Strengths:** More knowledgeable than anyone else who worked in the city about city operations.

**Weaknesses:** His only drawback is his communication style with the council. Although he sometimes took a while to give information to the council members, this did not bother Mr. Dodd, because he went to Mr. Carlisle one-on-one without waiting for more formal communication like the others did.

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### **Brian Benton – Interim City Manager, City of Sebastian, FL 772-205-7560**

Mr. Benton worked with Mr. Carlisle from 2018 to 2023. Mr. Benton was the Leisure Services Director for Sebastian. Mr. Carlisle was a great leader. He was someone who could be depended on to bounce ideas off and to work well with the employees, directors, and lower-level employees when problems arose.

Mr. Carlisle was a mentor as well as a manager. He took people by the hand and helped them start processes but then finish the job themselves. He provided both resources and knowledge but wanted to see everyone who worked underneath him grow and become a better asset to the city.

Mr. Carlisle is thoughtful and considerate in hiring new employees for the city. He was thorough in considering all the options and knowing who would best serve their needs. He is available to the city staff and encourages the people under him to branch out and further their career. He provided leadership opportunities and prepared them well to move up in the organization.

Mr. Carlisle dealt with a few controversial items as City Manager including a big annexation project within the city. He was met with opposition from a few of the council members. Mr.

## Reference Notes Paul Carlisle

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Carlisle handled this controversy with the utmost respect and professionalism. He had the most exemplary conduct and was cordial in dealing with the council members who were not being professional. He withheld personal opinions and continued to be respectful in his conduct while interacting with them for several months before ultimately leaving his position.

Mr. Benton would hire Mr. Carlisle as City Manager if given the opportunity. He is a great individual and leader. Mr. Benton considers Mr. Carlisle a mentor. Mr. Benton respects Mr. Carlisle for his integrity and knowledge of the profession.

### **Words or phrases used to describe Paul Carlisle:**

- Visionary,
- Mentor,
- Timely,
- Professional,
- Knowledgeable, and
- Customer oriented.

**Strengths:** Visionary. He looks forward to the future and how to get there. He is practical when it comes to projects. He looks at not only what could benefit the city now, but later.

**Weaknesses:** None identified.

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### **Jim Stokes – Former City Attorney, City of Sebastian, FL 321-863-8737**

Mr. Stokes worked with Mr. Carlisle from 2018 to 2020. Mr. Stokes resigned from Sebastian in 2020. The City Attorney and the City Manager are hired by the Board and independent from each other. Mr. Stokes has a great deal of respect for Mr. Carlisle.

Mr. Stokes has worked for five or six different cities and has seen managers use a wide range of styles. Some managers want to assert their own will or do the bidding of some Council members but not include all. Mr. Carlisle has a good style. He fulfills the objectives of the Council and is fair to every member. His communications to each Councilmember were consistent and he treated them all equally.

Another strength Mr. Carlisle has is the way he works with the public. He has a very open-door policy and met with anyone who wanted to meet with him, even when he knew they would be adversarial. Residents walked in angry, and he diffused the situation. He gave them answers and helped them understand that the city really cared about their concerns. He was empathetic and dealt with the public well.

## Reference Notes

### Paul Carlisle

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Several department heads were hired by Mr. Carlisle who are still working for the City and are good assets. In some cases, he created positions to split up responsibilities or fill a need. Whether he was moving staff around or hiring new employees, he always chose well. He was cautious and every decision was good.

Maintaining an organization at a high level is Mr. Carlisle's primary strength but he is also very innovative. He restructured the departments when he arrived and not everyone agreed with the changes, but it all worked out well. He did not change processes that were working well.

Sebastian is a smaller, personal community and the residents are a tight-knit group. Prior managers became part of the community. They were concerned, because Mr. Carlisle's wife lived on the other side of the state, that Mr. Carlisle would not integrate in the same way. However, it was a non-issue as he bought a house in the City and quickly became part of the community.

Communication was one of Mr. Carlisle's strengths. Within an hour of Mr. Stokes arriving at work each morning, Mr. Carlisle sat down in his office so they could catch up. Their relationship was one of the better working relationships that Mr. Stokes has had as City Attorney.

A usage easement drainage coming off a parcel cut across one of the coastal streets and went into the Bay area. The easement had been in place for many years, but the City had never recorded it. The owner of the property became aware of it and wanted the City to pay him for the easement. Mr. Carlisle brought the water districts, the public works department, the utility department, the attorneys, and the property owner together. He led the meeting and worked out a solution where the City could keep their drainage without writing a big check, while giving the property owner peace of mind and some concessions. Mr. Stokes could have filed an action to deed the property to the city, but Mr. Carlisle wanted to negotiate so that everyone could walk away happy and with what they needed.

Sebastian is a small city with a low tax rate. Even so Mr. Carlisle was able to upgrade equipment, add several departments, and keep the budget under control. He lives within his means in his personal life, and he manages the City's budget well. He always met deadlines and never asked for an extension. He responds to stress better than most and was in a very adversarial position with three of his five Board members. He handled the situation well and continued to make solid decisions without being overly emotional.

Other than the situation mentioned above, Mr. Carlisle has not been involved in anything controversial. The only employee who might have a less positive opinion than the one shared in this reference was the former Police Chief. They seemed to butt heads in the beginning but either they were able to work through the issues, or the conflict was due to growing pains which eventually worked itself out. Some employers might be concerned that he does not have a degree. The lack of a degree never slowed him down or impacted his performance.

## Reference Notes Paul Carlisle

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Mr. Stokes recommends Mr. Carlisle to any community looking for a manager and really enjoyed working with him. They went to lunch almost every day. Mr. Carlisle is always working but in an enjoyable way and not in a drudgery way.

### **Words or phrases used to describe Paul Carlisle:**

- Funny,
- Lighthearted,
- Good with employees,
- Uses humor to keep things light,
- Task oriented,
- Good time manager, and
- Managed his workload and time well.

**Strengths:** Understands his role in implementing the will of the Council, diffuses the situation, was empathetic, and dealt exceptionally well with the public.

**Weaknesses:** He was a county manager before working for Sebastian and had a bit of a learning curve as not everything translates. However, he was always receptive to listen to advice and overcame this weakness during his tenure.

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### **John Ahern – Former Commissioner, Glades County, FL 863-227-3291**

Mr. Ahern was on the Council of Moore Haven, a City in Glades County, when Mr. Carlisle was hired to be the Manager of the County in 2014 and they did some joint projects together. Later that year Mr. Ahern was elected to the Glades County Commission, and they worked closely together until Mr. Carlisle left in 2018.

Mr. Carlisle did very well, and they hated to lose him. He spent time in Tallahassee to secure grants, make connections, and create legislation that really helped the community. He is experienced in the public arena and has extensive knowledge in his field.

Employees hired by Mr. Carlisle were very good and when someone did not work out, he moved them along. The decisions he made in general were always in the best interests of the community. He was creative and came up with good ideas while keeping operations at a high standard. He was very active, not just in his work responsibilities but with the community as a whole to make it better. He was involved in many organizations, one of which was to help children.

Glades is a very small county with only one city, but they have several communities that had community groups. Mr. Carlisle attended these groups on a regular basis to discuss the issues and ask questions. He had an open-door policy, so people had access to him. He made the best

## Reference Notes

### Paul Carlisle

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decisions and pointed them in the right direction, though he could not always do what they wanted.

The Commission met twice a month and Mr. Carlisle treated all members equally. He was always very careful to obey the sunshine laws in their conversations, much more than anyone else with whom Mr. Ahern has worked. Overall Mr. Carlisle kept everyone informed but did not discuss individual thoughts and feelings with each Commissioner, which allowed them to make decisions in the Board meetings, per the sunshine law.

Hurricane Irma hit the western side of the county hard. Mr. Carlisle stayed on top of the situation while working with various agencies to coordinate an effort and help those in need. Sections of the county did not have electricity for two months, he stayed involved and up to date. The county did everything they could to recover as quickly as possible. He worked with FEMA and did a great job managing the departments through the process, which included cleanup.

Mr. Carlisle worked very closely with the Finance Officer, the Clerk, and the Auditors. He made sure everything was done by the book and kept the county out of trouble by staying on top of the budget. He worked with department heads, so they were active in the process, but he was up to speed on the status of each department.

On many occasions Mr. Carlisle was in the office working before Mr. Ahern arrived at 7 am. He worked extremely hard on every project he was given. He handled stress well, even the situation with a Commissioner who was exceedingly difficult to work with.

In terms of controversy, a Planning Director was creating difficulties and Mr. Carlisle did his best to work through the issues. When he was not successful, he let this director go and hired a new Director. Mr. Carlisle resigned from Glades County for a position in Sebastian.

Mr. Ahern would hire Mr. Carlisle and wanted to bring him back the last time the position was open in Glades County. Mr. Carlisle is a good employee and a good leader. He knows what he is doing and educates himself on the issues while staying on top of them. He is not an attorney, but he has a good legal and financial background, which really made him an asset to their small county. They could not afford a large staff and he was able to fill many roles.

#### **Words or phrases used to describe Paul Carlisle:**

- Honest,
- Conscientious,
- Innovative,
- Good leader,
- Diligent, and
- Good manager.

## Reference Notes Paul Carlisle

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**Strengths:** Good leader, great at negotiating with the state, very creative, good manager.

**Weaknesses:** None identified.

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### **Susan Whidden – Administrative Assistant and E911 Coordinator, Glades County, FL 863-946-6125**

Ms. Whidden reported to Mr. Carlisle from 2014 to 2018. Mr. Carlisle is the best supervisor she has ever had. She was hired as the Shift Coordinator for the County and was the backup for the Administrative Assistant. When the Assistant resigned, he gave her a probationary period to prove that she could do the job. During that time, he did not chastise her for what she did wrong; he picked her up off the ground and gave her other options to try.

Ms. Whidden and the Human Resource Director started off on a good foot but then the relationship went south. They tried to fix it to no avail. Mr. Carlisle pulled them in and gave them both time to tell their side of the story. Instead of taking sides or pointing fingers, he asked what they could do to make it better. They became good friends and still work together. Without him they may not have been able to get past their differences.

Mr. Carlisle can look at the staff and move them to other positions that will build a better team. He understands the bottom line for companies but also realizes that without employees they will not succeed. He searches out the best person for the position when hiring. During the interview process he might realize that the candidate is not a good fit for one position, but they would work well in another. The way he organized staff was incredibly intelligent. At one point the Board wanted to hire someone that he felt was not a good fit and they forced his hand. He worked with the individual for several months trying to build them up, but they were not able to perform at the level they needed to. During that time, he gave weekly reports to the Commissioners and when it was apparent that it would not work out, he explained that just because they have known this individual their whole life, it does not mean this person was qualified for the role. He was able to gain their approval to let the employee go. All his decisions in general were good.

The 4H program is significant in the county, which is very small. Mr. Carlisle realized that those participating in the program were not making as much money as they should have been. He did some research and sought out buyers for the program. Through his efforts, they had the largest livestock sale in the state of Florida. Residents were concerned that when he left the buyers would also leave, but he continues to come back every year and brings the buyers with him.

Residents still mourn Mr. Carlisle's departure from the county. He was very well loved. He kept everyone informed and while he does not have a photographic memory, his memory is unlike any that Ms. Whidden has ever seen. Even now, years later, she can call him when she runs into an issue, and he can tell her exactly where to find the documentation that she needs. He is the most knowledgeable man that she has ever met.

## Reference Notes Paul Carlisle

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County finances were on top when Mr. Carlisle was at the county, and they have struggled since his departure. He takes the organization's vision and rallies the employees around it. He accomplished tasks almost too quickly; he is just that good. He is very calm and laid back, while staying on top of every issue and every matter. Nothing gets under his skin because he knows there is always a fix.

The only controversy involving Mr. Carlisle is the fight for Lake Okeechobee, but Mr. Carlisle is on the right side of that matter. Nothing in his conduct would concern a reasonable person. He left the county because one of the elected officials was making his life miserable and tore him apart every day. His departure was a significant loss, but it helped the elected official realize that they needed to stop attacking every person who worked for the county. Every Commissioner, except this one, has an extremely positive opinion of him.

If a community has the opportunity to hire Mr. Carlisle, it would be a loss not to. He moved the county forward. The organization is stagnant since he left. He would not disappoint in any position that he serves in. He is always professional and always respectful.

### **Words or phrases used to describe Paul Carlisle:**

- Smart,
- Family oriented,
- Passionate,
- Works well with others,
- Manages people well, and
- Loyal beyond words.

**Strengths:** Jack of all trades, works well with people at all levels, knows how to build a team and moves employees to where they can succeed.

**Weaknesses:** He likes his coffee a certain way, which is not really much of a weakness, but it is all she can think of.

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### **Donald Strenth – Former Commissioner, Glades County, FL 954-815-2306**

Mr. Strenth was elected to the Commission in 2016 and worked with Mr. Carlisle until 2018. Mr. Strenth gave Mr. Carlisle an 8 to 10 in every category on performance evaluations. When Mr. Strenth was elected, he met with Mr. Carlisle. They talked about the county and Mr. Carlisle shared his perspective that decisions made affect the county from then on, which is something elected officials should always remember, particularly when creating or updating ordinances and regulations. They continue to keep in touch.



## Reference Notes

### Paul Carlisle

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Mr. Carlisle was an excellent manager. He made good decisions both when hiring personnel and in general. He maintained operations at a high-performance level, and he was also innovative. He was very involved in the community and got along with almost everyone. Those he did not get along with were ones that everyone had problems with. You cannot make everyone happy.

Mr. Carlisle kept the Board informed. He rallied employees around the organization's vision. They had issues with their EMS Director as he did not follow directions. Mr. Carlisle resolved the situation, and it has worked out very well.

Before every Board meeting Mr. Carlisle called each Commissioner to go over the agenda and explain why items were on the agenda, which included sharing the benefits or the risks of the project or idea. Generally, the items on the agenda were positive.

The only instances where Mr. Carlisle was not timely was when the process involved the County Attorney, the attorney was just remarkably busy. Mr. Carlisle tried to speed up the process by doing some of the legal work and then sending it to the attorney for approval. He stays levelheaded and never shows signs of stress.

Mr. Strenth is not aware of any controversy involving Mr. Carlisle. Mr. Strenth hated losing Mr. Carlisle but understands why he left. One Commissioner butted heads with everyone and did not like Mr. Carlisle. He was worried that his contract would not be renewed and applied for other positions. Sebastian offered him 50k more a year and he accepted. Even after he left the county he has continued to stay engaged. He joined a Board on the coast and met with representatives from Glades County and Senators to discuss water management issues. He is dedicated and advocates for his community.

When the Manager in Glades left, Mr. Strenth asked Mr. Carlisle to apply. They would hire him in a heartbeat if he were interested in coming back. Not hiring Mr. Carlisle is a mistake.

#### **Words or phrases used to describe Paul Carlisle:**

- Intelligent,
- Caring,
- Thoughtful,
- Organized, and
- Great leader.

**Strengths:** Strong in all aspects of municipal government including grants, engineering, and infrastructure.

**Weaknesses:** None identified.

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## Reference Notes

### Paul Carlisle

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#### **Russel Echols – Former Commissioner, Glades County, FL 863-441-0114**

Mr. Echols spent ten years on the Glades County Board and for the last four years of his tenure Mr. Carlisle was the Manager. In 2014 Mr. Echols voted against hiring Mr. Carlisle but he was in the minority. When they met for the first time Mr. Carlisle addressed the elephant in the room by saying that because Mr. Echols did not vote to hire him, it made him want to work and try harder. Mr. Echols really respects the way Mr. Carlisle handled the situation and now that he has worked with Mr. Carlisle, he regrets being a dissenting vote in the selection process.

Mr. Carlisle hired above average employees and kept them on board. His decisions in general are good. He was actively involved in both their community and in Tallahassee as their advocate. He worked extremely well with the public, which made life easier for the Board members. He kept the elected officials informed.

One of the problems they had was outreach. Mr. Carlisle came to the County with connections and expertise which really helped the county receive more attention and resources from the state, more so than any other manager that they have employed.

One of Mr. Carlisle's strengths was meeting deadlines. He prepared project schedules for the Board to review and once a timeline was agreed upon, he met all the deadlines. He had great financial skills. He responds extremely well to stressful situations, he was never hot under the collar, or showed any signs that he was upset.

Nothing controversial exists in Mr. Carlisle's past. In Tallahassee he was the new person at the table, but he used his experience and knowledge to help other managers. Not everyone liked the decisions he made, but everyone respected him even if they did not like him.

If Mr. Echols were in a position to hire a Manager, Mr. Carlisle would be at the top of his list, which is the highest praise that Mr. Echols can give.

#### **Words or phrases used to describe Paul Carlisle:**

- Bright,
- Dedicated,
- Competent,
- Diligent,
- Professional, and
- Capable.

## Reference Notes

### Paul Carlisle

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**Strengths:** Professionalism is top notch, had many contacts, extremely able to get things done in a non-confrontational manner, capable in all areas.

**Weaknesses:** He gave employees too much time before he let them go, however, he may have been following County policy so this may not be a personal weakness.

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#### **Jimmy Bagley – Deputy City Manager, City of Rock Hill, SC 803-448-9823**

Mr. Bagley has known Mr. Carlisle since 2011 when he served as Director of Public Works. While the two live in separate states now, they still keep in touch. After a hurricane hits South Carolina, Mr. Carlisle calls to check on the status of the city and his former crews. Mr. Bagley would eagerly hire him again.

Within his role as Director of Public Works, Mr. Carlisle impressed his peers with his versatility in managing the roles of both public and private sectors. Seeing the value in both sides of a situation comes easily for him. Weighing their needs as necessary, he helps strike a balance between the two: a valuable but sometimes delicate act. Mr. Carlisle is a master at dealing fairly with his employees and residents of the city.

Mr. Carlisle solves problems creatively. After a large storm, he implemented a recycling program for yard debris. Rather than residents piling their storm leavings in front of their homes, yard carts are now strategically placed for public use. While saving time on pick-up routes, this also frees up resources for the removal of larger debris on public lands.

Mr. Carlisle also executed a pothole program by purchasing a fully equipped truck to repair city streets. With an 1-800 number displayed on the side of the truck, residents can easily report a pothole. The truck has everything necessary to repair each pothole within 24 hours of first contact.

While working on a sidewalk project to connect neighborhoods for the School District, Mr. Carlisle implemented an equipment sharing procedure. In the past, each department had sole usage of their own equipment. Knowing that it would save money and storage space, he rallied the different departments into sharing the equipment. His positive team approach encouraged other department heads to do likewise.

Mr. Carlisle constantly searches for creative solutions to the city's issues. His employees and peers both appreciate his common-sense approach for dealing with people and problems. After each success, he celebrates by having a cookout for his employees, with himself behind the grill.

## Reference Notes Paul Carlisle

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### Words or phrases used to describe Paul Carlisle:

- Intelligent,
- Relates well with people,
- Reasonable,
- Efficient manager,
- Treats employees fairly, and
- Team player.

**Strengths:** Common sense solutions; charisma.

**Weaknesses:** Writing skills.

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### **Vivian Mendez – Town Clerk, Town of Lake Park, FL 561-881-3311**

Ms. Mendez has known Mr. Carlisle since 2004. She has enjoyed a professional relationship with him ever since. She appreciates collaborating with him on a variety of issues and ideas. She would be glad to work with him again in any capacity.

Mr. Carlisle was very confident in his role as Public Works Director. He progressed quickly in his career. Elected officials had faith in him and made him their interim Town Manager when the position was vacant.

Mr. Carlisle ensured Ms. Mendez was well informed. They worked very closely together on agendas, contracts, and minutes. He provided support financially and in staffing matters. He established procedures where all information they needed was readily available. He gave Ms. Mendez' staff the authority to request what they needed personally rather than having to go through his office. She appreciated being autonomous and having his vote of confidence.

Mr. Carlisle supported having the Town records digitized. Because of budget problems, they were unable to move forward. Within his limited capacity, he educated his peers on the benefits of using digital copies rather than paper copies. He catapulted the Town into moving away from paper. With his support, laptops and iPads were provided to Ms. Mendez' department.

Mr. Carlisle is very driven. He always looks for the best and most practical way to proceed. He is not a one-person, one-decision type of individual. He collaborates with others and involves other departments. He gathers as much information as he possibly can. He diligently seeks feedback and agreement from all involved before ultimately making a final decision.

Mr. Carlisle balances his attention well between his employees and elected officials. With propriety a key factor, he keeps his team well-informed. Ms. Mendez felt her office was well prepared and apprised of the current environment.

## Reference Notes Paul Carlisle

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Mr. Carlisle likes being busy. He is not one to sit behind a desk. He is consistently out with his crews. He enjoys checking in with his coworkers and employees. Mr. Carlisle is approachable and available to anyone who needs him, regardless of their position.

Following hurricanes Frances, Jeanne, and Wilma, Mr. Carlisle handled emergency management operations at the County level. He set in place the processes which current City Officials continue to follow.

Mr. Carlisle is authentic. He allows the public to make an appointment to speak with him. He is never unwilling or unable to speak with residents or business owners. He makes himself available and works patiently, but doggedly, until issues are resolved.

Mr. Carlisle was an excellent Manager. He was supportive of staff and confronted elected officials when necessary. He was open to ideas and willing to listen to employees. He could make tough decisions regarding processes and personnel. He had a strong understanding of the Town's vision. He consistently followed this vision, even if it made others unhappy with him. He was adept at stating difficult facts without sugar-coating them, while also offering solutions. He was a great leader in every situation. Mr. Carlisle is a quality individual and will do well in any capacity.

### **Words or phrases used to describe Paul Carlisle:**

- Great sense of humor,
- Very personable,
- Thinks well on his feet,
- Intelligent,
- Supports staff well, and
- Great personality.

**Strengths:** Looks for the best in individuals.

**Weaknesses:** None identified.

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### **Thomas J. Baird – Town Attorney, Towns of Jupiter and Lake Park, FL 561-650-8233**

Mr. Baird has known Mr. Carlisle since 2003. He worked with both Mr. Carlisle and his wife and thinks highly of the two of them. As Town Attorney for 28 years, Mr. Baird works with many directors and employers and indicates that Mr. Carlisle is a quality individual with whom he would be happy to work again.

As Public Works Director, Mr. Carlisle was pushed into the Town Manager position when it suddenly became vacant. The other department heads and Town employees selected him to be

## Reference Notes

### Paul Carlisle

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interim Town Manager, indicating they preferred to work for him than any other candidate. After seeing his performance, the Commissioners themselves asked Mr. Carlisle to be the permanent Town Manager. While this was outside of his comfort zone, he learned the job quickly and did well managing his new personnel. Mr. Baird found him to be solid and easy to work with as they tackled sanitation, union, and employee issues.

Public works is a critical part of every community, and Mr. Carlisle uses his excellent communication skills to maintain a high level of performance. Even after his departure, the department has many long-term employees who were hired by Mr. Carlisle.

One of Mr. Carlisle's finest qualities is his ability to solve problems. He has a gift for creative thinking and ingenuity. He believes in leading individuals in finding the solution to their own problems. By asking questions and guiding the discussion carefully, he helps them see both sides of a problem, and facilitates a resolution.

Having a wide vision of his situation helps Mr. Carlisle succeed. Not all directors of departments want to involve the Town Attorney. But Mr. Carlisle appreciated the broader background and experience Mr. Baird had and requested his input on matters outside of his knowledge base. Mr. Carlisle is an excellent Manager.

#### **Words or phrases used to describe Paul Carlisle:**

- Cheerful,
- Patient,
- Task oriented,
- Good listener,
- Hard Worker, and
- Personable.

**Strengths:** Takes direction well, highly motivated.

**Weaknesses:** Asking for help when outside of his focus area.

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#### **Jason Nunemaker – Former City Manager, City of Fellsmere, FL 772-538-0595**

Mr. Nunemaker has known Mr. Carlisle since 1998. Mr. Carlisle is a high-quality individual. He made sure Mr. Nunemaker was well informed. Mr. Carlisle took over as interim City Manager when Mr. Nunemaker left the position.

Mr. Carlisle successfully works with difficult council members in a sometimes toxic environment. He remains cheerful and patient, even when council meetings last until midnight. He interfaces well with both council members and residents who have grievances. He has a lot of

## Reference Notes

### Paul Carlisle

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experience working with demanding residents. He brings this experience with him in every capacity. Mr. Carlisle is an asset to any community that will have him.

Mr. Carlisle kept Mr. Nunemaker well informed of what was happening within his area of responsibility. He is solution oriented and focuses on brainstorming creative solutions without becoming frustrated. He is patient as his programs go through sometimes lengthy processes to come to fruition.

Mr. Carlisle was involved with hurricane recovery. He quickly acted to ensure conditions were sanitary in the community. He found innovative ways for the city to recover. He ensured cleanup went smoothly by being out in the field constantly, keeping crews motivated and supplied. Everything operated well and the city recovered quickly.

Mr. Carlisle has the right skills to be a great Manager. His knowledge, easy disposition, and willingness to work hard make him an ideal candidate. He will do well wherever he goes.

#### **Words or phrases used to describe Paul Carlisle:**

- Dependable,
- Great communicator,
- Hard working,
- Enthusiastic,
- Results oriented, and
- Pro-active.

**Strengths:** Great work ethic, excellent department head.

**Weaknesses:** None identified.

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**Prepared by:** Amanda Jenkins and Lynelle Klein  
Colin Baenziger & Associates



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*CB&A Internet Research*

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**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
*(Articles are in reverse chronological order)*

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Hometown News (FL)  
May 25, 2023

**Sebastian City Manager Paul Carlisle resigns**

Author: Mike Winikoff

Sebastian City Manager **Paul Carlisle** surprised the city council on May 10 when he unexpectedly submitted his resignation just before the start of its 6 p.m. meeting.

"I believe council all received my letter that I gave you all," Mr. **Carlisle** began his remarks at the council meeting. "I've tendered my resignation effective June 9. I've enjoyed working for the city, we accomplished a lot of things, I've had probably the best staff that I've ever worked with. The city is blessed with the staff that you have. Please hang on to them if you can."

Mr. **Carlisle** cited family priorities as his primary reason for resigning from the \$154,938 annual salary position. "I just need to get back to my wife and my family over on the west coast. I've given this a lot of thought and debate. It's time for me to go back and get myself in my right place, right now. I'm in a position where I need to get my mind and my family back right. It's not an easy decision, but it's the right decision for me and my family."

Mr. **Carlisle** has been the Sebastian city manager since 2018. Before that he was the Glades County administrator. His resignation leaves two important positions open, as City Attorney Manny Anon resigned in March and has yet to be replaced.

Left unspoken was the effect of Mr. **Carlisle's** rocky recent relationship with the city council. He received a critical job evaluation from the council in April, which followed an attempted no-confidence vote from Councilman Bob McPartlan in March. That no-confidence vote received no support from the other council members, but it highlighted the tense relationship between the city manager and the city council.

The city manager is appointed by the city council, and serves as the chief operating officer of the city, managing the day to day operations of the city. The city manager provides guidance and management to all city departments, executes council policy, and prepares the annual budget.

Sebastian has a population of 22,000 year-round residents, and an annual budget of approximately \$25 million. The city council held a special meeting May 17 to begin the search for a new city manager.

**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
*(Articles are in reverse chronological order)*

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Hometown News (FL)  
December 15, 2022

**Indian River County concerned about water for Graves development in Sebastian**

Author: Mike Winikoff

At the Dec. 6 Indian River County Commission meeting, County Administrator Jason Brown presented concerns regarding the upcoming Graves Brothers annexation of 1,984 acres into the city of Sebastian.

The conversation got heated when Sebastian Councilman Ed Dodd objected to the county's consideration of the draft annexation agreement. "The document that is going to come out at the end is going to be drastically different from this document," Councilman Dodd said. "This document should not have been in this agenda. You do not have the responsibility to get involved in the negotiations, which the county commission has done now. By releasing the initial draft of this document, you have gotten into the discussion. You shouldn't have done that. This was not something that we intended to be released."

Councilman Dodd called the county's release of the draft document a "stunt." Sebastian City Manager **Paul Carlisle**, however, seemed appreciative of the county's input on the draft. Mr. **Carlisle** said that he wants the county's comments sooner, rather than later, so the city can address the county's concerns, even though the county is not a party to the agreement.

Mr. **Carlisle** said the current annexation agreement is not final, and some of the concerns raised by the county are still in play. He said he is not sure when the Sebastian City Council will consider a final document. County Commission Chair Joe Earman stated that the county understands the preliminary status of the draft agreement and respects the city's ability to handle the annexation as it sees fit.

Before introducing the county administrator to summarize the county's concerns, Chair Earman said "This is just an informative item for us as commissioners. We do honor home rule for Sebastian, they can do what they want, they can set their densities, they can annex or not annex, it's entirely up to them. But it is part of this county, and we do have to provide utility services, so I think that's important that we stay in the loop and that we stay abreast of the situation. But it's not in our purview to make decisions for the city of Sebastian. They are more than capable of handling their issues themselves."

"This is not the county trying to interfere with the way the city is doing their annexation," Mr. Brown said. "Our basic interest is provision of water and sewer service to the area." Mr. Brown said the county was simply making suggestions and comments so the county could provide utilities and roads. The primary concern was the amount of water the new development will need.

"Our current consumptive use permit from St. John's River Water Management District is 12.8

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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million gallons a day," Mr. Brown said. "We are using the vast majority of that allocation right now. We're actually working with St. John's to see about expanding our consumptive use permit so that we can continue to serve additional development as it moves forward. This (the Graves annexation and build out) is 2.8-3 million gallons a day. So we have to be concerned about serving this area as well as other additional areas."

Mr. Brown noted that there are other development projects in the works, not just this one, and they will all need water and sewer services. "We are using the vast majority of our consumptive use permit today. We are using within a million gallons a day of our current consumptive use permit on a routine basis. So we don't have a lot of additional capacity."

Both in his comments at the meeting and in a letter he had sent previously to the city of Sebastian, Mr. Brown indicated respect for home rule and the city's ability to conduct its own business.

"We're not a party to the agreement," Mr. Brown said. "This is an agreement between the city and the property owner. The county fully respects the city's home rule authority and right to make planning decisions regarding the future of the city."

Mr. Brown said his comments to Sebastian were designed to "enable the county to plan for the provision of various services within the annexed area going forward" like water and wastewater service, transportation improvements, and fire rescue.

Much of the comments revolved around density that will be permitted. Both Mr. Brown and Mr. **Carlisle** said that this issue was still being worked out.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Hometown News (FL)

August 18, 2022

**Sebastian approves final facade grants**

Author: Mike Winikoff

The Sebastian City Council on July 27 approved three grants for signage, painting, and landscaping improvements to businesses located along U.S. Hwy 1, part the group of nine buildings formerly known as The Village Square. Under new ownership, the shops are now known as The District Sebastian, featuring 17 businesses including restaurants, gift shops, and professional services.

"This is to upgrade the façade and improvements along U.S. 1, signage, painting, and landscaping," City Manager **Paul Carlisle** said. "The reason it's in three applications is because each property tenant or owner can apply. If they just did it as one property owner the grant only allows for 50% cost share up to \$15,000, and that would have not done what needed to be done. In fact each tenant is allowed to apply separately, so this will allow them to get the best value, and we can get the best looking project that we can. I think it's a great opportunity."

The three grants totaling \$34,634 used up more than all remaining funds Sebastian had budgeted for its Façade, Sign, and Landscaping Program, likely meaning the end of the program, as City Manager **Paul Carlisle** said it is not being refunded.

"In trying to balance the budget, we've been having such little response to the facade improvement grant that we did not include funds for next year for the facade improvement grant in our budget," Mr. **Carlisle** said. "That could be amended, but right now this will more than use up what we have in our budget."

Robin Raiff, a realtor at 1101 U.S. Hwy 1, applied for and received \$9,992 to remove a dilapidated pergola causing damage to the building; to remove blighted stairs and replace them with pavers; to repair/repaint the exterior building façade; and landscaping around the front of the building. The total cost of the project is estimated to be \$19,985, of which the grant covers 50%.

In response to a question from Council Member Bob McPartlan about the grant paying for painting, which he didn't remember being included in prior grants, Mr. **Carlisle** said "The only painting that we're actually paying for is the segments that are visible from the U.S. 1 roadway, not the entire building."

Suzanne Wille, the owner/tenant at 1103 U.S. Hwy 1, which includes Foremost Tax and Accounting, Suzanne Wille Studios, and Tacochela restaurant, received \$12,468 towards a \$24,937 project to remove stairs and replace them with pavers; to replace the top of front porch stairs with composite decking; to repair and paint a railing and street light poles; buy a new sign; and landscaping.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Jason Wille, the owner of 1105 U.S. Hwy 1, which houses The Cats Meow veterinary cat clinic, received \$11,083 to repair dry rotted trim, calk, and repaint the exterior facade; repair/paint street light poles and replace lights; remove and replace signage; and landscaping.

When the council arrived at this third grant, budgeted funds still available were a little less than what they would have been eligible for, so Mr. **Carlisle** only recommended approval of \$9,490. Council Member Ed Dodd recommended that they approve the requested amount and then add in off budget from the CRA reserve account the additional \$1,593 to fund the full \$11,083 that they otherwise could have gotten. That was seconded and approved.

**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
*(Articles are in reverse chronological order)*

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Hometown News (FL)  
October 28, 2021

**Sebastian police and public employees get 4% pay raise**

Author: Mike Winikoff

The Sebastian City Council agreed on Oct. 13 to a 4% pay raise for the police and city employees. Both pay raises are effective Oct. 1. The raises are approved through Sept. 30, 2022.

The pay raises are for employees covered by article 15.2 of the current collective bargaining agreement with the Coastal Florida Police Benevolent Association; and employees covered by Article 20.1 of the current collective bargaining agreement with the Coastal Florida Public Employees Association.

City Manager **Paul Carlisle** said there were fruitful negotiations with the CFPBA and CFPEA bargaining units, and he recommended approval of both raises.

Vice Mayor Jim Hill said it was nice to see 4%, but he hoped the public understood that when the minimum wage rises to \$15 an hour over the next few years, this will cause an increase in taxes.

Council Member Christopher Nunn said he was also happy to see the 4% increase, and he hoped that employees will be able to get more money down the road.

Vice Mayor Hill said the increase was within the confines of the budget that was approved a few weeks ago.

The motion carried 5-0 for each pay raise.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Hometown News (FL)

October 7, 2021

**Sebastian balances budget with rolled-back rate**

Author: Mike Winikoff

The Sebastian City Council held its final budget hearing for FY21/22 on Sept. 29. City Manager **Paul Carlisle** told the council that the budget balances at the rolled-back millage rate of 3.0043 mills, with no additional taxes. "Rolled-back rate" means the rate that will generate the same total revenue as the prior year. When property values rise, property taxes generate more revenue. For the total revenue generated to stay the same, the tax rate must be reduced, and thus is called the "rolled-back rate."

First up in the hearing was the Community Redevelopment District. The recommended operating expenditures, grants, and transfers for capital projects budget for the CRA is \$595,827. Capital projects include the initial phase of the Harrison Street Park Plaza and the final phase on the working waterfront. The total tax increment revenue is projected to be \$431,641. Nobody from the public wanted to speak, and resolution R-22-01 was approved unanimously.

City Attorney Manny Anon Jr. then explained that the council would next be voting on four separate resolutions: R-21-19 setting the millage rate, R-21-20 setting the budget, R-21-21 adopting financial policies, and R-21-22 approving the six-year capital improvement program for FY22-27. The resolution setting the millage rate of 3.0043 mills was approved unanimously.

According to Administrative Services Director/CFO Ken Killgore, the General Fund budget includes \$489,997 in personnel costs, \$101,755 in operating expenditures, \$5,669 capital spending, and \$379,462 in transfers to other funds, all leading to a 1.6% increase in the budget, or \$217,959. This covers a 3% employee wage contingency, health insurance, three new positions, and election costs. In the section on the Local Option Gas Tax, Mr. Killgore said the city was holding off on road improvements pending a road assessment study. Sidewalks received \$100,000. The largest items for the next fiscal year in the Capital Improvement Program are \$5,334,024 for the public works compound; \$11,500,000 for canal restoration; \$400,000 for the Concha Dam wall; and \$720,000 for construction of square hangers at the airport.

The total general fund revenues and expenditures will equal \$13,759,174.

The largest revenue source is taxes and franchise fees, \$9,382,099.

The largest expenditure is police operations, \$3,681,798.

The four resolutions were voted on individually, each passing unanimously.

To read the entire budget including supporting documents and specific dollar amounts for all departments, visit [www.cityofsebastian.org/Archive.aspx?AMID=37](http://www.cityofsebastian.org/Archive.aspx?AMID=37).

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Hometown News (Fort Pierce, FL)

September 30, 2021

**Sebastian Municipal Airport to install security cameras**

Author/Byline: Mike Winikoff

The city of Sebastian has received a state grant to purchase and install new security cameras to monitor the infield areas of Sebastian Municipal Airport. The total project cost is \$24,000. The state grant covers 80%, or \$19,200. The remaining 20% or \$4,800 will come from the discretionary sales tax.

According to the staff memo to the city council explaining the project, the airport has a system of security cameras that monitor the flight lines and business tenant areas of the airport. Left unmonitored by the existing cameras are the infield areas of the airport, which cover skydivers, and aircraft taxi, takeoff, and landing operations. The Florida Dept. of Transportation Public Transportation Grant provides funds to purchase and install three new high definition cameras to cover those unmonitored areas of the airport.

One member of the public objected, saying there was no need to spend tax dollars on this. City officials pushed back. "Airport security everywhere is of utmost importance," said City Manager **Paul Carlisle**. "We've heard reports of things happening out there, but we just can't prove it. We can't have a security guard there 24/7, but there's been reports of things happening out there that aren't appropriate, and we want to make sure we're able to capture that and stop crime if it is happening. Security is always an important factor at an airport."

Vice Mayor Jim Hill agreed. "This \$24,000 in security that we're going to be acquiring at our airport will be acquired for \$4,800 of discretionary sales tax money, and I think that is outstanding use of the discretionary sales tax money, where we can pile on top of that an 80% match," said Vice Mayor Hill.

The motion to approve the grant and spending for the cameras passed unanimously, 5-0.



**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Hometown News (Fort Pierce, FL)  
September 23, 2021

**Former Sebastian City Council Members Gilliams, Parris sentenced to jail**

Author/Byline: Mike Winikoff

Pending an upcoming appeal, former Sebastian City Council Members Damien Gilliams and Pamela Parris are going to spend some time at the Indian River County jail. Both received jail sentences and fines from County Circuit Judge Michael Linn on Sept. 14. Unless changed at appeal, Mr. Gilliams faces about six months in jail, fines of about \$2,500 plus court costs, and restitution to the city of Sebastian of \$26,098. Mr. Gilliams was also ordered to have no contact with City Manager **Paul Carlisle**, Mayor Ed Dodd, Vice Mayor Jim Hill, and City Clerk Jeanette Williams. Ms. Parris faces 90 days in jail, \$2,500 in fines, courts costs, and \$26,098 restitution to the city of Sebastian. She was also ordered to have no contact with Mr. **Carlisle**, Mr. Hill, and Ms. Williams.

Mr. Gilliams and Ms. Parris were found guilty on May 27 of charges relating to an April 22, 2020 meeting. The verdict was returned by a six-person jury for the 19th Judicial Circuit of Florida in Indian River County. Both council members were arrested on June 16, 2020 on charges stemming from the illegal council meeting. Vice Mayor Charles Mauti was also charged, but on lesser offenses because he chose to cooperate in the case against Mr. Gilliams and Ms. Parris. Mr. Mauti signed a plea agreement. Mr. Gilliams was found guilty on three counts relating to Sunshine Law violations, and one count of perjury. The Sunshine Law violations are for attending a meeting where matters likely to come before the Sebastian City Council were discussed without providing reasonable public notice; and taking official actions at that meeting. Florida's Sunshine Law requires that meetings of a city council must be open to the public. The perjury count was for lying to a law enforcement officer regarding phone conversations with other council members on April 22.

Ms. Parris was found guilty on one Sunshine Law count and two perjury counts. She was found not guilty on one perjury count. According to her arrest warrant, Ms. Parris "falsely told a law enforcement officer that she had no phone conversations with any other council members on April 22, 2020, Pamela Rapp Parris falsely told a law enforcement officer that on April 22, 2020, she had several telephone conversations with City Manager **Paul Carlisle** in which he gave her conflicting information about whether the April 22, 2020 Sebastian City Council meeting was postponed, and Pamela Rapp Parris falsely told a law enforcement that she was unaware that the April 22, 2020 Sebastian City Council meeting has been postponed."

On Sept. 15, 2020 a recall election was held, and voters decided by overwhelming margins to recall Vice Mayor Mauti and Council Members Gilliams and Parris. The three were replaced by Christopher Robert Nunn, Bob McPartlan, and Fred Jones. According to the results released by the Indian River County Supervisor of Elections, more than 91% of voters supported the removal of each council member.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Hometown News (FL)  
October 29, 2020

**Sebastian lifts ban on herbicides**

Author: Mike Winikoff

In 2019, the Sebastian City Council passed a moratorium on the spraying of herbicides to kill weeds and other invasive plants. At the Oct. 14 City Council meeting, that moratorium was removed, allowing the city to again spray toxic chemicals. The city has not yet decided to conduct such spraying, but that tool is now back in the toolbox. For now, City Manager **Paul Carlisle** indicated he will try to control the city's weeds with non-toxic products.

The change was prompted by Mr. **Carlisle's** request to use an organic, environmentally safe herbicide called W.O.W., or Whack Out Weeds, produced by a company called EcoMight. The council approved that request, but went further and told Mr. **Carlisle** he was now free to use other herbicides as well.

Vice Mayor Jim Hill and Council Members Christopher Nunn and Fred Jones approved the motion. Mayor Ed Dodd and Councilman Bob McPartlan dissented. "As a result of the spraying moratorium placed by City Council in November 2019, a heavy infestation of invasive aquatic vegetation has accumulated in Collier Creek/Elkcam Canal and in the City's Stormwater ponds," read a staff memo requesting authority to spray. "Based on other entities testing results of various organic herbicides W.O.W. showed to be most effective." W. O. W. is a mixture of Peppermint Oil, Potassium Sorbate, and Sodium Chloride.

In 2019, the city conducted an application testing project at Friendship Park comparing W.O.W to Roundup. According to city staff, W.O.W. was just as effective as Roundup. In July 2020, the city again tested W.O.W., this time in the Hardee Park section of Collier Creek and the Stormwater pond at Garden Club Park. Again, W.O.W. was found to be equally effective in controlling invasive aquatic species. W.O.W. has been approved for use in city parks by the city's Integrated Pest Management Committee and the Natural Resources Board.

Mr. **Carlisle** indicated that staff desired to purchase three 55-gallon drums of W.O.W. to treat the heavy infestation in the waterways. The price is \$2,792 per drum including shipping. The city estimates the total cost will be \$8,376, including in-house labor.

**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
*(Articles are in reverse chronological order)*

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Hometown News (FL)  
September 17, 2020

**Sebastian shifts COVID funds to mortgage and rent assistance**

Author: Mike Winikoff

The Sebastian City Council on Sept. 9 debated how to allocate the city's initial \$924,322 allocation from the Coronavirus Aid Relief and Economic Security (CARES) Act Fund.

City Manager **Paul Carlisle** came to the meeting with a recommendation that the city spend \$40,000 for supplies and equipment; \$80,000 for sick leave payments and payroll expenses; \$280,000 for 1,500 virus self-testing kits; \$330,000 for small business grants; and \$194,322 for rent and mortgage relief, for a total of \$924,322. During the council discussion, however, that allocation shifted substantially.

The winner in the debate was rental and mortgage assistance, which will now receive much more than the \$194,322 City Manager **Paul Carlisle** had recommended. Small business grants also received an increase in funding. The loser was a COVID-19 testing program, which will no longer receive the \$280,000 Mr. **Carlisle** had recommended for 1,500 virus self-testing kits. Instead, that money will be shifted to the rental and mortgage assistance, and the city manager will have the flexibility to move unspent funds back to purchasing testing kits if money needs to be spent quickly before the funding deadline.

The testing program seemed to fall victim to Mr. **Carlisle's** attempt to shift from an inexpensive testing kit that would require a nurse practitioner and a lab to a self-test kit. Originally, Mr. **Carlisle** had proposed \$75,000 for the testing program. On Sept. 9, he changed that recommendation to a purchase of 1,500 self-testing kits at a cost of \$280,000. That proposal found little council support. "I would suggest that 1,500 test kits per \$280,000 doesn't seem like a really good use of that," Council Member Jim Hill said. "I would much rather see that go toward helping with some rent or mortgage." "I would guarantee there are people in this community who are dreading the day that the governor releases or allows for people to be removed from their homes," Council Member Hill continued. "That's going to be a sad day for a lot of people. So, you know, we have monies available to help folks out in that regard then I'd much rather see us utilize it that way."

Council Member Pamela Parris agreed. "I have to agree with Council Member Hill that the testing kits are a little expensive. We could help the community with the money otherwise." Mayor Ed Dodd agreed that the money could be spent better elsewhere. "I don't know how many residents of Sebastian have mortgage or rent issues right now, but it would seem to me it would be higher than we could satisfy with the \$190,000," Mayor Dodd said. "We could come back to testing. Don't do the test kit process right now, hold off a little bit on that, and then see what the response is on the rent abatement and mortgage abatement and then additional small business stuff."

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Regarding the portion that would be used for mortgage and rental assistance, Mr. **Carlisle** suggested working with Indian River County to administer that, to avoid the extra administration fees and labor. Council Member Damien Gilliams disagreed. "I think sending that over to the county and let them administer it would be a mistake because I think that would not get to our population and our citizens in Sebastian," Council Member Gilliams said. However, Mr. **Carlisle** assured him that he trusted the county process, and Council Member Gilliams relented on that point.

Based on the discussion, Mr. **Carlisle** said his understanding was that the council wanted him to remove the test kit allocation and shift the money into rental, mortgage, and small business assistance. He asked for leeway to make adjustments as the process proceeds, based on public need. The council agreed and voted 4-0 to approve the plan. Council Member Gilliams abstained because he is considering applying for the business assistance.

**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
*(Articles are in reverse chronological order)*

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Hometown News (FL)  
May 14, 2020

**Judge Orders City Council to Meet**

Author: Mike Winikoff

Circuit Court Judge Janet Croom has sided with Sebastian City Council insurgents, issuing a ruling on May 8 that could lead to the appointment of a new mayor and the termination of several high-level city staff. As we went to press, there had not been an official Sebastian City Council meeting since March 18. The regular April meeting was cancelled by Mayor Ed Dodd, and a special meeting requested by Council Member Damien Gilliams was cancelled by City Manager **Paul Carlisle**.

In the lawsuit brought by Council Member Gilliams against Mayor Dodd and City Manager **Carlisle**, Judge Croom ruled that under the Code of the City of Sebastian, the council must find a way to meet, even during a legitimate state of emergency. Judge Croom said that the city council was required to review both the state of emergency declared by Mayor Dodd and the cancellation of the special meeting requested by Council Member Gilliams. The city code “is plain and unambiguous and it is unaltered by the current affairs,” Judge Croom said. “It does allow the mayor to declare a state of emergency in times of public emergency. Therefore, the mayor's act in this regard does follow the law.”

The code “allows the city council to terminate the state of emergency at any time. A meeting has not been had to properly review this issue.” “The code requires any orders issued by a city manager using the term mandatory ... at the earliest practical time to be presented to the city council for ratification, confirmation, amendment or termination. A meeting has not been had for the city council to review this issue. The code uses the terms earliest practical time and also contemplates an impossibility if a meeting cannot be held at the city hall and specifically allows a meeting anywhere in the city.”

The judge sided with Council Member Gilliams on his attempt to call a special meeting after the regular city council meeting was cancelled. “The code specifically allows any city council member to call a special meeting even in a public emergency,” Judge Croom said. “If a city council member properly called a special meeting and if that was denied, it would be a violation.” Referring to the drafters of the city code, Judge Croom said “it is clear that their intent was to keep the city council meetings going and for the leaders of the community to find a way to work around any impossibility. This court looks to the terms of the binding law which here is the Sebastian code. The drafters of the code specifically chose clear terms such as earliest practical time.”

Council Member Gilliams told Hometown News that the ruling was a proper restriction on the powers of the mayor and the city manager. “You can't do anything by yourself and it will take all five council members to continue to meet per the charter to decide what's in (the) best interest,”

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Mr. Gilliams said. “No more dictating by the mayor in secret with city manager. That's what all of this is about.”

Judge Croom issued a three-part ruling, addressing the place city council should meet, the timing of the meeting, and the subject matter it should consider. “This court finds there is no well-founded allegation by any party that there was an impossibility for the city council to meet at City Hall as contemplated by the city code.” “City council shall meet at City Hall applying all public health COVID-19 requirements including proper distancing of people and use of electronic communications such as we are using now in the entire judicial system, which is Zoom,” Judge Croom said.

Addressing the timing of the meeting, the judge scolded the city council for not finding a way to meet during the pandemic. “Applying the city code's earliest practical time to meet, time is certainly ripe. Many institutional offices around the U.S. are up and running, including the judiciary and the clerk's offices. There is no reason that has been provided, no reasonable reason which can be provided why Sebastian cannot likewise find creative ways to meet as is required by its code.”

Next the judge addressed the topics that must be discussed at the meeting. “The subject matter of the public meeting shall include but is not limited to the following: number one, whether or not the city council chooses to keep or terminate the state of emergency as is required for its reflection.” “Number two, the code requires that any orders issued by the city manager be submitted to the city council for review. If that has occurred, the meeting must include the city council's review of any orders issued by the city manager.” “Number three, whether and if a city council member, i.e., Mr. Gilliams properly called a special meeting, and if it was properly denied, whether it was a violation of Article II Section 2.12(a). The city council gets to review this issue. It is more properly factually vetted out by the city council, not by the judiciary.” “Number four, in compliance with the Sebastian City Charter Article II Section 2.13, whether the city council chooses to adopt an emergency ordinance as contemplated by that section in its notice requirement -- that section is very specific. And my expectation is the city council will be able to have the opportunity to review that specific section.” The judge said the meeting was not limited to those four required agenda issues.

Judge Croom ended her order by asking the council members to live up to the expectations of Sebastian voters. “Your constituents have every expectation that you can lead them and that you must set aside your personal differences so that you can lead your people. The Sebastian people and voters need you all to be strong and thoughtful leaders for them. And that is why they voted each of you into your position. You don't need me to tell you that because you knew that when you ran for office. Perhaps sometimes that concept does get lost when it gets into complicated emotional issues such as this. So, while I know that you ran for office and that you hold this office for that very reason, to represent your people, I am just reminding you to perhaps step back and perform that function for them. They need you right now.”

Still uncertain is whether Council Members Gilliams and Pamela Parris and Vice Mayor Charles Mauti would use the next meeting to continue their quest to fire the city manager and City

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Attorney Manny Anon Jr., and appoint Council Member Gilliams as mayor. When asked that question directly by Hometown News, Council Member Gilliams was non-committal. “Everyone appears to be excited at the prospect that I too am a ‘Boss Dodd’. What I do intend to do about staff is I am going to ask no more contacting council members by improper polling tactics. I asked for a special meeting prior to April 22 and it was ignored. The charter says no ignoring. It's required. That's the rule of law. Not making stuff up as (we go) along. If we wait for a virus to safely pass and disappear then why hold elections in the fall? Mr. Dodd can remain running everything, which appears he has had fantasies about, and bullying everyone at City Hall, as it appears, he surely did; just like his actions on March 18, he doesn't then need the city council and did everything to stop it from meeting. The charter contemplates meeting even if City Hall was destroyed.”

Both sides in this case were represented by Vero Beach law firms. Council Member Gilliams was represented by Craig Rappel of the Rappel Health Law Group. Mayor Dodd and City Manager **Carlisle** were represented by Johnathan Barkett of the firm Collins, Brown, Barkett. Hometown News will update this story as events warrant.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Hometown News (Fort Pierce, FL)  
May 7, 2020

**Lawsuits upend Sebastian government**

Author/Byline: Mike Winikoff

Two lawsuits have the Sebastian city government in crisis. On April 24, Mayor Ed Dodd, City Manager **Paul Carlisle**, and City Attorney Manny Anon, Jr. sued Vice Mayor Charles Mauti and City Council Members Damien Gilliams and Pamela Parris. On April 27, Mr. Gilliams countered with a suit of his own against Mayor Dodd and Mr. **Carlisle**.

Both lawsuits stem from an April 22 meeting at city hall during which Vice Mayor Mauti and Council Members Gilliams and Parris voted to replace Mayor Dodd with Mr. Gilliams, and to fire the city manager and city attorney. That meeting, Mr. Gilliams says, stemmed from an illegal declaration of emergency pronounced by Mayor Dodd on March 17. Further, Mr. Gilliams stated in his complaint, without elaboration, that "The current State of Emergency in Florida is a man-made disaster." "The Defendant, Ed Dodd, is a tyrant when acting in his capacity as Mayor as he claims he has the power per Ordinance 2-37 to declare a state of emergency and thereafter direct and control the City Manager," Council Member Gilliams said. "That provision in Ordinance has no applicability to the current confirmed coronavirus cases in the State and County but only applies when the citizens of the City of Sebastian are rioting, or military intervention is required to restore public order." In his request for declaratory judgment, Mr. Gilliams also says "The Mayor asserts that he is the military leader of the City and refuses to consult with the City Council."

In an email from his attorney, Craig Marc Rappel, to the Department of Justice that Mr. Gilliams shared with Hometown News, Mr. Rappel says "we assert that the Mayor and City Manager have been draconian and onerous in preventing the City Council, inclusive of Mr. Gilliams color of title as a Council Member, to meet under martial law orders they have unilaterally imposed due to COVID-19 State of Emergency called by President Trump and Governor Ron DeSantis."

In Mayor Dodd's complaint before Judge Janet Croom of the Circuit Court of the Nineteenth Judicial Circuit for Indian River County, he, the city manager, and the city attorney argue that Mayor Dodd's March 17 declaration of a local state of emergency was authorized by Section 252 of the Florida Statutes and Section 2-37 of the Code of the City of Sebastian. That emergency declaration, they allege, authorized the mayor to cancel and reschedule city meetings, including the April 22 City Council meeting. Mayor Dodd argued that, after he legally cancelled the meeting, "the three Defendants attempted to hold a private Sebastian City Council meeting and purportedly voted to remove the Mayor from office. The Defendants also purportedly voted to fire **Carlisle** and Anon in their capacities as City Manager and City Attorney."

Mayor Dodd, et al. claim that defendants' attempt to appoint Mr. Gilliam as mayor was a violation of the City Charter. They asked for an injunction to "prevent great harm to the Plaintiffs and the public." Mayor Dodd's side also argued that the meeting violated Florida Statute



**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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286.011(1), known as the Sunshine Law, which prohibits official acts or decisions from being taken at non-public meetings. Because the meeting violated the Sunshine Law, they allege, any acts taken at that meeting should be declared void.

The plaintiffs also allege that "Defendants are actively attempting to hire a new City Manager and new City Attorney." "It is unquestionably dangerous and deleterious to public trust to have a dispute over who the rightful Mayor or City Manager is in the midst of an emergency, as these two officials are in charge of much of the local emergency response efforts that are required by the Governor's orders and other law," the mayor's complaint read. "The conflict caused by the illegal actions of the Defendants threaten to hasten the spread of the pandemic, which will cause countless other irreparable injuries to the Plaintiffs and the people served by the Plaintiffs."

In addition to seeking a declaration that the actions taken at the April 22 meeting are void, Mayor Dodd et al. asked for "a declaratory judgment confirming the official status of Dodd as Mayor of Sebastian, **Paul Carlisle** as City Manager of Sebastian, and Manny Anon, Jr. as City Attorney pending complete and full litigation of the matter."

In Council Member Gilliam's countersuit filed three days later on April 27, Mr. Gilliams said that Mayor Dodd's March 17 declaration of emergency should have been placed on the agenda for the March 18 city council meeting the next day. "The Local Declaration of Emergency was never presented to the City Council for ratification or approval and at all times material to the Complaint, the Local Declaration of Emergency has not been approved by the City Council as a whole in any public meeting," said the complaint from Council Member Gilliams. Mr. Gilliams also suggested that Mayor Dodd cancelled the April 22 meeting in part because he knew from media reports that Council Member Gilliams was going to try to remove him as mayor.

Council Member Gilliams said that the council itself needed to pass a special resolution of emergency procedures invoking Emergency Management provisions and that the council, not the mayor unilaterally, could delegate provisions to enforce to the city manager. Mr. Gilliams is asking the court to declare that he has the right to call a special meeting of the city council.

At press time, a hearing and possible mediation are expected. We will report on those developments next week.

**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
(Articles are in reverse chronological order)

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Sebastian Daily (FL)  
April 23, 2020

**State Attorney’s Office Investigating 3 Sebastian City Council Members**

Author: Andy Hodges

The State Attorney’s office has confirmed that they are investigating Sebastian City Council Members Charles Mauti, Damien Gilliams, and Pamela Parris after a series of events unfolded Wednesday at City Hall. The City Council meeting was to take place at 6:00 p.m., but City Manager **Paul Carlisle** announced that it was canceled “based on the consensus of the City Council,” and emails from citizens asking for it to be postponed. Authority was granted to **Carlisle** by the Declaration of Local State of Emergency. Residents complained that because of the coronavirus pandemic, not everyone could attend the meeting.

Mauti, Gilliams, and Parris moved forward with the meeting anyway, inviting three directors from the Sebastian Property Owners Association (SPOA) to be present and record the meeting. “It was clear that the three council members were having a meeting without any other city official or the Mayor present,” Sebastian Police Lt. Timothy Wood told Sebastian Daily. State Attorney Investigator Ed Arens and Assistance State Attorney Ryan Butler will conduct the investigation. “The State Attorney’s office has picked up all the evidence and will proceed with an investigation,” Sebastian Police Chief Michelle Morris told *Sebastian Daily*.

Mauti, Gilliams, and Parris unlocked the doors to City Hall and voted to fire City Manager **Paul Carlisle**, City Attorney Manny Anon, and City Clerk Jeanette Williams. The three council members then named Gilliams as the city’s new mayor. They are planning a news conference today at 4 p.m. at City Hall. Ed Dodd said the actions by the three council members were illegal. “There was an attempt to have an illegal council meeting, and I stumbled onto it,” Dodd told *Sebastian Daily*. Dodd said he notified the Sebastian Police Department, and they escorted everyone out of the chambers. The PAC group known as Sebastian Voters Against Gilliams and Parris is gaining more support from voters to recall Mauti, Gilliams, and Parris. We will have more information soon.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Hometown News (Fort Pierce, FL)  
July 18, 2019

**Sebastian delays annexation for new development**

Author/Byline: Mike Winikoff

Sebastian officials have hit the pause button on a proposed 1,118 acre annexation until further discussions can be had with county staff. The land use map amendment for the property was requested by Graves Brothers Company for a development that could include more than 3,000 homes. The Planning and Zoning Commission had been scheduled to discuss the issue on July 18 to review and make recommendations to the council.

Council Member Ed Dodd requested the delay, based on discussions he participated in with the Metropolitan Planning Organization. Mr. Dodd represents the city of Sebastian on the MPO, which also includes members of the county, Vero Beach, Fellsmere, and the school board. The delay was requested to resolve both substantive and communications issues.

Environmental issues involving water availability and the extension and widening of several roads have been raised by both non-profit organizations and the county.

Council member Dodd acknowledged that the issues the MPO was grappling with were legitimate MPO issues. "The issues that they're talking about, 82nd Ave. and 510, are MPO issues," Council Member Dodd said. "So the MPO can carry on that conversation."

The Sebastian City Council was most concerned with allegations raised at the MPO meeting that the city was not communicating with the county about the project. "The miscommunication issues are the problem," Council Member Dodd said. "They (MPO) may not be hearing everything that they need to hear."

Mayor Jim Hill questioned City Manager **Paul Carlisle** about discussions he had had with the county and the MPO. "I have some questions of staff relevant to the communications that the city of Sebastian has had with the county over the last several months through this annexation process," Mayor Hill said to Mr. **Carlisle**. "It appears as though the county is taking the stance that the city is not communicating with the county, and I want to know if that's in fact the case."

"No sir," Mr. **Carlisle** replied. "We had a meeting in March with (county Planning Director) Stan Bolling and with Phil (Matson, MPO Director). We discussed numerous items - we discussed the traffic, we discussed the water, sewer. We have a meeting Aug. 2 with the County Administrator to discuss some of these same items. But we met in March."

Mr. **Carlisle** said there had been an email exchange with Stan Bolling after the meeting to discuss points raised in the meeting. "The applicant was there, they got to see the maps, the inter-connectivity roadways," Mr. **Carlisle** said. "At that meeting they didn't seem to have a big issue with it. They did say that there's no guarantee for water, which we understood, we didn't disagree

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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with that." "When they say there have been no discussions, I sent an email to the county administrator and said I take exception to that. I copied him on an email I had gotten from Stan regarding that. Did we solve all the questions and issues? No, but the communication was there."

The MPO scheduled further discussion on the issue for sometime in the first two weeks of August.

Regarding the proposal to take the issue off the Planning and Zoning Commission agenda for July 18, Mayor Hall asked if the project would be harmed by awaiting resolution of the MPO issues. Mr. Dodd replied that it would not. He said that if the council is still scheduled to finalize the issue on Aug. 28, the Planning and Zoning Commission could have another meeting in that time frame.

With that understanding that the delay would not jeopardize the project, the council voted 4-0 (with one absence) to postpone the land use discussion for the Graves annexation from July 18 to a future meeting.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Sebastian Daily (FL)

April 16, 2020

**Councilwoman Wants City of Sebastian to Consider Health Insurance**

Author: Andy Hodges

Sebastian Councilwoman Pamela Parris has asked City Manager **Paul Carlisle** to discuss health insurance coverage for city council members at the next meeting on Wednesday, April 22, 2020. In an email dated Tuesday, April 14, 2020, Parris asked **Carlisle** to put health insurance on the agenda. “Please put reconsideration of health insurance for council members on agenda,” Parris wrote to **Carlisle**. We tried to reach out to Parris, but she refused to comment. Should the City of Sebastian provide Council Members with health insurance? Councilman Damien Gilliams told us, “I already have my own health insurance.”

Councilman Jim Hill thinks there’s room for a reasonable discussion but doesn’t believe this is the proper time. “I think there’s room for a reasonable discussion as to whether or not council members should have access to the City’s healthcare provider. What I don’t find reasonable are these three councilmembers trying to pack non-essential items onto an agenda when they know the public is in fear due to the recommendations by the Governor and are less likely to come out and opine. Seems shady to me but what would one expect,” Councilman Jim Hill told *Sebastian Daily*.

A Sebastian resident, who wishes to remain anonymous in fear of retaliation, said she doesn’t think the residents should pay for it. “City Council is supposed to be a volunteer job of service to the community. How can we be raising expenses at a time of decreasing City revenue caused by COVID-19? What is Pamela Parris thinking? What has this council been doing during this state of emergency? They are spending their time wanting self-entitlements and perks while trying to remove our Mayor without cause. Do they know that most residents right now are fearful and broke without a job? Do they know that businesses have shut down? They are not thinking about Sebastian or the people,” the resident said.

As we reported yesterday, some members of the Sebastian City Council want to remove the Mayor at the next meeting. They believe Ed Dodd closed the last meeting illegally. However, City Attorney Manny Anon disagreed, and said the closing was legal. The next Sebastian City Council meeting is at City Hall on Wednesday, April 22, 2020, at 6:00 p.m.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Sebastian Daily (FL)

March 29, 2020

**City of Sebastian Asks for Social Distancing or Parks, Boat Ramps will Close**

Author: Andy Hodges

“Social distancing” is the main message that the City of Sebastian is emphasizing during the COVID-19 pandemic. On Saturday, the FWC shut down the Sandbar and islands in Sebastian after Florida Gov. Ron DeSantis ordered boats to stay 50 feet away from one another. Sebastian parks and boat ramps are still open, but city officials warn that they will be closed if people don’t practice the CDC guidelines of no more than 10 people in a group, and each person must stay within 6 to 10 feet from one another. “We would ask that everyone, please be aware of social distancing, and we need to remember that the only way we can help to slow this pandemic is to do whatever we can to remain calm, do not congregate if at all possible,” City Manager **Paul Carlisle** told *Sebastian Daily*.

**Carlisle** said it’s important to slow the coronavirus and is asking all residents over the age of 65 to stay home and only go out for essential items. “We have kept parks, boat ramps, and the golf course open with restrictions, but if people do not self-isolate, we may have to make a change. All residents over 65 per the CDC guidelines should stay at home and only go out for essential items,” **Carlisle** said. “Let’s all work together during this time to do whatever we can to help prevent the spread of this pandemic. It is up to us to make a difference in the final outcome,” **Carlisle** added.

Mayor Ed Dodd is warning residents of scammers who may be going door-to-door in our community. “It’s important to remember that no legal testing is being done door-to-door, so if someone saying they are doing testing comes to your house call Sebastian Police at 772-589-5233 option ‘0’. Also, please understand that Sebastian is coordinating our response with County and State authorities who have the legal authority to enforce the orders of the Governor. Stay home, stay safe, and help your neighbor,” Dodd told *Sebastian Daily*.

Councilman Jim Hill said the city officials are continually communicating with the county and state to ensure the safety of residents in Sebastian. “I can assure you that the city is in good hands. We are constantly communicating with the county, local municipalities, and the state government to make sure that all efforts are being taken to ensure the safety of our citizens. In this State of Emergency, everyone is on edge and very concerned as they should be. I can only assure you that we are taking the best advice from the experts as to how we should proceed,” Hill told *Sebastian Daily*.

Councilman Damien Gilliams suggested that the City of Sebastian have an emergency backup plan in case the coronavirus gets out of hand. On March 9, 2020, Gilliams asked **Carlisle** to check into local hospitals and walk-in clinics to make sure they have plenty of testing kits available to the community and that the city has a plan with the police department in place that’s ready to be activated. On March 24, 2020, Gilliams asked **Carlisle** to get advice from scientists

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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and doctors. “Please try to surround yourself with scientists and doctors in making your decisions do not listen to politicians,” Gilliams asked **Carlisle** in an email.

Earlier this week, Cleveland Clinic Indian River Hospital announced it was offering drive-through testing by appointments from 9 a.m. to 5 p.m., seven days a week. On Friday, the Sebastian River Medical Center announced it was offering virtual visits on designed to mitigate the spread of the disease and ease concerns of going to the doctor’s office.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Hometown News (Fort Pierce, FL)  
January 30, 2020

**Spraying for fire ants to resume at Friendship Park**

Author/Byline: Mike Winikoff

Two months into a 120 days moratorium on the spraying of herbicides and pesticides in city parks, the Sebastian City Council has decided to resume pesticide spraying at Friendship Park. The moratorium on spraying at Barber Street Park will continue for now, as will the moratorium on herbicides like Roundup.

In a Jan. 15 memo to City Manager **Paul Carlisle**, Leisure Services Director Brian Benton asked that the city close the Friendship Park athletic field immediately, and resume a broad spraying program at Friendship Park and the Barber Street athletic fields. Mr. **Carlisle's** Jan. 22 request to City Council was more limited. "We're running into an issue with fire ants and insects at the Friendship Park ball field," Mr. **Carlisle** said. "We're not asking to just open up (spraying) for anything and everything, but we are experiencing fire ant issues, especially at Friendship Park ball field. Now we're seeing some issues with fire ants and mole crickets at the other ball fields. We want to look at trying to make it safe."

"The issue at Friendship Park is a fire ant issue," Mr. Benton agreed. "I've gone out there. There's 50-60 fire ant hills at that facility. I have deemed that it's unsafe. I don't think you could find a spot where you could kick a soccer ball and not hit a fire ant hill. It's unsafe."

During public comments, residents urged the council to keep the pesticide issue separate from the moratorium on Roundup and herbicides that contain glyphosate. Several said they wanted to keep the moratorium on Roundup even if a change is made to allow pesticides. "I'm here representing a bunch of people that have their kids playing soccer at Friendship Park," said resident Chris Nunn. "Spraying for weeds is much different than spraying for bugs. I suggest we drop the moratorium on the pest control, we get our parks under control, we come up with a plan to get to a better method of treating for the ants, but get our parks back so our kids and parents and families can use them. Drop the moratorium on the pest control, treat our parks, our ball fields, get them back to a usable condition."

Council Member Pamela Parris agreed with separating the herbicide and pesticide issues. "I think we're succeeding with the weed control. It's the ants right now, I agree, our kids need our parks back."

Council Member Damien Gilliams was initially opposed to any resumption of pesticide spraying. "I'm not willing to just go ahead and start taking care of the fire ants with any type of toxic chemical," Mr. Gilliams said. "I'm willing to shut that park down until we solve the problem." Mr. Gilliams said he thought all parties would move to a better solution much faster if they just shut the park down. When Mayor Ed Dodd proposed a lifting of the moratorium limited to treating Friendship Park for fire ants, Mr. Gilliams agreed. "I don't want to lift the moratorium



**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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but I'm willing to go along with letting them spot treat it to keep it under control," Mr. Gilliams said. Mr. Benton said the product to be used would be either Crosscheck or Advion.

The motion to allow the Leisure Services director to treat Friendship Park for fire ants passed 5-0. Mayor Dodd also asked staff to keep looking for alternatives, so that if the problem emerges in a few weeks at Barber Street Park, the options are known. "We need alternatives," Mayor Dodd said.

Separately, the city is holding a series of meetings with residents, environmentalists, and scientific experts to arrive at broader and more permanent solutions.

**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
*(Articles are in reverse chronological order)*

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Sebastian Daily (FL)  
December 9, 2019

**Sebastian City Manager Set to Present Herbicide Report to City Council Meeting**

Author: Andy Hodges

Sebastian City Manager **Paul Carlisle** is set to present a herbicide report at the next City Council Meeting on Wednesday, December 11, 2019, at 6:00 p.m. On April 10, 2019, the previous city council (Linda Kinchen, Albert Iovino, Bob McPartlan, Jim Hill, and Ed Dodd), tasked **Carlisle** with looking for alternatives to using Glyphosate in our Sebastian waterways. “The City has permits from the Saint Johns River Water Management District for its waterways. The conditions of those permits require the maintenance of the waterways to promote water discharges and the prevention of exotic vegetation. The Storm Water Treatment Park is currently not in compliance with that permit,” **Carlisle** said in the report.

Last month, the current City Council placed a temporary ban on using herbicides and pesticides for one year near stormwater and 120 days for local parks. The herbicide report is lengthy and contains a lot of information. In 2013, the City of Sebastian reduced the use of herbicides by over 50 percent at the request of some residents. The measure has caused the overgrowth that is seen in our system today. Several residents at the time voiced concerns over the removal of vegetation, including invasive species on the city’s stormwater treatment ponds, canals, and water features. “This, in turn, has resulted in limited access to these areas for both regular maintenance and emergency repairs, placing the system at risk of failure in the event of a major storm,” said **Carlisle**.

The report states that there are seventeen active herbicide ingredients approved for use in Florida waters as of 2018. These active ingredients may be formulated and sold under various trade names, such as Aquathol, Rodeo, and Sonar. More than 100 different herbicide trade names are available among the 17 herbicide compounds for use in the Florida Fish and Wildlife Conservation Commission’s aquatic plant management program. The report contains all 17 herbicide compounds with a detailed description. The report contains several considerations, such as hand-pulling the weeds to using other alternatives.

During the research, **Carlisle** reached out to several communities that have either banned or regulated the use of Glyphosates such as Stuart, Fort Myers Beach, Miami, Satellite Beach, and Hallandale Beach. There is also the issue of cost. It can be very expensive using the alternatives. **Carlisle** provided five options with different pricing in the report. Mayor Ed Dodd, who is spearheading the Sustainable Sebastian plan, is setting up two open workshops to get public feedback after the first of the year.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Sebastian Daily (FL)

December 2, 2019

**Family Heating & Air Working with City to Find a Solution**

Author: Andy Hodges

Family Heating & Air moved into a building without telling the city or taking out a new license for the location, according to city officials. According to city manager **Paul Carlisle**, the staff from the city visited the business last week to work on a solution that's best for Family Heating and Air and Sebastian. **Carlisle** said the staff from the city never told the company that they couldn't conduct business at the location. "Our goal is to work with them," **Carlisle** said. The next day, the company published a petition asking residents to help Family Heating & Air remain at the location. However, **Carlisle** said that was never the issue. The AC company moved into the building without contacting the city for permits.

The building is zoned for commercial, but not industrial. The city is trying to work with them to remain at the location as an office space. "The truth is that the AC company moved into the building without telling the city, no permits for changes to the building, no fire inspection, and no license taken out for that location," Sebastian Mayor Ed Dodd told *Sebastian Daily*. Dodd said the company wants to run a skilled trade business out of the building, but that use is not permitted in the Community Redevelopment Agency. Across the street is Baker AC, but they are grandfathered in and were at their location before the code change.

We also spoke with councilman Jim Hill who read the article and petition earlier this morning. "They moved in without checking the zoning laws. At what point do we not follow our own laws? We have the zoning laws there for a reason," Hill told *Sebastian Daily*. Hill said if they make an exception for one business, they will have to make it for everyone else. "They also want to park their entire fleet of vehicles on the property, which is not zoned for that either," said Hill. So, who made up these zoning laws in Sebastian? The citizens did in 1999. **Carlisle** said the city collected information from citizens to decide how the area should be zoned. They chose to allow for commercial property, but not for industrial. The city council reviewed the zoning in 2015, keeping the same rules from 1999.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Treasure Coast Newspapers (FL)  
September 18, 2019

**Indian River County to Pursue Conflict Resolution with Sebastian Over Recent Annexation**

Author: Janet Begley

The county will initiate the conflict resolution process to work out issues with Sebastian over the city's recent approval of an 1,100-acre annexation of citrus land on County Road 510. On Aug. 28, Sebastian approved the annexation of land owned by Graves Brothers Companies that could bring up to 3,500 homes and commercial and industrial development at the city's southern border. Several environmental groups, including the Clean Water Coalition of Indian River County and the Pelican Island Audubon Society, have indicated they will file legal action against the city to stop the annexation on environmental grounds.

The county attorney's office believes there are legal issues with the annexation and wants County Administrator Jason Brown and Sebastian City Manager **Paul Carlisle** to attend a conflict assessment meeting to discuss possible solutions before any legal action is taken. The Board of County Commissioners has until Sept. 27 to request conflict resolution or relinquish its future right to do so. After the city is put on notice that the county is seeking conflict resolution, a meeting between the two administrators must take place within 30 days. If the issues cannot be resolved, a joint public meeting, and then mediation, if necessary, will take place before any legal action can be taken.

The annexation violates the county's inter-local agreement with Sebastian that prohibits soliciting water and sewer services from any provider than Indian River County, said County Attorney Dylan Reingold. The county hasn't declined to provide water and sewer services, but it would require changing boundaries of the county urban-services district to do so. Despite the city's claims it met with county officials many times over the annexation, Brown said there still is a need for the framework of the conflict resolution process. "We have tried to have our concerns addressed," he said. "The city said they were addressed, and I'm telling you, they were not addressed." There's been a lack of communication between the city and the county about the annexation, said County Commissioner Joe Flescher, Information should have been shared before the city voted in favor of the annexation, he said.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Indian River Press Journal (FL)

August 23, 2019

**Feds OK \$600K Grant for Sebastian Projects**

Author: Janet Begley

Veterans, seniors and the disabled could benefit from a five-year grant awarded to the city through the federal Community Development Block Grant program. Sebastian's \$618,370 grant is its first from the program in several years, and will be paid out through 2024. In 2019, \$123,674 will be divided among housing rehabilitation, public improvements and planning and administration. About \$50,000 will go toward a housing-rehabilitation program that repairs safety items in homes for veterans, senior and disabled residents. Another \$50,000 will be used to construct a handicap-accessible sidewalk on North Central Avenue in the city's Community Redevelopment Area. Accessible sidewalks are at least 36 inches wide and include curb ramps to facilitate use by people in wheelchairs. The remaining \$23,674 of the grant goes toward planning and administrative fees.

The grant supports programs that help housing rehabilitation, public improvements and economic-development projects in communities throughout the country, City Manager **Paul Carlisle** said. Eighty percent of the grant will benefit low- and moderate-income residents of Sebastian. **Carlisle** said he will look to local community-based organizations such as the Veterans Council of Indian River County to suggest individuals who could benefit from the housing-rehabilitation assistance. "We would welcome their input to get applicants who need help," said **Carlisle**. "We're ready, willing and able to take all of the help we can get from others to make this happen."

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Hometown News (FL)

July 18, 2019

**Sebastian Delays Annexation for New Development**

Author: Mike Winikoff

Sebastian officials have hit the pause button on a proposed 1,118-acre annexation until further discussions can be had with county staff. The land use map amendment for the property was requested by Graves Brothers Company for a development that could include more than 3,000 homes. The Planning and Zoning Commission had been scheduled to discuss the issue on July 18 to review and make recommendations to the council. Council Member Ed Dodd requested the delay, based on discussions he participated in with the Metropolitan Planning Organization. Mr. Dodd represents the city of Sebastian on the MPO, which also includes members of the county, Vero Beach, Fellsmere, and the school board.

The delay was requested to resolve both substantive and communications issues. Environmental issues involving water availability and the extension and widening of several roads have been raised by both non-profit organizations and the county. Council member Dodd acknowledged that the issues the MPO was grappling with were legitimate MPO issues. “The issues that they’re talking about, 82nd Ave. and 510, are MPO issues,” Council Member Dodd said. “So the MPO can carry on that conversation.” The Sebastian City Council was most concerned with allegations raised at the MPO meeting that the city was not communicating with the county about the project. “The miscommunication issues are the problem,” Council Member Dodd said. “They (MPO) may not be hearing everything that they need to hear.”

Mayor Jim Hill questioned City Manager **Paul Carlisle** about discussions he had had with the county and the MPO. “I have some questions of staff relevant to the communications that the city of Sebastian has had with the county over the last several months through this annexation process,” Mayor Hill said to Mr. **Carlisle**. “It appears as though the county is taking the stance that the city is not communicating with the county, and I want to know if that’s in fact the case.” “No sir,” Mr. **Carlisle** replied. “We had a meeting in March with (county Planning Director) Stan Bolling and with Phil (Matson, MPO Director). We discussed numerous items - we discussed the traffic, we discussed the water, sewer. We have a meeting Aug. 2 with the County Administrator to discuss some of these same items. But we met in March.”

Mr. **Carlisle** said there had been an email exchange with Stan Bolling after the meeting to discuss points raised in the meeting. “The applicant was there, they got to see the maps, the inter-connectivity roadways,” Mr. **Carlisle** said. “At that meeting they didn’t seem to have a big issue with it. They did say that there’s no guarantee for water, which we understood, we didn’t disagree with that.” “When they say there have been no discussions, I sent an email to the county administrator and said I take exception to that. I copied him on an email I had gotten from Stan regarding that. Did we solve all the questions and issues? No, but the communication was there.”

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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The MPO scheduled further discussion on the issue for some time in the first two weeks of August. Regarding the proposal to take the issue off the Planning and Zoning Commission agenda for July 18, Mayor Hall asked if the project would be harmed by awaiting resolution of the MPO issues. Mr. Dodd replied that it would not. He said that if the council is still scheduled to finalize the issue on Aug. 28, the Planning and Zoning Commission could have another meeting in that time frame. With that understanding that the delay would not jeopardize the project, the council voted 4-0 (with one absence) to postpone the land use discussion for the Graves annexation from July 18 to a future meeting.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Treasure Coast Palm (FL)

June 4, 2019

**Police Investigating Whether Sebastian Got Sandbagged in City Cemetery-Expansion Deal**

Author: Janet Begley

Police are investigating claims that the city gave away valuable sand during the expansion of the its cemetery on U.S. 1. Police Chief Michelle Morris confirmed she was reviewing material provided by resident Damien Gilliams, who alleges the city allowed contractor Henry Fischer & Sons to keep the sand removed from the 1.4-acre site in exchange for clearing and leveling the site, and constructing an access driveway off U.S. 1. "I have been made aware of the allegations and I am looking into them," said Morris. "It may be something that is turned over to another law-enforcement agency for investigation." Gilliams believes the fill removed from Sebastian Municipal Cemetery could be valued at \$800,000, far more than the \$300,000 the city paid for the property in 2013. The parcel was appraised at \$375,000 in 2013. Sebastian bought the property with about \$274,000 from a spendable cemetery trust fund, used for capital improvements and expansion, and with a \$26,000 loan from a non-spendable cemetery trust fund, which has been repaid, City Clerk Jeanette Williams said.

In 2013, City Manager Al Minner told the City Council that the parcel contained a ridge of high-quality sugar sand, material that could be excavated and sold and a premium price to help the city recoup its investment. According to the minutes of the May 22, 2013, council meeting, Minner said expansion of the cemetery could create 760 burial plots, which could be sold to residents for \$1,000 each. That \$760,000, plus sale of the sand, would go to the cemetery fund, he said. In March 2017, the city received two proposals to clear the 1.4-acres, one that would have cost about \$19,000 — \$27,640 minus an \$8,555 credit for the keeping the sand — and one from Fischer and Son, to clear the trees, scrub and debris; demolish a small structure; and level the property to match the grade of the adjacent cemetery. Fischer offered to do the work for free in exchange for the sand it hauled away. City officials approved the Fischer deal in a verbal agreement. The work should have been put out for bid, Gilliams, because it was more than \$25,000.

Mayor Jim Hill, who was on the City Council in 2013, said he remembers the purchase was made to expand the cemetery, which would have been out of burial space in 10-15 years. While giving the sand away in exchange for work at the site could have been bad judgment on the part of former City Manager Joe Griffin, it was never brought before the City Council for consideration, he said. "I'm not concerned about the criminality of it," Hill said. "If you are a new city manager like Joe Griffin was at the time, you see how it would save the city money."

Current City Manager **Paul Carlisle** said the value of the sand is speculative and it would be impossible to guess if the city could have made money from its sale. "I'm not going to go back and second guess the previous city manager," said **Carlisle**, who was hired in 2018. "You can only make a decision based on the best information you have at the time."



**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Treasure Coast Palm (FL)

April 11, 2019

**Wright Construction of SW Florida Gets Top Interest from Sebastian Council to Build Public Works Facility**

Author: Janet Begley

A construction firm from Southwest Florida is the city's first choice to build a new public works facility along Airport Road West and Roseland Road near the Sebastian Municipal Airport. Wright Construction Group of Fort Myers was ranked first by the City Council to design and build the \$6 million facility that has been under consideration for about 10 years. Two other firms, Ahrens Companies of West Palm Beach and W & J Construction of Rockledge, also made presentations to the City Council during their meeting Wednesday night and were ranked second and third, respectively. In their presentation, representatives from Wright Construction presented a conceptual plan for the new building, which includes three components:

- \* an administration building;
- \* a warehouse;
- \* a truck-washing facility

Plans show a metal administration building connected to the warehouse, with a separate truck-washing facility in the rear of the property. Mayor Jim Hill said while the functionality of the building was important, he wanted the building to be aesthetically pleasing to the public because a portion of the building will be visible from the road. The current public works facility is surrounded by a fence, something Hill doesn't want to repeat in any future construction. "It has a very industrial use, but the aesthetics are very important to me," said Hill. "And I think you've added that into your design." Council member Albert Iovino said he liked the site plan rendering Wright Construction included in its proposal that shows an attractive facade with parking in the front of the building. "I like the flow of this all around," said Iovino. "The design is great, and it seems very functional to me." Among other municipal projects, Wright Construction produced two buildings for Glades County — the Glades County Emergency Operations Center and the Glades County Training Facility. Both buildings are similar to the one the city wants to build to house equipment and manpower for its public works and road crew.

Sebastian City Manager **Paul Carlisle** worked as the administrator for Glades County before he was hired in Sebastian last year. In January, the city advertised a 'request for qualifications' to design and build the new garage, stormwater and public works compound. Seven firms responded and a selection committee of five chose the top three to make presentations to the City Council. **Carlisle** will now work with Wright Construction to negotiate a work services agreement, the first step in the planning process. The project will be phased in and would start as soon as funding becomes available, **Carlisle** said. Money to pay for it would come from the discretionary sales tax. The work services agreement would still need City Council approval for the project to begin.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Treasure Coast Palm (FL)

March 7, 2019

**Sebastian Would Keep its Own Fire-Inspection Office Under Tentative Deal with County**

Author: Janet Begley

The squabble between Indian River County and Sebastian over whether the city can have its own fire marshal may be coming to an end. By a 3-2 vote Tuesday, the County Commission agreed to work out an agreement with Sebastian, allowing the city to continue conducting its own fire inspections and reviews under its Building Department while remaining part of the county Emergency Services District. Commission Chairman Bob Solari and Commissioner Peter O'Bryan voted against the agreement, citing concerns with life-safety issues that could impact both city and county residents.

On Feb. 26, county and city representatives met in a conflict-resolution session, where some details of the agreement were worked out. It would authorize Sebastian to have its own fire marshal office, provided all fire-safety plan reviewers are certified; that a second person reviews the work to ensure compliance with the fire code; and the city provides insurance and indemnification to the county for the actions of the city fire marshal. The agreement is similar to one proposed, but never finalized, for Fellsmere several years ago. Fellsmere has had its own fire marshal since 2009, something that City Manager Jason Nunemaker has said works out well. A final inter-local agreement with Fellsmere is anticipated.

Sebastian created its own fire marshal office in March 2018 as a way of expediting inspections for local businesses and developers, to make sure they meet the state fire code. By centralizing permitting in Sebastian, city officials argue, fire and building inspections can be done almost simultaneously, eliminating the need for developers and business owners to travel to Vero Beach to arrange for their inspections and permits. County Commissioner Susan Adams said she sees no path forward other than developing an interlocal agreement that both Sebastian and the county can live with. "We need a resolution for this and we need to move forward," said Adams. "It's time to put this issue to bed and just get the agreement done."

Sebastian City Manager **Paul Carlisle** who attended the commission meeting, said he was glad the issue is closer to being settled. "I'm pleased the way the commission moved forward," said **Carlisle**. "Getting an amicable resolution has always been the goal. I'm confident we'll get an interlocal agreement that is acceptable to both parties. We appreciate the County Commission moving it forward in this positive direction." Some details of the agreement still must be negotiated so the formal conflict resolution process can be concluded. The final interlocal agreement must be approved by the County Commission and the Sebastian City Council.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Treasure Coast Palm (FL)

February 14, 2019

**Water Quality is a High Priority for Local Communities, Managers Tell Taxpayers Association**

Author: Janet Begley

Water quality, road rebuilding and economic development were the hot topics when four city and town managers addressed the Indian River County Taxpayers Association's monthly meeting Wednesday. Vero Beach City Manager Jim O'Connor spoke first, discussing last year's sale of the Vero Beach electric utility to Florida Power & Light Co. "We think it went much smoother than we anticipated," said O'Connor, who retires March 15. "FPL had a presence at City Hall, and we were able to work through any issues that came up."

O'Connor also talked about sale of the downtown Post Office and how proceeds will fund water-quality projects over the next several years. He emphasized the importance of street sweeping to keep pollutants from running off into the lagoon, and hopes his successor will fund the program going forward. Likewise, Fellsmere City Manager Jason Nunemaker focused his remarks on water quality, reinforcing the importance prohibiting the spreading of Class B biosolids near Blue Cypress Lake. "Everything we've done, planning wise, is predicated on our environment," said Nunemaker. "The lure of Fellsmere is ecotourism, and the character of the land is what we have to offer. If we have a situation where water quality gets out of control, it can really put a damper on our economic development."

**Paul Carlisle**, who has been Sebastian city manager less than a year, said city officials have evaluated every segment of roadway in the city and are developing a six-year master plan to improve road surfaces and drainage in the Community Redevelopment Agency district. "We want to make sure we spend the money where it needs to be spent," said **Carlisle**. "We've improved some drainage (and) re-did the roadway on Indian River Drive to try and beautify the area so it's attractive for businesses and residents to come."

The program wasn't without its share of drama, however. When it came time to introduce Indian River Shores' new town manager, Joe Griffin, it was apparent that a long-simmering feud between the county and Griffin is not yet over. Prior to remarks from Griffin — the former Sebastian city manager who began his Indian River Shores job on Monday — County Commissioners Bob Solari, Tim Zorc and Joe Flescher walked out without hearing Griffin apologize for comments he made about the county when he worked for Sebastian. Before retiring from Sebastian in May, Griffin publicly slammed the County Commission and county staff publicly over a spat stemming from Sebastian's hiring of its own fire marshal to conduct fire inspections. The incident left hard feelings between Sebastian and the county.

On Wednesday, Griffin said he realizes his remarks disparaged the County Commission, and called his actions "a bonehead maneuver." "It was a public mistake I made and it deserves a public apology," Griffin told the audience. "It was something I regretted from the minute I hung

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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up the phone on that broadcast." Still, he said, he's happy to be back in Indian River County and particularly in Indian River Shores. "When you go away and you see how things are run in other places," he said, "you learn that things are run very well here, and I appreciate that."

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Indian River Press Journal (FL)

January 30, 2019

**Shaping Our Future – Sebastian Stormwater Tax Relaxed?  
Council Advances Proposal to Offer Discounts for Less-Polluting Taxpayers**

Author: Janet Begley

Taxpayers might catch a break on their stormwater tax if they can prove runoff from their property doesn't pollute the Indian River Lagoon. The City Council has given its initial approval to discounts up to 90 percent of the stormwater tax, currently \$10 a month for residential properties. The plan still needs final approval after a Feb. 27 public hearing. In October, the city doubled the \$5 monthly fee, planning to use the extra \$1 million per year for stormwater projects that would improve the run-off from local streets that eventually ends up in the lagoon. But some property owners have complained, saying their land has no impact on the city and its stormwater system, and arguing they should pay less.

Everyone pays the tax, even if their property has its own stormwater management system, so a credit is a way to level the playing field, City Manager **Paul Carlisle** said. "If you meet the criteria, you can get a credit," he said. Even some whose properties drain into city sewers can apply for the credit if they can prove they have implemented alternative methods of treating stormwater or have at least 10 acres of undeveloped property with no hard surfaces. All property owners will continue to pay a 10 percent share of the city's overall stormwater utility expenses.

To apply for a credit, property owners must agree to a site inspection within 30 days. The amount of the credit will be determined after the inspection, and owners must agree to maintain their property according to the conditions outlined in the inspection for the next three years. The credit will appear as a reduced fee on their property-tax bills. The goal, said Mayor Jim Hill, is to send cleaner water into the lagoon while providing taxpayers with a break. "This insures that people are fairly getting the credits they're entitled to," said Hill. "And they have to agree they will maintain the system as well."

The system for stormwater credits is the result of proactive management of stormwater by property owners, Councilman Ed Dodd said. "The only way you can get a credit for stormwater fees is if you make changes to your property that impacts water quality," said Dodd. "When someone gets a 90 percent reduction in their stormwater fee, it's because they aren't discharging anything in our stormwater." The program can't take effect until after the public hearing. **Carlisle** urged property owners to be prepared to apply so the credit can take effect on their next property-tax bill, due out in July. "It's an opportunity," he said, "for those who have never been eligible for a credit before to get one." The amount of the credit will be determined after the inspection, and owners must agree to maintain their property according to the conditions outlined in the inspection for the next three years.

**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
*(Articles are in reverse chronological order)*

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Indian River Press Journal (FL)  
December 14, 2018

**Pickleball Courts Approved by Sebastian City Council**

Author: Janet Begley

Pickleballs may be flying at the Sebastian Municipal Airport as early as next summer now that the city is moving ahead with eight dedicated courts at the site of an old maintenance building on Airport Drive East. The City Council members Wednesday gave the go-ahead to build the courts at the airport rather than the previously announced site in Friendship Park behind City Hall. The new location will include restrooms, parking and a pavilion to provide shade between matches. "I'm glad to see we're going to move forward on this project," Mayor Jim Hill said after the unanimous vote.

City Manager **Paul Carlisle** has been taking heat for the delay in construction, although he has only been at the city's helm since April. The drive for pickleball courts started in 2016, when players approached the Parks and Recreation Advisory Committee, complaining about the pickleball facilities. As a temporary remedy, the city converted several tennis courts at Schumann Drive Park for pickleball, but that drew complaints from tennis players who have used all of those courts for decades. With pickleball popularity growing, sharing court time became a bone of contention between the two sports.

Still not completely satisfied, pickleball enthusiasts at Wednesday's meeting renewed their complaints about the lack of courts and requested the city reline two more tennis courts while they wait for the permanent courts to be built. They also asked for input into design of the new courts, something **Carlisle** said would delay the process yet again. The eight new courts will be built to national standards and include parking and a pavilion. Excluding lighting, the project will cost about \$500,000, **Carlisle** said., about \$300,000 less than original estimates. Lighting will be added in the following fiscal year. Construction is expected to begin by late March or early April, with the courts ready for play by August.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Hometown News (FL)  
December 13, 2018

**Sebastian Gets State Funds for New Airport Hanger**

Author: Mike Winikoff

The City of Sebastian has received a \$1 million grant from the Florida Dept. of Transportation, to be used towards the design and construction of Hanger D at the Sebastian Municipal Airport. Hanger D will be a new multipurpose hanger and office building. Airport Director Scott Baker told the City Council that this would be the first of two grants from the state to construct the new hanger. Council voted 5-0 to accept the grant. City Manager **Paul Carlisle** then recommended approval of \$73,586 for Infrastructure Consulting & Engineering for the design and engineering portion of the project. Of that total, \$58,868 comes from the FDOT grant, and \$14,717 from a local/airport match.

According to the project proposal, the hangers will consist of three box style units, each approximately 3,300 square feet, for a total of about 10,000 square feet. Included will be a new parking lot, utilities, storm water, sidewalks, and taxi lanes to the units. The hanger is described in the grant agreement as “multi-use hanger capable of being configured to house three large corporate aircraft, or as a single hanger capable of supporting manufacturing and/or maintenance operations.” Rather than including architectural services, Infrastructure Consulting & Engineering will develop floor plans and specifications for a pre-engineered metal building. The proposal estimates a total of 150 days for the design phase of the project. The total project cost is \$2.25 million, spread out from 2018-2020. About \$1.8 million, or 80 percent, will come from FDOT. \$450,000, or 20 percent, will come from the city/airport match. The new hanger will be located at 202 Airport Dr., Sebastian.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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VeroNews.com (FL)

September 25, 2018

**Sebastian Officials Not Interested in Brightline Station**

Author: Samantha Baita

Brightline will not be building a station on City of Sebastian property according to city officials, and not just because residents and officials overwhelmingly oppose the train, believing it will harm the town's quality of life – slowing traffic, increasing noise and endangering lives by interfering with emergency vehicles traveling from west of the city's three crossings, where most of the population lives, to Sebastian River Medical Center on the east side of the tracks. A station won't be built in the quaint riverside town first and foremost because there is no place to build one.

Last month, Sebastian City Manager **Paul Carlisle** received a copy of a communication from Brightline – the controversial high-speed passenger rail service slated to run through Indian River County – that included two pages of criteria for a suitable station location and projected benefits thereof. “There’s no place to put it, no available city property that fits the criteria,” **Carlisle** says. When Brightline parent company All Aboard Florida first announced its proposed sleek and speedy passenger train between Miami and Orlando four years ago, there were no plans for any stops on the Treasure Coast and every town and county in the region opposed the service, marshalling all available political influence and filing multiple lawsuits to try – unsuccessfully so far – to stop it.

Sebastian Vice-Mayor Linda Kinchen didn't want the train in the first place, doesn't like the idea of a station in Sebastian, and agrees with **Carlisle** that there “isn't any place to locate a station that could fulfill Brightline requirements.” According to Brightline, the property “must have adjacent developable parcels and properties” and existing land use must “support residential, hotel and business development.” “I'm not interested, said City Councilman Ed Dodd, adding that Sebastian doesn't have 1,000 linear feet for the station platform or acreage for a vertical development venture, an apartment complex and businesses at the station. “The county and city have done a good job stopping vertical development for years,” Dodd said. “We can live without it. “Even if we were all for it, there's still no room – no way, shape or form. There's already a station [planned] in Cocoa with easy access. That's close enough.” **Carlisle** said a private landowner in the city could submit a station proposal if they have an appropriate piece of property and are interested in the project.



**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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VeroNews.com (FL)

July 13, 2018

**Sebastian City Manager Settles into Role to Tackle Full Plate**

Author: Samantha Baita

Sebastian's new city manager, **Paul Carlisle**, in office for a mere two months, already has a plate full of issues to deal with, including stormwater management, annexation, the hot-button Brightline train, armed school resource officers, and the city's \$12 million-plus 2018-2019 budget. Not to mention pickleball. Armed with 30 years' experience in municipal government, **Carlisle** comes to the city of 24,000 from a similar position in Glades County, taking the reins in May, following City Manager Joe Griffin's retirement.

Stormwater management is, most agree, Sebastian's biggest ongoing issue, with a project underway somewhere within the city virtually every day. In order to meet current needs, the City Council recently voted to double the monthly stormwater fee from \$5 to \$10 a month, a move deemed necessary in order to bolster the undernourished Stormwater Utility Fund. The City wants to pump the fund up to \$2 million, in order to finance needed system maintenance, equipment replacement, and new projects, throughout a storm water system consisting of 280 lane miles of swales, 50 miles of ditches, 9 miles of canals, and 275 catch basin/culvert structures.

**Carlisle** is determined that residents clearly understand how their stormwater fees are being spent. To that end, he and City Finance Director Ken Killgore are restructuring the budget listing to breakdown the Stormwater Utility Fund figure into specific line item expenditures and project dates. The information will also be online and, likely, through other materials as well. Additionally, says **Carlisle**, there will be a 5- and 10-year plan, so residents will have a clearer long-range picture, and project completion goals will be more precise. On a related subject, **Carlisle** reminds city businesses there are still funds available to help with the cost of switching from septic tanks to the county's sewer system.

The new City Manager will oversee 182 more acres than his predecessors. In March, the City Council unanimously voted to annex the property, located south of the Sebastian Industrial Park and north and east of the Sebastian Highlands, granting a request by Ridgewood Sebastian LLC. Ridgewood is proposing Spirit of Sebastian, a development of 550 single-family homes and 140 duplex villas.

**Carlisle** is monitoring the progress of the controversial Brightline project (originally called All Aboard Florida), which would send high speed passenger trains thundering at 100-plus mph through Treasure Coast communities 32 times a day while providing zero local service, and which Sebastian and other Treasure Coast municipalities have battled since 2014. Concerns include cost of enhanced safety features and quiet zones at the five city crossings; traffic delays, especially of emergency vehicles stopped on the wrong side of the tracks; and noise. Currently,

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Brightline has won an extension to issue tax-exempt bonds, so, says **Carlisle**, until an updated Brightline project time-frame is established, the city is in an alert “wait-and-see” mode.

The Sebastian Police Department, **Carlisle** continues, is adding two new officers, who will serve as armed school resource officers, in cooperation with the Indian River County School District and the Sheriff’s Department, responding to the state’s new law that requires armed security on every campus. Half the cost will come from the state, through the School Board, he notes.

**Carlisle**, along with the finance department and other department heads, are waist deep in budget preparations, anticipating approval of the proposed General Fund budget – \$12,145,950 – which reflects the rollback millage rate of 3.1514, says Finance Officer Ken Killgore.

An issue of considerable importance to an enthusiastic segment of the citizenry, pickle ball, did not make it into this year’s budget, noted **Carlisle**. For several years, the Sebastian City Council has batted around the idea of providing a location somewhere in the city for this sport, which has gained a large nationwide following, but so far, other items continue to take priority, he explained.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Clewiston News (FL)  
July 5, 2018

**Training Center Progress All Behind the Scenes**

Author: Chris Felker

Glades and Hendry county commissioners and school district officials are coalescing around a more regional approach to get state funding dedicated to establishing new job training programs at the Glades County Regional Training Facility (GCRTF). There weren't any breakthroughs to announce during their recent joint luncheon meeting at the training center, unfortunately. Negotiations are still in progress with state colleges and other school districts in southwestern, east-and west-central Florida. The participants did tacitly agree by the end of their June 12 confab, however, that to build on progress being made in those talks with various educational institutions regarding the needs and GCRTF's rich possibilities, they probably should join in lobbying legislators rather than continue in the scattershot fashion that has so far reaped little success.

It's roundly agreed that regional job training programs are greatly needed by residents as well as businesses and governments in the rural counties of Glades, Hendry, Collier, Highlands and even Okeechobee and Indian River. The two things lacking seem to be, simply, a single leader and an overall plan. With the departure in late April of Glades County Manager **Paul Carlisle**, who had been heading up the efforts, coordination has fallen to the Glades and Hendry superintendents of schools, Scott Bass and Paul Puletti, respectively. Mr. Bass has been doing much of the negotiating, but he was absent, so Mr. Puletti gave the progress updates. "Right now, he is under discussions with iTech in Immokalee through Collier County, which has an eye on this facility as a potential branch campus of theirs," he said.

"And then FGCU (Florida Gulf Coast University), the piece that is really intriguing to us, is that they are proposing to come in to offer alternative certification classes for teachers who are struggling with certification issues and with testing issues." School districts increasingly are using qualified, degreed professionals in their classrooms because of a shortage of certified teachers, but those instructors have only three years to become state-certified, which has posed difficulties, Mr. Puletti said. Glades County Board Chairman John Ahern said he understood that the iTech possibility "sounds the most encouraging." The FGCU idea, however, "would be something that would be good for Glades, Hendry, Okeechobee, Highlands, Palm Beach County and whoever.

Where we're at, right in the center, they can have classes here that would re-certify somebody in the teaching field," he said, asking Mr. **Carlisle** to speak about his contacts with Indian River State College, including a recent chat with the provost. "At their Okeechobee campus, their welding school is over capacity from what I understood ... and I said: 'Well, this one's ready to go. All you need is the welders and that.' And so, I would not leave anything off the table," Mr. **Carlisle** said. "He was really intrigued with this facility and what they can offer from both the coastal (school), bringing them out here, and from Okeechobee." Asked about the FGCU idea,

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Mr. Puletti said alternative certification classes for teachers would be a great development. “This isn’t just a Glades or Hendry problem; this is throughout the state.”

Hendry County Commissioner Karson Turner asked questions about timing and costs but, with answers not readily available, he wanted to know the thoughts of other participants about making a joint funding request to the Legislature, saying he thought that would command lawmakers’ attention. No one disagreed. Hendry County Administrator Charles Chapman suggested that, “once we have our ducks in a row with something that’s meaningful with some metrics behind it, with our lobbying team, we go to Heartland Consortium and make this a little bit bigger ask. It can help ... to push through multiple legislative delegations, not just your two and our two (meaning Glades and Hendry counties and their school districts).”

Said Glades Commissioner Tim Stanley, “We’ve definitely got to have some kind of a plan.” Summing up, Hendry County Board Chairman Mitchell Wills said: “We’ve got some really healthy conversations going. We just need to make sure going forward that we are all behind one thing, and if we can get the two counties, the school boards and the cities as well, we can all come together on the ask that we have for the region, it’s going to make a greater impact than each one of us trying to pull from different directions. The more that we can come together regionally, and even the outer areas, Highlands County ... it’s going to help the whole region as well.” Mr. Turner said he didn’t see how lawmakers could refuse, considering that the state already has invested \$4.5 million in the GCRTF.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Caloosa Belle (LaBelle, FL)

May 24, 2018

**Ortona center getting phone line**

Author/Byline: Chris Felker

Two matters of special concern to western Glades County residents came up at the commissioners' regular meeting earlier this month, one that brought prompt action and another that will require further discussion and planning.

Commissioner Donna Storter Long, who represents District 2, introduced 18-year Ortona resident Shirley Nugent, who is president of the Ortona Community Association (OCA) and wanted to talk to the board about the lack of communications at the county-owned community center there.

Mrs. Nugent first thanked the board for providing the "beautiful facility," adding that the OCA takes good care of the building "and we use it frequently, almost daily." She noted that it's used as a polling place and soon will be designated as a Red Cross shelter, provides space for many OCA activities including weekly bingo during season, and even houses a volunteer-operated, two-week children's summer program without any outside help or financing. She said she was concerned about safety and emergency response because "there is no telephone line to the building and, although most of us all use cellphones, they will not operate inside the building due to weak signals in the area and because of our metal roofing." The OCA's membership, she explained, mostly "consists of senior citizens with some medical alert devices which do not work inside of the building; also, we realize that the radios of our first responders, police, EMTs and firefighters, cannot receive or send inside our building."

Mrs. Nugent said she'd done a lot of checking into possible solutions, talking with AT&T and Verizon, learning that micro-cells are no longer available ("although I have no idea what those are"), trying hotspots via cellphones (which also don't work) and even pricing satellite internet service. All those options either were too expensive or impossible at present because there's no cell tower nearby, she explained. She said the least expensive option was to get a regular land line installed by Century Link and added that the OCA would pay for a telephone and the monthly service fee. "We respectfully ask the board to consider helping OCA become safer with phone service in the center," Mrs. Nugent concluded.

Board Chairman John Ahern said he was sure the county would have to authorize installation of phone service since it owns the building, and Commissioner Tim Stanley wondered aloud whether other community associations would come seeking the same consideration. Commissioner Donald Strenth moved that the county pay for installation of a phone line and let the OCA purchase a phone and pay monthly fees, Mr. Stanley seconded the motion, and the board approved in a 5-0 vote.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

During public comment, Diane Cianfrani, who lives in Muse, raised the issue of the community's firehouse, which was damaged during Hurricane Irma. "This week will make eight months since Irma destroyed a lot of properties in our county, and I drive by that firehouse quite often," she began. "So there's been rumor that it's going to be torn down, it's going to be moved; I've heard it's not worth repairing, so my question is what's going to happen with the firehouse? This will have an impact on a lot of homeowners' insurance. What is the intent of the board to replace our firehouse?" Board Chairman Ahern answered: "I've been there and it has not been repaired, so you're correct on that. I think it was turned in on an insurance claim."

Former County Manager **Paul Carlisle**, who is under contract as a county consultant, confirmed that. "It was. And it's severely damaged and molded ... it's really not a facility that can be restored," he said, adding: "There is an application in for mitigation money to rebuild the station, so it'll be the board's decision on how we want to rebuild it. There is conversation that we would rebuild a joint station out behind the West Glades Elementary School; there's property there so we can still adequately service Muse and ... that whole area."

Commissioner Long asked, "When you say joint, you're talking about a fire rescue/ EMS station, right?" Mr. **Carlisle** said, "Yes. Because the station that EMS is in now is on Lykes Brothers property, we have a long-term lease; but, in my opinion, it would be more beneficial to build it on property the county would have control over if you're going to spend that kind of money."

Mrs. Long responded: "I really like the idea of having the joint EMS station and fire department on the school property, which we could lease and wouldn't be an issue. But ... we need to start looking forward on that. If we don't, nothing is going to happen."

Mr. Ahern directed that the matter be put on the agenda for the commissioners' night meeting, at 6 p.m. Monday, May 28.

On another issue, Public Safety Director Bob Jones asked the county board for a consensus on permission to let his staff move generators around in preparation for hurricane season. "During the hurricane we had issues at Muse with the generator, and I was talking to (Public Works Director) Jerry (Randolph) and a couple of others, and we got a grant for a transfer switch and pad at Ortonal. Well, we have the old generator from the courthouse that we want to move out there ... and then we'll take the old generator from the health department and put it in Muse. I think there'll be minor expenses that we'll be able to absorb within the department. Maybe a roof might be needed in Ortona, but that's yet to be seen; so if there's no objection we're going to start moving forward with that."

Chairman Ahern thanked him for bringing it up, and commissioners assented to the action.

**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
*(Articles are in reverse chronological order)*

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Hometown News (Fort Pierce, FL)  
April 19, 2018

**Sebastian hires new City Manager**

Author/Byline: Mike Winikoff

At the April 11 City Council meeting, the City of Sebastian hired **Paul E. Carlisle, Jr.** as the new City Manager. Mr. **Carlisle** replaces Joe Griffin, who submitted his resignation in January. Mr. **Carlisle** is currently the Glades County Manager. During the first month of employment, Mr. **Carlisle** will be allowed to be away from Sebastian City Hall for one day per week to assist Glades County in its transition to a new County Manager. According to the Glades County website, Mr. **Carlisle** has been the Glades County Manager since 2014. That position performs similar duties to the Sebastian City Manager.

Before his Glades County position, Mr. **Carlisle** was the Director of Public Works for the City of Rock Hill, South Carolina. Before that he worked for various municipalities in south Florida, including Town Manager for Lake Park, Division manager for the Village of Wellington, and Vice-Chair on the Seacoast Utility Board, comprised of officials from five communities that had joint ownership in the utility. The Sebastian contract specifies May 1 as Mr. **Carlisle's** start date. From May 1-9, he will work on the transition with outgoing City Manager Joe Griffin. On May 9, Mr. **Carlisle** will assume all duties. May 9 is the date Joe Griffin specified as his last day in his retirement letter. In that letter, he said he was retiring "to pursue family responsibilities and other interests that retirement may allow." The City Manager position is established by the Charter of the City of Sebastian. The City Manager is responsible for providing an annual fiscal plan of operation and for carrying out the policies and plans of the City Council. The City Manager is appointed by and reports to the City Council.

The city will pay Mr. **Carlisle** \$135,000 per year salary, plus health insurance, life insurance, and a nine percent contribution to a retirement plan. The new City Manager will be immediately vested with ten vacation days, and shall then accrue vacation, sick, and disability benefits at the same rate as other managerial employees of the city. Mr. **Carlisle's** contract also provides for use of a city vehicle for business use and personal use within 25 miles of the city.

Mr. **Carlisle** will be required to establish his primary residence within the city of Sebastian by Nov. 1, and to maintain that residency as long as he is City Manager. He currently lives in Loxahatchee. There was previously no residency requirement for the position. Mr. **Carlisle** also agreed to not take any other employment except occasional teaching, writing, or consulting during his time off. The contract provides that the City Council may terminate the agreement at any time for any reason, or no reason. If he is terminated without cause, he will be given 20 weeks base salary plus a payout of accrued sick or vacation time. No severance will be paid if he is terminated for cause.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
April 19, 2018

**Paul Carlisle leaving Glades' employ**

Author/Byline: Chris Felker

**Paul Carlisle** is leaving his position as Glades County manager before the end of the month, commissioners learned last week before agreeing Friday to keep him on as a consultant for one day per week for at least the next 45 days. Termination of the manager's contract was accomplished through board approval of a one-sentence letter to him accepting his resignation, which read, "This letter shall acknowledge our mutual agreement to cancel and terminate the contract between Glades County and you effective April 27, 2018, without further recourse by either party."

County Board Chairman John Ahern started off by briefly explaining the action the commissioners needed to take. "We're all aware that Mr. **Carlisle** has worked out a new contract and will be leaving us. We have to move forward ... and I thought maybe we'd just open it up and see what everybody had on their minds," he said. Mr. Ahern added that he'd asked County Attorney Richard Pringle to send them the materials used in 2013 when the board last advertised for a county manager in order to expedite the process, pointing out that only Commissioners Donna Storter Long and Tim Stanley were on the board at that time. He then said that "we need a motion to terminate the contract, I guess."

Commissioner Long said: "Mr. Ahern, the reason we're having to do this is because the contract was not adhered to by Mr. **Carlisle** because he didn't have time. We understand that. However, I would like to add a phrase." Mrs. Long said the letter should say "without further recourse or consideration" because "this is a done deal. Would that be suitable? Because we're not doing anything else."

Commissioner Stanley objected, saying, "I'd like for us to have a discussion of keeping him on as a consultant until we get" someone new in the post. Mrs. Long retorted, "Well, you do know that we have a deputy county manager." She pointed out that Public Safety Director Bob Jones had been given that title under the previous county manager and said she would only consider keeping Mr. **Carlisle** on if he would agree to work as a temporary consultant and collect just his accrued benefits (such as vacation time). She asked him, "Since we didn't get 90 days' notice, and part of that ... is that we'd pay you any accrued benefits, would you work and be available for four weeks if you can collect your accrued benefits?" Mr. **Carlisle** thought for a moment and responded, "Well, no, I wouldn't." She said that he hadn't provided notice and added, "You've left us in a big bind."

Commissioner Weston Pryor interrupted to say he did not want Mr. **Carlisle** to leave on bad terms and that he'd continue to lean on the manager's expertise. Mr. Stanley said Mr. Jones already has "a full plate" and that he'd want the county to hire an interim manager if they were not going to keep Mr. **Carlisle** on as a temporary, part-time consultant. In the end, Mrs. Long's



**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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motion died for lack of a second. Mr. Stanley moved that the board adopt the letter as originally written, and that passed 4-1, with Commissioner Long voting no.

The board then discussed having Mr. **Carlisle** continue as a consultant for at least one day a week during the next 45 days, an arrangement already agreed to by his new employer, the City of Sebastian. The Glades County Board approved that move and a \$150 hourly rate, directing the county attorney to draw up an agreement. Any commissioners' questions or inquiries will be conveyed through Mr. Ahern or by phone or email. The board also agreed to have Mr. **Carlisle** look into bringing on an interim manager, perhaps a "rover" through the Florida Association of Counties as he suggested would be a possibility.

By a 5-0 vote, the board also approved advertising immediately for a new permanent county manager at a starting salary of between \$100,000 and \$120,000 annually, specifying that applications will be accepted until June 1.

In closing, Mr. Ahern asked Mr. **Carlisle** to produce a report to the board about upcoming matters, projects in progress, looming deadlines and the like for its next meeting, April 30, which will be his last. Mr. Stanley concluded by saying, "We're going to miss you." Commissioner Long had the last word, though. "We're going to wring you dry before you leave," she said to Mr. **Carlisle**, although it seemed she mostly was joking.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
 March 29, 2018

**BHR's Hope Connections office closing**

Author/Byline: Chris Felker

Bonnie Shop, director of the Buckhead Ridge office of Hope Connections for Hendry and Glades, appeared at Monday night's Glades County Board meeting to thank the county for its help over the past 15 years. The office, she said, is closing. "During that time, I gratefully served the people of Buckhead Ridge as a Hope Connections employee ... I decided to come and ask you to help us maintain a service where we could continue to provide the information and resources to help not only Buckhead Ridge citizens, but the many who stop for information and directions. In fact, I brought with me a petition containing approximately 200 signatures requesting this," she said. "However, after talking with many people and realizing the many things that would need to be implemented, I know that this is not a realistic option." Ms. Shop added, though: "I hope you will continue to try to ... provide services so that the elderly in Buckhead Ridge and others can come to (get) the services they have grown to depend on. Since the building we have used already has its county services, it is our hope that someday the building in the area which the county generously allowed us at Hope Connections to use, might be used to provide a place for information and aid to our community and to others who come to visit us as our community grows. Thank you very much for allowing me this time to express not only my feelings but those of many living in the Buckhead Ridge community."

Commission Chairman John Ahern asked her to leave the petition with County Manager **Paul Carlisle**, saying, "I think he will be able to explore our options." He already was working on the issue. "I actually reached out to United Way and asked them if they would consider putting a second United Way Home up in Buckhead Ridge and provide some of the similar services. It's in the discussion stage; there's no guarantee. I've opened the door of discussions, told them what we would provide to them," Mr. **Carlisle** reported.

"All of this would have to come back to the board, obviously, but I think it would be of benefit if we get someone like United Way, who provides a plethora of services – all those services they provide here in Moore Haven – we have the facility, and if they would do it, I think it would be of benefit. So we are looking at other ways to help. We're not just saying no and goodbye, we're always looking for ways to serve the community," Mr. **Carlisle** said. He noted that he and Commissioner Tim Stanley, who lives in and represents the area, "have had long talks about this. So we're saying, let's see what we can do. We're totally aware of the benefit that building can provide. We don't want it to just sit there empty," adding that "we'll be happy to work" with anyone they can find to keep the office open as a community center. "That's what I want," Ms. Shop said.

Commissioner Donna Storter Long asked her to read the petition, and she did so: "We, the undersigned, would like to save our community center and maintain it (as such). It is an essential place for the seniors and community residents to go, as in for informational and directional help

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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being provided to them. As it has been for many years now, with the growth happening around and in our community, our center will become a vital addition to the Buckhead Ridge complex. It will continue to reach out a welcome hand to all who enter.” Commissioner Weston Pryor asked, “So these people think we’re taking the community center away from them?”

“They just know that it’s being closed because of the fact that myself as site coordinator was not able to increase the numbers like the state wanted. I’ve tried everything, sir,” Ms. Shop answered. She went on: “I myself have been in there for 15 years. I have answered questions referencing the tax people ... (and) I have had questions asked of me regarding the building department. I have answered questions pertaining to the Mosquito Control (District); the homeowners association building; the fire department. They come in with questions of all kinds, and not just here and there.” Ms. Shop said that the space should continue to be used as an informational center, noting that newer, younger residents also need a place to get information on Glades County services. “I think with the growth around us it’s going to be needed,” she said.

A donor provided the center recently with a 55-inch TV, new chairs and a loveseat, where locals gather for snacks, recreation, movies, games or just conversation. No meals are provided there, she said, but she’s encouraged people to bring in lunch and use the space. “I thought I had done everything I could possibly do, begging people to take advantage,” she said, adding that she told them: “If you don’t, you know the adage, ‘If you don’t use it you’re going to lose it.’ And I’m sorry to say that has happened.” Commissioner Pryor said, “I greatly, greatly appreciate what you’ve done for those people. It’s very pleasing to know we have people in Glades County like you.” She responded, “That’s my home. I don’t call them my friends, they’re my family.”

“They’ve (Hope Connections) provided a great service for the community over the years,” said Commissioner Stanley. “Hopefully we can get United Way to come in and do some funding or something to help us keep this going on.” But until that time, as of now, Ms. Shop is donating to anyone who can use them, things the office has accumulated, such as craft supplies, flower arrangements, seasonal decorations, puzzles, party supplies, walkers and other item.

The deadline for picking up the items currently is Friday, April 6. Call Bonnie Shop at 863-634-7495 for details.

**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
*(Articles are in reverse chronological order)*

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Caloosa Belle (FL)  
March 1, 2018

**Glades County to Pave Roads in Port LaBelle**

Author: Chris Felker

Glades County commissioners have approved the paving of three roads in Port La-Belle, approving an agreement for the work on Monday, Feb. 27, at a cost of \$367,946. The three streets are Banner Drive from Cowgirl Way to Aspen Boulevard; Cowgirl Way from Birchwood Parkway to State Road 80; and a section of Oxbow Drive west of Birchwood.

County Manager **Paul Carlisle** explained: “As you know, we’re doing the Birchwood Parkway and Aspen under (a state) program, replacing the drainage and repaving those roads. We try to do the adjoining county-maintained roads in the same neighborhood at the same time, so we can get a scale of value. We got a piggyback bid from Asphalt Paving Systems to do a chip seal and what they call a cake seal on that road and crack seal on the remainder of the county-maintained roads. And this is a publicly bid contract from Lee County.”

The county sought bids last year for an alternative pavement that ended up not meeting state standards. “I will tell you that when we did the original bid for that project, doing a cake seal was \$120,000 less. The state wouldn’t fund that, but they would fund an overlay,” Mr. **Carlisle** told the board. “So in this portion of the project, we are going to do the cake seal and we’ll be able to monitor those two projects and be able to see the difference in the performance of those two projects.” Commissioners approved the project by a 4-0 vote, with Commissioner Donna Storter Long absent.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
January 11, 2018

**Counties to Promote Vocational Education**

Author: Chris Felker

The two boards of county commissioners of Glades and Hendry counties will meet jointly at 5 p.m. today, Thursday, Jan. 11, to talk about how to approach getting additional vocational education programs going at the Glades County Regional Training Facility.

The boards' 10 members and staff, plus representatives of the Glades County School District, are set to discuss all the potential regional operations of the roughly \$5 million educational center, which was constructed a few years ago with about \$1 million in Glades County taxpayers' money, supplemented by financing won through a regional consortium of sorts from the state Legislature. The building is next to the Glades County Jail at 1030 Industrial Way, located just north of the intersection of State Road 78 West and U.S. 27.

About tonight's meeting, Glades County Commission Chairman John Ahern explained: "We're going to just discuss with Hendry County trying to use the training center more. We have a truck-driving school operated out of there, and the Glades County School District actually has a couple of courses that they're teaching there at night. But other than that, we're having minimal use, and we'd like to see it used more."

Glades County Manager **Paul Carlisle** said, "We opened up for the first classes, I want to say it was in March or April of 2017 they started doing the first ones, for CDL (commercial driver's license) and the citizenship classes." He explained that the training center came about with strong regional backing but that the partners who backed it presently lack the extra money to fully staff it or harness its potential.

"It was a regional initiative," Mr. **Carlisle** said. "We had support from Okeechobee, from Highlands, from Hendry County and Glades County; from Florida Southwestern (formerly Edison State College) and Palm Beach state colleges. We had a contingent that went up to Tallahassee and talked about how this region needed that training center in order to train (local residents) for the changes that are coming, with manufacturing and logistics, with America's Gateway and the Airglades (Airport)." But, he went on, "We've just not been able to bring it to the point that we want to because we need funding for curriculum and for teachers and materials to do the training, so we're going to ... talk about how we can work together to get (it) ... because that's the piece that's missing."

Chairman Ahern said the joint meeting was called because "in Hendry County, they actually have realized that there are opportunities for both Glades and Hendry counties, some training that needs to be done. And so we thought we'd discuss it with them and see what we can come up with and work out." During 2017, he noted that "we completed setting up for welding and diesel mechanics, and it's ready but we don't have an instructor. But we're trying to partner with

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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different people to come up with instruction personnel and somebody to run the training center.” He said the two counties will be trying to get state financing plus some help from the Agency for Workforce Development. “They’ve had a little bit of money for directors and such.

Next week, when Mr. **Carlisle** and Commissioner (Weston) Pryor and I go to Tallahassee, we’re going to be talking to our legislators about funding to get some stuff going in there to use it. We’ve got a lot of money invested now in it, and we need to be using it. The county doesn’t have the funds to actually staff it.”

Thus, the training center does not have its own director. “It falls upon my shoulders right now,” said Mr. **Carlisle**, “and the time that it takes to try to go out there and market that and get people involved is ... there’s just not enough time to do it if you do it properly. But without the funding ... it’s not going to work.”

Concluded Mr. Ahern, “We’re working with Hendry County because we have the same issues.” He cited the numbers of unemployed and underemployed people in the two counties. “There’s training that is needed. What we’re looking at is just to have a dialog with Hendry County to talk about our joint needs.”

**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
December 28, 2017

**Board OKs dues to 16-county Lake O coalition**

Author/Byline: Chris Felker

After questioning the expenditure of \$1,000 in dues to the 16-County Coalition for Responsible Management of Lake Okeechobee last month, Glades County commissioners voted unanimously at their board meeting Dec. 12 to approve paying the money.

County Administrator **Paul Carlisle** told them: “You continued this on Nov. 27 to give me an opportunity to look at the documents, any interlocal agreements or memos of understanding. We really couldn’t find any of those. We found the bylaws for the Nine-County or Ten-County (Coalition, as it was known back then).” He said he found where Glades had paid \$1,000 in 2006. “We’ll continue to research this,” he said. “We’ve still not received the request for the \$1,000, but it’s up to the board. Based on what we know and the participation, I think it’s pretty clear that the board in the past has agreed that we’re a member and that we have agreed to pay the dues. Do you want to continue until we find more documents, do you want to make a motion to authorize a payment once requested by the 16-County Coalition?” he asked the commissioners. He went on to give additional information the board had asked for last month. “We did confirm that only nine members can vote, not all 16. There is a provision in the bylaws that a majority of the voting members could vote in additional members to serve on the board. So those are things that we need to take into consideration.”

Commissioner Weston Pryor spoke up, saying, “It’s a great service to Glades County; it’s a great service to Lake Okeechobee, so I would move that we go ahead and pay the \$1,000 when the bill comes in.”

Commissioner Donna Storter Long seconded, and Chairman John Ahern called for board comments.

Commissioner Tim Stanley said: “I agree with what we’re doing. I do believe we need to be a member of this, but if they’re going to hire a lobbyist, I think we need to be very careful on what this lobbyist is lobbying for and what we’re paying for because, I mean, if they’re lobbying to build a reservoir here in Glades, that’s not going to serve our benefit.” He added pointedly, “We can’t afford not to be part of it, but we just need to watch what they’re doing.”

Chairman Ahern responded, “Well, I think that the concerns we express here are heard by Commissioner Pryor; he attends the meetings and is on top of our concerns here.”

The motion passed unanimously.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
December 7, 2017

**County rejects DEP grant for park**

Author/Byline: Chris Felker

It's an unfamiliar act for the Glades County Board, turning down state matching-grant money, but when potentially costly strings are attached on top of the 45 percent match, "it's the thing to do," as Chairman John Ahern put it.

At the commissioners' regular meeting on Tuesday, Nov. 27, County Administrator **Paul Carlisle** explained: "Mr. Chairman, we reached out to the Florida Department of Environmental Protection and applied for and did receive a (Recreational Trails Program) grant for the Indian Mound Trail Park rehabilitation and enhancement project. It's a \$90,000 grant — \$50,000 comes from FDEP and \$40,600 comes from our own funds. That was to replace the boardwalk, two of the bridges, and some kiosks and signage. In the agreement that I received after the award, a couple of things stood out ... One, we had submitted a cultural environmental study done by the University of Florida. They (DEP) requested we do a new one."

It raised a red flag for Mr. **Carlisle**. "Knowing that there are artifacts there," he said, "that could be very expensive, and that's on our dime. The second thing that came out of that agreement when I read it was the 99-year dedication. Now, I don't think the county has any issues with dedicating a park for 99 years; I don't think we want to do anything with it. But the second part of that is, any improvement to that park that gets done has to be submitted and approved by DEP," Mr. **Carlisle** added.

County Commissioner Donna Storter Long spoke immediately. "I would move to disapprove the agreement with the FDEP for the improvement of Indian Mound Park. They can keep their \$50,000," she stated. Her neighbor on the dais, Commissioner Weston Pryor, seconded her motion just as quickly. "That being said," Commissioner Long added, "I'm disgusted. Well, that just stinks. It really does. I mean, what new artifacts could have been put there since we built the park? Do another study? Gimme a break. But anyway, we do need to spend some money out there. We don't need to spend the \$40,000."

Mr. **Carlisle** responded: "We might. It may take that to do it." Ms. Long tacked on, "But at least we're in control if we do it." The administrator went on that he would do some research and try to bring a plan to the board for its next meeting as to how the county can do the improvements needed at the park. "I would like to, if at all possible, get the boardwalk done before the Cane Grinding Festival. I'm not worried about the bridge right now, I'm not worried about the benches and the signage, but I really would like to get that boardwalk open for the Cane Grinding Festival. It's going to be tight, but ... I'll work on some pricing for you on that," Mr. **Carlisle** said.



**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Reminded by Commissioners Long and Pryor that the people who attend that event, as well as everyday park visitors, would probably like to have new benches as well, Mr. **Carlisle** said: “We can put concrete benches out there. I’m not going to put the wooden ones back because they didn’t last. That’s what I’d planned on putting with the grant, because they’re not going to rot away.”

“Well, every year, the Ortona Community Association waits until January. Are they even going to have it or not?” Commissioner Long asked. “There have been times that it’s been very much in doubt whether they were going to have the Cane Grinding Festival. So you may have more time than you think.”

Commissioner Tim Stanley asked, “Are there any other places that we could ask for money from?” Mr. **Carlisle** answered: “There’s a recreational trails grant that just came out about two weeks ago. We can look and see if that’s applicable, and I want to see what strings are attached to that one.” Mr. Ahern seized on that remark to say, “I think turning something down from the DEP is the thing to do. We could be studying it every two or three years out there to satisfy them.”

Administrator **Carlisle** allowed that he was reluctant to let state environmental regulators have such control. “The concern that I have for the county is, if I go to put another building there, are they going to make us do another cultural resource study for that area every time?”

With that, Mr. Ahern called the question, and Ms. Long’s motion passed unanimously.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
August 31, 2017

**Carlisle's Contract Extended**

Author: Chris Felker

County Commissioner Donna Storter Long won unanimous agreement from her four colleagues Monday night when she pushed for an across-the-board 3 percent raise for county staff while a proposed 13 percent increase as part of a four-year contract extension for County Manager **Paul Carlisle** was being discussed. She said she had no argument with any of the terms of his extension, praising his work overall. "However, I know you all have heard me say, 'Our employees are our greatest resources.' We're not giving any other employee a raise this year, and we're giving one a 13 percent increase.

Now, one thing that Mr. **Carlisle** told me that I just cringed [to hear], because it was probably so true. He said, 'Well, you know you all have been getting me on the cheap all these years.' And you know what? We've been getting our other employees on the cheap, too. And that's how I feel. I just feel that we've got to be fair." Ms. Long stated that while she sincerely appreciates his work and believes he's worth every penny, "when he said 'on the cheap,' I just felt so bad because I've felt like, we've gotten so much from him, and if he's felt that way, I don't want him to feel that way – but I certainly don't want our other employees to feel that way, either. That's my only issue. We can be fair all the way." Next to her, Commissioner Weston Pryor was nodding. "I agree," he said. "Our county employees need it. I have no problem with that."

Mr. **Carlisle** noted that a staff-wide "competitive job analysis" already was under way to determine how Glades County workers' pay compares with what other, similar-sized counties pay their employees with similar job duties. Commissioner Tim Stanley then spoke up: "Mr. Chairman, I agree with Mrs. Storter. I don't have a problem with Mr. **Carlisle's** contract, but I think that employees need a raise, too. I would be in favor of giving everybody a 3 percent across-the-board raise for this year and then see what we can do down the road. And do your job study. I don't think even if we gave everybody a 3 percent, we're going to get above what they should be paid." "No," the manager agreed, "I don't believe that we would, not based on what I've been seeing." "I don't know how much 3 percent is going to impact us," Commissioner Stanley went on, "but I think it'd be a good starting point for them, because I don't think they've had a salary adjustment in probably 10 years."

Commissioner Long also suggested changing Mr. **Carlisle's** contract regarding the amount the county pays toward his health insurance since he has his own policy and does not use the county's group plan, but other workers don't have such an option. (Glades County now covers 50 percent of the premiums he pays his private insurance company; under the change, he would pay the whole cost.) She put her thoughts into a motion, Commissioner Pryor seconded it, and the motion passed unanimously.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
July 27, 2017

**County plans budget hearings**

Author/Byline: Charles M. Murphy

The Glades County financial picture has improved as an over 3 percent increase in property values will bring in new revenue to the county this year. The commission set the tentative millage at 9.1367 on Monday, July 24. The rollback rate is 8.9378. This would represent a 2.23 percent increase in property taxes collected. They set the MSTU for the Sheriff at 2.75 mills. The roll back rate is 2.6901 mills. This also would represent a 2.23 percent increase in the amount of property taxes collected. One mill equals \$1 in taxes for each \$1,000 of property value.

The rollback rate is the millage required to raise the funds in the previous year's budget based on the current property values. It's important to note that once advertised, the commission cannot raise the millage rates but can vote to reduce them at the public hearings on the spending plan.

There were no public comments on the budget Monday. The public hearings on the budget will be held on Sept. 12 and Sept. 21 at 5:02 p.m. at the Glades County Court House.

County Manager **Paul Carlisle** said at this point the county is considering a \$500 stipend to employees. He said he is still in negotiations with the commission on a new employment contract. His current contract expires in September.

Mr. **Carlisle** said the growth from the Love's Travel Center and the infrastructure for the Intermodal Logistics Center project on US 27 should bring in some new revenue to the county.

The SHIP or State Housing Assistance Program will hold a housing workshop to assist residents on Aug. 7 at the Washington Park Community Center. The event starts at 7 p.m. The county wants to educate the public about the program, how to be eligible, and the opportunity it provides to improve housing in the community.

The commission approved the use of \$130,000 in state funds for two SHIP projects on Monday.

The county approved a benefit insurance package submitted by Allstate Insurance. Mr. **Carlisle** said this provides better benefits at a lower cost. The county employee can remain under the current plan but must pay those bills directly, as payments will no longer be deducted from employee payroll. Clerk of the Courts Sandra Brown questioned whether the costs will be the same for veteran employees. The insurance plan includes excess benefits for critical care, life insurance and disability. Agent David Duffy said they also cover the school board and sheriff department employees. Rates can never change and you can't be cancelled, he explained. Open enrollment will be held in August.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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The Glades County School Board will lease two classrooms at the job training Center for \$2,800 per month to provide citizenship classes. The county will lease out a cattle pasture near Buckhead Ridge at 30092 East SR 78 for \$1,200 per year. Anderson Realty will lease the 10 plus acres for five years.

Commissioners approved a budget transfer of \$33,537 to purchase a recorder for the E 911 system.

They approved \$35,000 for the Intergovernmental communications system account. They plan to purchase hand held radios that will continue communication with other agencies. Radios for the police cars will cost \$5,000 each. The hand held radios will be replaced in the next few months.

They commission to set aside \$80,613 from contingency funds to purchase 13 air packs and five spare masks for Fire and EMS. Seven more will be purchased next year.

They approved a contract with Interim Hospitality Consultant Services to conduct a feasibility study on the development of a motel in Moore Haven. The cost is \$5,000. The proposed site is 1195 US 27. This is the former site of the Glades Inn. Mr. **Carlisle** said the firm has contacts and expertise in the motel industry. “We have tried unsuccessfully to get something and he will tell us what we need.”

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Paul E. Carlisle** is listed below.]

Glades County Democrat (FL)

July 13, 2017

**Rash of burglaries reported in county**

Author/Byline: Charles M. Murphy

At the budget workshop the commission learned the school board won't join them in a health clinic for employees this year. As a result, with fewer patients, the cost of the Health State Clinic would approach \$400,000, way too much for the county to absorb. County Manager **Paul Carlisle** said they could look at other health care providers for the clinic. He said the clinic would be a very viable solution to solve the woes of employees and might help the county retain employees. Commissioners plan to meet with the School Board July 27, and this issue could be revisited. The employees of the county could receive a \$500 stipend in Christmas rather than a regular pay hike this year. There also is no plan to raise the tax millage this year. Commissioner Stanley said he would rather see employees get a 10 cent per hour raise, a total of \$208 this year than the \$500 stipend because the raise would stick with them for the rest of their careers.

“You’ve got to keep people employed and 10 cents stays with them and adds up over time.” He said perhaps next year the county would be in a better financial position. Chairman John Ahern said he wishes the county had the money to give raises but money is tight. He said he wishes the county had partners on the health clinic. The county will continue to operate in the red this year. They could see about a three percent increase in ad valorem taxes due to new construction, growth and higher property values.

A purchase of air packs for the volunteer fire company will include some money from the 2016-2017 budget, and some in the 2017-2018 spending plan. The plan is to purchase 13 air packs and five new face masks for \$80,613 this year, and add seven air packs, and five masks that will cost \$45,000 in next year's budget. Mr. **Carlisle** said there could be a short period of non-compliance on the air packs because they might not be delivered to the county by August. Each of the packs has a 15 year life span. The county also plans to spend \$20,000 to upgrade one fire truck at the Buckhead Ridge Fire Station to current standards.

The commissioners also debated the amount the state sends them as a host county for the Seminole Brighton Casino. Currently the county receives \$180,000. A new compact was recently approved with the Tribe. The county is yet to see the details and the impacts on the host fee.

“The lion share of the money goes into state pockets, bottom line,” **Carlisle** said. He said the biggest impact from the casino is on the police, fire and court system. The state is expected to spend \$9 million on County Road 721 in the 2020-2021 fiscal year. Mr. **Carlisle** said he doubted that would be enough to do the work. He did emphasize this is not a reflection of the tribe. “The tribe is doing what they said they would do. This is not an issue with the tribe it is an issue with the state,” he added. Commissioners will approve a tentative tax millage on July 24, at 6 p.m.

Two budget hearings will be held in September.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
March 23, 2017

**County May Impose Assessments**

Author: Charles M. Murphy

Financial flexibility, a new source of revenue, and improved services to citizens were all a part of Glades County Commissioners vote Tuesday, March 13, to create the ability to get more cash from taxpayers. The board approved an ordinance that allows them to impose special assessments on property. While not specified in this ordinance, the County has discussed a fire assessment in the past few years. Other assessments could be imposed on drainage or other needs that arise.

Crescent Acres for example has discussed drainage improvements. The ordinance only affects property in the unincorporated parts of Glades County. Commissioner Donna Storter Long said assessments can be determined on a case by case basis. Attorney Richard Pringle said this ordinance is only the first step and each individual assessment must still be voted upon. Chairman John Ahern said it is only a tool, should the county decide to use it. The ordinance was approved (5-0).

In other business actions;

The commission approved a budget transfer to purchase two Defibtech chest compressors for EMS. The price is \$13,738. They also agreed to transfer from general funds \$3,330 to the general services burial fund.

The commissioners approved a resolution that opposes any law in Tallahassee that takes away powers from County Government. County Manager **Paul Carlisle** said all city and county ordinances would require approval from the state legislature if certain bills passed this session. Bills have been filed in both the house and senate that affects home rule. "I'm furious. If the federal government came down and told the state what to do, they would also be furious," Commissioner Storter-Long added. Commissioners agreed government works slow enough and this would change the way all local governments do business. Mr. **Carlisle** said disagreement on ordinances approved by Miami Dade County led to the filing of these bills.

The commission reappointed Steve Donna, Carl Perry, Jack Wilson and Ellen Beers to the County Planning Board. The County applied for a \$95,000 solid waste grant through the Florida Department of Environmental Protection to replace a bailer at the landfill.

Mr. Pringle said a recent Northern District of Florida federal court case found prison inmates do not impact commission district voters. The Florida Attorney General's opinion was the county must consider the prison population when they redistrict. Each district must have very similar populations. He recommended the county wait until after the 2020 census to redistrict. "You elect based on county wide votes and not single member districts, that lessens the need to redistrict," he added. "You are justified in leaving the district boundaries as they are."

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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The Moore Haven canal dredging is expected to be complete by the end of March.  
The bids for the Glades Inn property are due on April 22.  
The grand opening for the Loves Travel Center is March 30.

The legislature will debate an additional \$25,000 property tax exemption. **Carlisle** said the county could not afford that loss in revenue.

Mr. **Carlisle** and Commissioner Weston Pryor lobbied in Tallahassee this week. The County is working with the U.S. Army Corps of Engineers to add the Corps Park to the Alvin Ward Park lease. Avant Brown said it is costly for the county to maintain the park due to Corps mandates. The Glades County Jail is now over 84 percent of capacity. They are using both housing dormitories. The old jail is being considered to house female inmates.

Chief Deputy Robert DeMann said it is costly to operate a female jail. He proposed a rate of \$95 per day per inmate. It would require an all-female staff. "If the numbers work out everyone is a winner and we press on." The county budgeted \$50,000 to remodel the old jail this year. The increase in inmates from the federal government has created the need for new positions in the Glades Jail and applications are being accepted for corrections officers and other civilian positions.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
March 9, 2017

**County Opposes State Plan to Buy More Land**

Author: Charles M. Murphy

Glades County Commissioners stood with other communities south of Lake Okeechobee Feb. 27 when they approved a resolution to oppose any additional purchases of private land by the state. Bills are being considered in Tallahassee to purchase 60,000 acres to try and help prevent damages by releases from Lake Okeechobee. The resolution stated Glades County was opposed to any actions that do not provide solutions to Lake releases going into the Caloosahatchee and St. Lucie Rivers.

Commissioners support the use of land already owned by the state. “What we oppose is the purchase of new land,” Commissioner Donna Storter-Long said. Commissioner Weston Pryor suggested the resolution on Feb. 14. He said agriculture would be devastated with this loss of acreage. The resolution was approved 5-0.

In other business, the county commissioners approved work on the Ortona Indian Mound Park. For some time, the boardwalk has been impassable for pedestrians. Signage and benches have disappeared. A Florida Lands grant is available to spruce up the park for \$89,000. The local match is \$40,000. County Manager **Paul Carlisle** said the park is an important part of the heritage of Glades County. “I just think it’s important we get that park back, it is just beautiful,” he added.

The plan could promote nature-based tourism. The commissioners decided to sell the former Glades Inn property. A motel/hotel, restaurant, grocery store, or professional offices were among the uses the county zoning allows. Commissioners had to determine whether they wanted to limit the uses and thus the value of and interest in the property. Mr. **Carlisle** said a motel/hotel appears to be a possible use. He noted there has been interest from the private sector.

Commissioner Tim Stanley said he would support a reduction in sale price if a ‘full-fledged’ grocery store were proposed. “A grocery store is my top priority,” he added. **Carlisle** said the actual negotiations with proposed buyers would occur at the staff level and not a public meeting. Commissioners discussed the possible offer of tax breaks for the buyer. The commission does not have to sell the property to the highest bidder. The main goal, Mr. **Carlisle** explained, was to find the project that is in the best interest of the community.

Demolition crews cleared the former motel in weeks leaving barely a trace of the old structure and pool at 1100 South US 27. The applicant must provide a floor plan, site plan and proposed use for the property. The county wants to advertise the property soon. Ten thousand dollars will be spent to remove nuisance and exotic plants at the county business park. Applied Aquatics won the contract and will spray the property four times in the next year. The County will advertise for a weekend parks attendant for cleaning restrooms. An amount of \$14,375 was transferred from



**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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parks and recreation to pay for the service. There are 432 inmates currently at the county jail. Sheriff David Harden said 25 positions are available in the jail division. Ten of these are civilian positions.

Glades County is considering a health clinic for county employees. The Love's Travel Center grand opening and ribbon cutting is March 30 at 9 a.m. The city of Moore Haven agreed to demolish the Lundy Building and will use the firm that demolished the Glades Inn. Stanley said the cell phone tower in Buck-head Ridge could be operational in March. The Ortona Community Association will host an ice cream social on March 30 at 6:30 p.m.

**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
January 5, 2017

**Carlisle Speaks at Friends of the Library Meeting**

Author: Special to the Glades County Democrat

The guest speaker at the Friends of the Library meeting on Jan. 17 will be Mr. **Paul Carlisle**, County Manager for Glades County. His presentation will be “What’s Going on in Glades County Today.” Mr. **Carlisle** is very active and very knowledgeable about all of the most recent activities and developments in Glades County.

The meeting will be held in the conference room of the Glades County Public Library at 3 p.m. This meeting is open to the public and provides an opportunity to be updated on many of the good things that are happening in Glades County today including the Industrial Training Center, the new Loves Travel Center, the dredging of the Moore Haven Canal and America’s Gateway to list only a few. Here is your opportunity to ask all of those questions that you have been wondering about with regard to our County over the past year.

**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
September 15, 2016

**Glades at a Glance**

Response to Richard Jones' Letter to the editor.

Mr. Jones had submitted a letter to the editor indicating that an employee with Glades County was treated unfairly. Mr. Jones had made several misstatements in his letter. First, he said that the employee “was an employee;” in fact, that person “is” an employee. The county worked very closely with this employee and was compassionate regarding his situation at all times.

Mr. Jones made a statement that the County Manager does not live in the county. Is this to imply that I do not have the best interest in the county? What bearing did this have on his issue? For the record, I have supported the county and the youth in this county and provided more progress than any of the previous County Managers. Since Mr. Jones does not live in Ocean Ridge, where he is employed, maybe that comes from his own commitment issues to his employer.

The reason that I chose to respond to Mr. Jones is because I gave him time to address his misstatements and apologize for his taking rumors and going to the press with misinformation rather than seeking the truth and then calling it newsworthy. Mr. Jones in his letter of “retraction” did not take any responsibility for his error but only indicated that the employee was treated fairly and that the information that he was provided was not completely accurate. On the contrary, it was completely inaccurate!

Mr. Jones is supposed to be a high-ranking trained officer of the law. His job is to research the facts before jumping to conclusions. But Mr. Jones chose not to follow his training. He made no attempt to contact anyone that works for the county to verify the information. Only after several people saw his letter to the editor and contacted him to tell him it was not correct did he try and backtrack. Mr. Jones took it upon himself to be the judge and jury in this issue without any facts, collaboration or follow up. Based on his actions regarding this matter, I think that the residents of Glades County should be thankful that he is a “former” law enforcement officer in Glades County.

**Paul E. Carlisle,**  
County Manager Glades County

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
August 25, 2016

**Glades County questions gun club regulations**

Author/Byline: Charles M. Murphy

Glades County has asked the Florida Attorney General Pam Bondi to decide whether they can regulate the Hollywood Tactical Gun Club that is operating in Lakeport. At the Aug. 9 county commission meeting, County Manager **Paul Carlisle** said they want to make sure that they don't put any of the commissioners in jeopardy, aka sued, should they enforce regulations that are contrary to Florida law. He told commissioners that staff has gotten several comments about the shooting range located on SR 721. He wants the attorney general to tell the county if they are allowed to regulate the gun club. "We want to make sure that everyone's rights are protected," he explained. "I'm not saying we're going to shut them down."

County Attorney Richard Pringle said the county just wants clarification about their zoning laws and what, if any, regulations they can impose on the facility. "Some language in the state law seems to show our zoning regulations are still in effect," he added.

The county sent a letter with five questions to find out what they can do. Commissioner Donna Storter-Long said she just wanted to be sure the facility complies with the county regulations, "Our goal is not to shut them down."

Commissioner Storter-Long said she has received complaints from residents and also worries about the Second Amendment rights of citizens.

The facility first generated complaints last year. The Community Development Office has not pursued this as a code violation because of state laws that have preempted local regulation of guns and ammunition. The state is the governing body over these issues. There are prohibitions against local governments and employees and elected officials can face penalties if they attempt to impose regulations in this area.

Representatives of the gun range appeared before the commission to describe the facility and emphasize the safety measures they have taken. They reported the range is fully insured by the National Rifle Association. They noted it is fully staffed with range instructors and is only open three days per week, Friday through Sunday. They also have a 35-foot high earthen berm on the site. They shoot from 1,000 yards and the bullets drop before they reach the berm.

Richard Camillo said there is a membership fee for the club. He said he is used by law enforcement officers, and branches of the military, like the Coast Guard. Federal law enforcement like Alcohol, Tobacco and Firearms officers, ATF, have also used the range.

Commissioner Paul Beck asked about ricochets and the dangers they pose. Mr. Camillo said there are no errant bullets leaving the property. "Every round stops within that property. The

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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berm is extra insurance.” They also have an enclosed area for pistol target practice. Many of the users of the property are sharp shooters. There was one exercise where law enforcement officers shot from a hovering helicopter above the facility. Commissioners agreed to visit the facility at the personal invitation of the owners. Glades County continued to complain about South Florida Water Management’s purchase of agriculture property to store water for coastal areas. Commissioner Beck said he has heard the district plans to purchase “tens of thousands of acres.” He complained this will only reduce the county tax base, cost jobs, and make it tougher on local taxpayers.

Beck said his solution is a \$1 tax for every property owner in South Florida to offset the loss in land that could be developed in Glades County. He said the district needs to provide fair compensation to his constituents. “We don’t hire you, we can’t fire you, we the people have zero control,” he said.

Mr. **Carlisle** said he encourages the district to buy land in the northern part of the watershed instead of Glades County.

Libby Maxwell with the Okeechobee Service Center of SFWMD, said they have tried to prioritize the use of land the state already owns to lessen the impact on local governments. She encouraged Glades County to speak out to protect their interests. “There are a lot of loud voices coming from other places and we need to have your voices heard,” she added.

**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
*(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
July 28, 2016

**Water storage and treatment proposed north of the lake**

Author/Byline: Katrina Elsen

Tuesday's Lake Okeechobee Watershed Project meeting drew a crowd that packed the meeting room at the South Florida Water Management Okeechobee office --twice. So many people turned out for the meeting that organizers decided to offer the same presentation twice, with each period followed by comments from the audience. Matt Morrison, of the SFWMD, explained the meeting was part of the process to gather public comment on plans to store and treat water north of Lake Okeechobee.

Goals of the watershed plan include improving the quality and better controlling the quantity of water entering Lake Okeechobee from the north, which in turn will help improve the distribution of water leaving the lake. The project area proposed for water storage including areas of Glades, Highlands and Okeechobee Counties, according to the map presented at the meeting. The watershed project will not include any change to the Lake Okeechobee Regulation Schedule, according to Lisa Alley of the U.S. Army Corps of Engineers.

Dr. Gretchen Ehlinger, also of the ACOE, explained that after a period of public comment, they will prepare an environmental impact statement, considering options for the most ecological restoration at the lowest cost. She said the new planning process looks for solutions using a 3 by 3 rule:

- A project takes less than 3 years;
- Costs less than \$3 million; and
- Has three levels of review.

She said they are at the beginning of the progress. Public comments will be accepted until Aug. 12. The study period will take 18-36 months, "so it's a quick one," Dr. Ehlinger said.

Approximately 40 persons had signed up to speak in the first public comments period. They included residents of the counties that surround the lake, those from the east and west coasts and from as far north as Orlando. Officials representing Okeechobee and Glades counties asked the water storage and treatment areas also be considered in the upper Kissimmee River basin.

**Paul Carlisle**, Glades County manager, asked the planners to capture and clean water in the upper Kissimmee basin. "Look at land in the urban areas that have the discharges," he said. He also asked them to use property the state already owns. "When you take more land off the tax rolls in our county, we should be compensated for it," he added.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Ron Hamel, with Gulf Citrus Growers, said storage is needed throughout the system, “All of the statistics are pointing to storage north of the lake,” he said. “I wish you could speed this up. This process has been going on for over 20 years.”

Gary Ritter, with Florida Farm Bureau, said Farm Bureau is in favor of completing projects already planned, and looking for opportunities for projects on existing state land. He said farmers have already improved the water quality by using Best Management Practices (BMPs). He said Farm Bureau does not support additional land acquisition that would take land out of agricultural production and mean more loss to the state and country’s food supply.

Hilary Swain with the Archibold Biological Station near Lake Placid, said they should consider the entire watershed of 2.6 million acres. “I think you are making a mistake thinking of the watershed as a five gallon bucket and we’re just messing around with the bottom two gallons,” she said.

Keith Pearce, a fifth generation rancher from Glades County, said the government already owns 5.5 million acres in south Florida. “Why are we looking at purchasing more land?” he asked. He said the state should fund projects on land the state already owns.

Clewiston city manager Al Perry said water storage and treatment north of the lake is important.

Rev. Patricia Wallace, from Pahokee, said the state should bring more local people from around the lake to the table and involve them in the planning process. “We touch the lake,” she said. “I can walk out my back door and over the dike into the lake. Sending the water south would sweep me away,” she said. “Don’t sweep me away. Do not displace people with the release of water.”

“We’re all in this together,” said Clewiston City Council member Mali Gardner. “We care about our community. We love our farmers.”

Hendry County Commissioner Karson Turner said buying land south of the lake “is not an option.” He said the campaign to buy land south of the lake “takes the eye off the prize.” Mr. Turner added that sugar farmers are environmentally responsible, cleaning water before it leaves their land. “Sugar farmers are the best conservationists on the planet,” he said. “We understand that water from our county flows south and its quality and quantity is part of the problem,” said Osceola County Commissioner Cheryl Grieb. “We want to be part of the solution.” She said aquifer storage and recovery (ASR) projects would be a good fit for Osceola County.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
May 26, 2016

**Emergency Management Holds Poster Contest**

Author: Glades County Emergency Management

Glades County Emergency Management recently went to both Moore Haven Elementary and West Glades Elementary to teach them the importance of knowing the different types of severe weather that threaten Florida as well as how to build their own Disaster Supply Kit. Emergency Management held a Severe Weather Week Poster Contest that all 5th Graders in the County was able to participate in. Each child was asked to draw either what Florida weather meant to them or how to build a Disaster Supply Kit. Our winners from Moore Haven Elementary Winners were 1st Place Cristina Toledo, 2nd Place Alondra Chiquito, and 3rd Place Yadeera Centeno. West Glades Elementary School Winners were 1st Place Bethany Banda, 2nd Place Alexis Garcia, and 3rd Place Aileen Sanchez. These winners' posters were sent to participate in the statewide poster contest that is sponsored by the Florida Division of Emergency Management.

Glades County Emergency Management also held a Mascot Contest where each 4th Grader in the County was asked to pick an animal they felt best represented Glades County. They were asked to tell which animal they picked, name that animal and tell why they believed that animal best represented Glades County.

The winner of this contest was Zellistyne Gregorio from West Glades Elementary. Zellistyne believed that a cow named Lady Moo best represented Glades County. She wrote, "I think that the cow best represents Glades County because it has a lot of farmland. When you drive by, you would see cows grazing mostly everywhere. Raising cattle for its meat is an essential industry for the community. For that reason, a cow should be the mascot of Glades County". Be on the lookout as Lady Moo will soon make her debut on Emergency Management's Facebook and Twitter accounts.

Both of these contests were a huge success and we would like to thank the following for donating prizes for the Severe Weather Week Poster Contest and Social Media Mascot Contest:

- McDonald's, Amanda Nisbit -10, Happy Meal gift certificates
- Joey's Pizza and Subs, Sergio Filion-3, Large Pizza and Two Drinks Certificate
- Caf&#233; 27, Jessica Williams-7, Gift Certificates for a Daily Special
- Rainbow Gardens Flowers and Gifts, Cindy Davidson-3, Large Baskets
- County Commissioner, John Ahern-7, \$25
- Department of Health, Brenda Barnes-7, 52 piece Disaster Supply Kits
- Hodge Podge Graphics, Julie Palladino-7 Super Hero themed cups and other accessories

We live in a small community and should all be thankful for the support that our local business' and their representatives do for our communities and all of our organizations and/ or clubs. These businesses are always donating to so many of our organizations without hesitation. So when you



**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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do business with them in the future just say thank you for supporting your community. We would also like to thank the School Superintendent Scott Bass and Mr. James Brickel at the Glades County School Board for allowing us into the school to teach our youth the importance of being prepared. We would also like to thank Moore Haven Elementary Principal Mrs. Langdale, as well as West Glades Elementary Principal Ms. Backes. A special thanks goes to Ms. Villiers and Ms. Castano at West Glades Elementary and Mrs. Brickel, Mrs. Ahern, and Mrs. Beck at Moore Haven Elementary. Also, thank you to the 4th grade teachers that helped with the mascot contest.

We would also like to thank the judges: Kelly Brantley from the County Judge's Office, County Manager **Paul Carlisle**, Lenice Hubbard at the County Managers Office, John Biggs EMS, Terrie Lollis EMS, and Dr. Joseph Pepe from the Department of Health.

Last but not least Emergency Management would like to thank each and every student who took the time to participate in these contests. We hope they were able to learn more about Hazardous Weather and how to prepare for it as well as some of the signs to look for. Education is the key to preparedness for all natural or man-made disasters and we hope they were able to learn something and encourage their parents to make a disaster plan and emergency supply kit if they do not have one.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Glades County Democrat (FL)

March 31, 2016

**GCYL Wants to Thank Supporters**

Author: Tycee Prevatt; Glades County Youth Livestock

Glades County 4-H was truly blessed at the 2016 Glades County Youth Livestock Sale. 34 community supporters came together to purchase our 4-H hog for \$45 a pound. In addition, we are very grateful to Oldcastle Lawn and Garden who carried on a tradition started 6 years ago by Mr. Mark Harrison and gave us a \$10 a pound add on. Once again this year Diaz Asphalt donated \$1,500 and Bridge Street Auto Parts gave \$500 to our hog. So our 4-H Hog brought \$62.09 a pound!

A special thank you to Pine Island Spice Co. -**Paul Carlisle** for donating a very nice buyers basket to us. However, it does not end there. Two buyers were very generous and donated steers back to be resold with all the proceeds going to Glades County 4-H:

- Mr. Lewis Gopher donated a 1145 lb steer to Glades County 4-H and John Allen Watford, Gates Melody Pool, and Chris sparks purchased it for \$3.50 a pound!
- Frosted Paints donated a 1250 lb steer to Glades County 4-H and Pine Island Spice Co. -**Paul Carlisle** purchased it for \$3.00 a pound.

The grand total for the hog and the steers that were donated was \$25,267.50!! This does not count the add-ons that were turned that we do not even know about yet. Once again I am extremely thankful for generosity of everyone in the community that came out and supported the youth of Glades County 4-H. Your donations will go towards providing programs for the youth of Glades County.

This year's supporters at \$45 were: Lundy Farms, Palm-dale Oil Co., PecoFarms, Perry Farms, Long Hammock Grove, Everglades Farm Equipment, Karson Turner, Dustin & Whitney Savoie, Eli's Western Wear & Trailer Sales, Arcadia Stockyard, Byron & Janet Storey, KL Bar Cattle, Grace Ag, Sunset Harvesting, Gilbert Family of Companies, Storey-Lundy Cane, SBP Cattle, Johnson and Prewitt, Helena Chemical Co., Sun Country Citrus, US Sugar, All Seasons Welding and Gator Glades, Ahern's Service Center, Wright Construction, Weston & Leslie Pryor, Wedgworth's Inc., Betts Farm Services, Independent Harvesting Inc., Deep South Sugar, Corp. AG 98, Dave Hardin, Advance Roofing and Outwest Farms.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
February 11, 2016

**4-H Day at the Capitol**

Author: Tycee Prevatt

UF/IFAS On Feb. 3, several Glades County 4-H members and their families participated in 4-H Day at the Capitol 2016 in Tallahassee. 4-H Day at the Capitol is an educational event that provides youth an opportunity to tour different parts of Tallahassee and the Capitol.

Glades County Youth enjoyed meeting several of their local County Commissioners, School Board Members and the Glades County Manager. It was a very special treat to have these individuals participate in the Opening Ceremonies with the kids.

The Glades County Delegation then met with Representative Pigman before meeting a Lobbyist and touring the Capitol Building. Their day ended with visiting the Historical Capitol Building and the Florida History Museum.

Glades County 4-H would like to thank the School Board Members: Mike Pressley, Janet Storey, and Jeri Wilson, County Commissioners: John Ahern, Weston Pryor, and Tim Stanley, Glades County Manager **Paul Carlisle**, and Representative Cary Pigman for meeting with the kids and helping them to understand the importance of both local and state governments.

We would also like to thank Representative Pigman, the Glades County Advisory Board, and our local supporters that support our chapter hog each year. Without your support this trip would not have been possible.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Fort Myers Florida Weekly (FL)  
February 10, 2016

**Glades County Regional Training Center Receives \$50,000 Grant**

The Southwest Florida Community Foundation, a FutureMakers Coalition partner, has awarded the Glades County Regional Training Center a \$50,000 Community Impact Grant. The grant will be used to install a much needed telecommunications network to the center, including Wi-Fi and Internet, so that training classes can begin.

"For the first time ever, the Southwest Florida Community Foundation is providing a grant in Glades County with the potential for real change around developing workforce and supporting economic development in Glades and the surrounding area," said Sarah Owen, president and CEO of the Southwest Florida Community Foundation. "Our hope is that by providing these resources and getting the training center up and running, more businesses, as well as individuals, will benefit and more FutureMakers Coalition partners will come on board to support the training center and increase the post-secondary attainment of working-age adults in Southwest Florida." This is the last piece of funding needed to open the center and get training programs up and running.

"This funding is vital in being able to begin utilizing the center as it was meant to be," said Glades County Manager **Paul Carlisle**. "Now we will be able to begin our training programs to start making an impact on not only Glades and Hendry counties but our region as a whole." The new 40,000-square-foot Glades County Regional Training Center represents the future for Glades and Hendry residents to improve their job outlook and marketability by training for state and national certifications needed by companies throughout Southwest Florida and the Heartland region. Both counties are included in the FutureMakers Coalition, an initiative to transform the workforce by increasing the number of degree and certificate holders from 27 percent to 40 percent by 2025.

The manufacturing training center aligns with the mission of FutureMakers and is one of the first examples of the coalition's emphasis on creating collaborations between government, educators, area businesses and community stakeholders to offer certification training in skills needed by regional employers. Polk State College, Florida SouthWestern State College and Palm Beach State College are working cooperatively to establish curricula.

"Roughly 80 percent of young adults in Florida enter the job market without necessary skills," said Mr. **Carlisle**. "Manufacturers in the South Central Florida and Southwest Florida regions are facing the perfect storm when it comes to workforce recruitment, training and retention." Mr. **Carlisle** said companies are caught between the retirement and succession of their current workforce, largely due to age and changing technology in their plants. There is a tremendous and immediate need for skills trades and certificate based training to supply the needed trained workforce for just the existing companies in the area. The program aims to get high-school students, out-of-school youth (ages 16 to 24), veterans, Temporary Assistance for Needy

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Families recipients and others in the Glades service area who are unemployed or underemployed to receive training. The training would be comprised of soft skills training and stackable certifications that can lead to advanced training and employment opportunities in manufacturing and logistics in such a way that they can step on and off the training path until they reach a level of employment where they can provide a sustainable lifestyle for themselves and their families.

Mr. **Carlisle** also wants to make additional training opportunities available to incumbent employees for advancement so that a continuous pipeline of entry level positions is created and there is trained staff to fill those positions. "This is the way to get more people certified in the trades," Mr. **Carlisle** added. "If we don't have tradespeople, we don't have a house, a working air conditioner or auto mechanic."

Tradespeople are the backbone of many major industries. Construction jobs require skilled labor and employees certified in plumbing, electrical work, HVAC installation, and more. The training center will offer fast-track routes to certification with requirements completed as early as six months to two years depending on the program

The center also houses office space for CareerSource, a state program that pays for certification and college training for the unemployed, and provides relocation assistance, on-the-job training and hiring incentives for businesses. The center, midway between Florida's East and Gulf coasts, will initially target residents of rural Glades and Hendry counties, and eventually expand its reach to provide certification and specialized training for residents and businesses throughout Southwest Florida.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Glades County Democrat (FL)

March 19, 2015

**Library Guest Speaker****Mr. Paul Carlisle Fills the House**

Author: Austin Moorhouse

The guest speaker at the Friends of the Library meeting on March 16, was Mr. **Paul Carlisle**, County Manager for Glades County. Obviously there was a great deal of interest in the future of the Glades County considering that the library conference room was completely filled to capacity.

Mr. **Carlisle** indicated that he is working with the State Legislature in order to obtain grant funds for several major projects important to Glades County. He also talked about the new Emergency Operations Center which is now under construction and almost completed. This is one of those grants that will cost the county almost nothing and will provide Glades County with very important and needed services for Public Safety, EMS and Emergency Operations.

Mr. **Carlisle** talked about the new Middle School/High School complex currently under construction and also almost finished. This too was a state funded grant, which will cost the county little or nothing. He indicated that there may be a need to expand the school complex in the future as the student population is continuing to grow.

Next, the new Training Center located on State Highway 78 near US Route 27 in the new industrial park was discussed and there were questions asked about the kinds of training that would be received at this facility and about the students that would be eligible for this kind of training. The curriculum has not been specifically solidified however it will be tailored to satisfy the need for a labor force at the new Americas Gateway Project and the needs for other local organizations and businesses. The county is investing in the future.

Several questions were asked about the proposed Americas Gateway Project, where it will be located and what kind of operations will take place there. Mr. **Carlisle** indicated that he anticipates this project will be a manufacturing and assembly operation with some logistics rather than a container storage facility.

Mr. **Carlisle** talked about his meetings with the State Legislature with regard to the EPA and land conservation in Glades County. Glades County needs to be made whole for the loss of tax revenue based on the lands being used by the EPA.

Questions were asked about the funding and progress on the proposed Moore Haven Canal Park currently under consideration and partially funded. Mr. **Carlisle** gave us a report on the progress of that project and he also discussed the campground known as the Marina Campground. He, and several others parties, have a planned meeting with the Corps of Engineers to discuss the possibility of reopening the Marina Campground. It seems like a waste for an abandoned

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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campground to be located directly across the rim canal from a newly established Moore Haven Canal Park. The reopening of this campground would also provide increased revenue for the City of Moore Haven as well as for the County.

Some questions were asked about the paving of the new bicycle trail and about the pedestrian bridges at Harney Pond Canal and at Indian Prairie Canal. There were also some questions about the paving of county roads, specifically the River Road which starts in front of the Glades County Public Library and continues on out past the Bowden subdivision. Mr. **Carlisle** indicated that this road is under consideration for paving, however not on this year's plan.

There was a question about what's going to happen to the old Glades Motel on US Route 27. Mr. **Carlisle** indicated that this property may soon fall into the hands of the county by default on taxes and fines and would be sold as excess property. A new owner will have to demolish the buildings or bring them up to code.

There were several questions asked about the possibility of a Love's Travel Center currently under consideration to be built along US Route 27. Mr. **Carlisle** stated that he has been in touch regularly with the engineers for Love's Travel Centers who have indicated that they are in the process of designing such a facility. There is no guarantee that this center will go forward, however the prospects look very good at this time. There are many criteria that have to be satisfied before these plans can be solidified.

Several people ask questions that were relevant to the City of Moore Haven rather than relevant to the County. Questions were asked about the demolition of the old Lundy Hardware building and about the progress on the Moore Haven Marina. Mr. **Carlisle's** presentation was very well received. He was well versed with all of the facts and figures and was able to provide straight forward answers to all of the questions relevant to the County. He is certainly welcome to return to the Friends of the Library in the future.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Glades County Democrat (FL)

March 5, 2015

**County Manager Gets Rave Reviews**

Author: Charles M. Murphy

Glades County Manager **Paul Carlisle** would make the Dean's List and the high honor roll if he were in school, as Commissioners gave him top marks for his work in his 2014 job performance evaluation. Donna Storter-Long gave him a mark of 4.86 on a scale of 1 to 5. She noted **Carlisle** has a broad knowledge of the many aspects of managing local governments. Chairman Tim Stanley gave Mr. **Carlisle** perfect marks in his evaluation. He stated Mr. **Carlisle** has done an excellent job of managing Glades County, "He has gone way beyond expectations in procuring funding for the county. He represents Glades County professionally at local, county, district and state levels." Stanley said **Carlisle** has opened the door to the County Managers office and is willing to listen to the needs of Glades County. Stanley said the county as a whole needs to be more proactive in their planning for the future, like policy changes and state mandates, "We always seem to be trying to pass something with little time for review and a very small window of opportunity to get something done."

Commissioner Weston Pryor also gave **Carlisle** a perfect score on all the questions in the evaluation. He said **Carlisle** is very organized, a people person, who is respectful to everyone and provides tremendous leadership for the County. Commissioner John Ahern declined to submit a questionnaire as he stated he hadn't been in office long enough to give a complete evaluation, "With that being said, I'm very satisfied with what I've seen thus far as a board member and before as Moore Haven City Commissioner and private citizen. I look forward to working with Mr. **Carlisle** and will rate him above average for the short time we have worked together."

The evaluation included marks in 10 different categories. They included individual characteristics like good judgment, enthusiasm, stamina and positive attitude, professional skills, willingness to try new ideas suggested by commissioners, maintained good relations with the elected officials in the county, keeps commissioners informed, and executes policy they approve. The evaluation also looks at relationships with staff, citizens and the media, supervisory skills, fiscal management and budgets, and strategic planning for the future.

Mr. **Carlisle** also reported that he and Commissioner Paul Beck of Lakeport had an excellent trip to Tallahassee in an attempt to get additional funds to develop the job training center. "We also discussed with them the reimbursement of funds and how as a regional area of economic opportunity, we should be able to have a direct payment rather than reimbursement," he noted. **Carlisle** said that would relieve the burden of Glades County having to put out funds, which sometimes are considerable, and then wait to be repaid by the state. **Carlisle** said he appreciated the time and energy of our local state delegation and the support they have shown for the county priorities this session.



**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Glades County Democrat (FL)  
August 7, 2014

**County Approves Tentative Budget and Millage**

Author/Byline: Charles M. Murphy

Glades County Commissioners approved a tentative \$7.4 million dollar spending plan for the 2014-2015 budget year which set the tentative millage at 9.1367, and the municipal service tax at 2.45 mills for law enforcement. These rates are the same as the tax rates approved for 2013-2014. An additional \$127,385 in ad valorem taxes will be collected this year, an increase of 2.7 percent. The spending plan will generate nearly \$4.8 million in property taxes.

County Manager **Paul Carlisle** said the Commission is continuing to consider a 2.5 percent pay raise for employees but have not made a final decision.

The county will receive \$223,583 in payment in lieu of taxes from the state and nearly \$140,000 from a contract with the Seminole Tribe of Florida. The half-cent sales tax will raise nearly \$1.4 million. \$198,944 will be raised through ambulance fees, \$81,854 from tipping fees at the construction and demolition landfill, and over \$6 million will be left in reserves.

The spending plan includes \$65,000 for improved technology, \$144,284 for the County Manager's office, \$124,500 for the annual county audit, \$581,441 for the Property Appraiser, \$430,557 for the Tax Collectors office, \$211,043 for the Supervisor of Elections, \$82,326 for the County Attorney,

\$153,268 for the Planning and Zoning Department, \$20,462 for Code Enforcement, \$193,093 for the County Maintenance Department, \$94,710 to maintain the court house, \$3.1 million for the Sheriff's Office, and \$276,137 for the County Fire Department.

The budget also included nearly \$215,000 for emergency management, \$93,315 for the County Agriculture Extension Office, \$75,292 for state aid to the library, \$45,898 for the probation department and \$398,328 for the Clerk of the Court.

EMS will cost the county \$1.09 million, animal control \$53,290 and community services \$205,232. The Road Department budget totals \$2.53 million, and parks and recreation \$143,719.

The Capital projects budget totals just over \$13 million with the key project the new Emergency Operations Center at \$4.26 million. \$1.2 million will be spent on County Road 733, \$1.8 million on Kirby Thompson Road, \$1.71 million on State Route 78, and \$1.15 million on Loop Road. \$506,368 was budgeted on the Court House this year. \$400,000 was being budget for various waste water treatment plant improvements.

Other budget hearings will be held on September 8 and September 23 at the Glades County Court House.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Okeechobee News (FL)  
December 1, 2013

**Carlisle Excited to be County Manager**

Author: Charles M. Murphy

With over 22 years of experience in municipal government and with a burning desire to return to Florida, **Paul Carlisle** accepted the job of Glades County manager, Nov. 12. "It's a career step for me. I'm excited and I think it's a great opportunity," Mr. **Carlisle** said in a phone interview with the Glades County Democrat. "I've been in the local management level and the county level is a progressive step. I think the county will be glad they selected me."

Mr. **Carlisle** spent just over two years as public works director for Rock Hill, S.C. Previously he had served as town manager in Lake Park and as division manager over roads for the city of Wellington. He also has worked over 12 years in the private sector in the construction industry. His background includes management over solid waste collection, recycling, roadwork maintenance, administration of community development block grants, comprehensive planning, and budget management. Mr. **Carlisle** also worked at Florida Highway Products and has met many of the staff members of Glades County.

Mr. **Carlisle** admits he was motivated to return to Florida because his wife and family continue to live in Palm Beach County. He is a native of Indiantown and graduated from Martin County High School in the class of 1979.

Mr. **Carlisle** will be paid \$100,000 and plans to start on the job during the first week in January. He plans to rent or purchase a residence in Glades County and spend week nights near the county seat so he is closer to his constituents. Mr. **Carlisle** also praised Glades County for the way they handled the interview process and stated it gave him some insight about the county and its future. "All of the candidates were given the same opportunity and the same questions and it was a level playing field for all of us. I think the commissioners gave me pointed and direct questions and let me know what their concerns were," he said. He said he looks forward to discussing with commissioners their thoughts and the direction they'd like the county to take.

With over 20 years of experience with Florida law, commissioners said they had no question Mr. **Carlisle** can jump in and get the ball rolling. Commissioner Tim Stanley said he liked that Mr. **Carlisle** had some economic development experience which should help with several projects like the county business park and the America's Gateway Intermodal Logistics Center project. Mr. **Carlisle** concurred that Glades County is on the cusp of some big changes. "Glades County has a ton of potential. I'd like to try to utilize Lake Okeechobee as an attraction point," he said.

Mr. **Carlisle** worked to bring in a new recycling center in Rock Hill. While in Lake Park, he worked with many new businesses and was involved with the Scripps Research project. "We will be able to bring businesses here. I want to get the input from the county commission on

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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the business they feel is important, and we'll work together to attract those and I will make myself available to help these businesses," he added. The rural nature of Glades County is a benefit, he added, and despite challenges, Glades County can compete with other areas of Florida. "We are off the beaten path, but what drives business is traffic and visitors. It's a challenge no doubt," he added.

Mr. **Carlisle** promised an open-door policy for all employees and stressed he knows several employees already, including road superintendent Avant Brown, and has a working relationship with him. He also promised citizens he will be honest with them and try his best to help them. "I will tell them the truth and I won't make something up. Citizens should know I'm very approachable," he added.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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The Herald (SC)  
May 11, 2013

**Flooding Problems Persist for Rock Hill Residents**

Author: Jonathan McFadden

Odell Hope and his wife, Dianne, feel like “nobodies.” Heavy rains last weekend dumped pools of water into their Morgan Street yard. A deluge of rain, mixed with dirt and grass, swept into the crawlspace beneath their house. They expected black mold to crust on their windows, and a persistent odor to waft in their living room. Then, there are the bugs – “they like that dampness,” Odell Hope said.

Much of the Upstate and western North Carolina saw downpours after an upper low-pressure system moved into the area, dumping rains that prompted officials to issue flood warnings and alerts for area river basins, including the Catawba River and the Broad River in Blacksburg, throughout the week. Last Sunday, a half-inch of rain fell over the area, followed by another inch throughout the night, said Larry Gabric, meteorologist with the National Weather Service. The rain dissipated Monday, but it was little too late for the Hopes and their neighbors. “This has been going on for five years,” Dianne Hope said.

Odell Hope, 78, punched a hole in the foundation of the home he and his wife have lived in for 17 years to filter out the water he says travels downhill from nearby Florence Street and into his front yard. There’s no storm drain in front of their house to catch the water as it flows downward and slams into vents at the base of their house. Once, Dianne Hope said, the water was so high that it covered the front steps of her porch, preventing her from getting in or out of her own home. The low-to-the-ground sidewalks in front of their home don’t block the water at all, the couple said. “It’s getting worse,” said Dianne Hope, 58. They pay about \$3 per month for storm drainage they say doesn’t work. They’ve asked city officials to install a storm drain near their house, Dianne Hope said, adding that she’s attended City Council and state Department of Transportation meetings to air her grievances.

But Morgan Street, bordering Arcade Park, is maintained by the state Department of Transportation, said city spokeswoman Katie Quinn, who added that the city has held meetings with residents and the state DOT to mitigate the problems. After those meetings about a year ago, DOT officials went into Morgan Street and the surrounding areas, cleaning out ditches and unclogging storm drains that collected dirt, trash and sediment, said David Gamble, assistant maintenance engineer for Rock Hill’s DOT maintenance shop. They also found TV’s and other miscellaneous items in the ditch lines, he said.

Gamble said officials have encountered similar problems in other areas of the city, including Carolina Avenue Extension, where DOT crews removed 12 tons of trash, tires, TV’s, limbs and leaves from ditches over three days. “There was very little beyond that that we could do,” he said. Many of the homes built on Morgan Street, in the Arcade Mills neighborhood, were constructed in low-lying areas without adequate drainage, said Bradley Trout, engineer manager

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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for Rock Hill’s DOT office. Maintenance crews, he said, are confined to working within DOT’s right-of-way, Trout said. The right-of-way varies from road to road, said John McCarter, DOT administrator for the district covering York and Chester counties. Years ago, the state acquired many streets in Rock Hill, including Morgan Street. The street’s right-of-way starts in the center of the road and extends 40 feet, 20 feet on either side, said Mike Bagley, the state DOT’s permits and contracts engineering manager. Right-of-way, McCarter said, doesn’t extend to private property. That’s where the city comes in, he said. “Once it leaves our right of way and enters in the city, it’s going to take a joint effort,” he said. “We can get (water) off the road...but then that responsibility falls into the city of Rock Hill to work it into the system.”

Installing new drainage systems would take special projects and grant money the DOT doesn’t have, he said. DOT receives funding for 1,300 miles of state-maintained roads in York County, McCarter said, from a 16-cent per gallon gas tax that hasn’t fluctuated in nearly two decades. “Everything we do now costs more than it did back in 1987,” McCarter said. “We get enough money to patch potholes, cut grass, fix signs, but we don’t have...a funding mechanism for us at the maintenance level to redo drainage systems and replace roads. “We have a very difficult time just repaving roads around Rock Hill.” Most of the new road construction projects in the county are funded by the Pennies for Progress 1 percent sales tax, Trout said. Pennies for Progress is a York County program approved by voters.

Early this month, the state Senate Finance Committee approved a bill that would fund road and bridge construction projects by shifting tax money and borrowing on bonds. It would also increase the fee for 10-year driver’s licenses; charge owners of alternative fuel cars; and increase truck registration fees. Road work is “very expensive,” McCarter said. “People don’t realize every little detail we try to do when you add it up. We just don’t have the money to do it.” State Rep. John King, D-Rock Hill, said he attended the meetings with residents, state, city and council officials and was “under the impression” that a resolution would soon be reached. “If the people reside in the city limits, in this county, in this state, it’s all of our problem and we need to rectify it,” he said. Instead, officials have passed the buck to the next person, King said.

When city and state officials began talks about solving the city’s stormwater issues, King said, he expected to receive updates on progress. “Because I haven’t heard from anyone in over a year, I thought they had resolved all of it...my constituents felt that the city, county and state were moving forward and making things happen that were supposed to happen,” he said. A day after speaking with The Herald, King said he called state officials, who plan to schedule meetings with the city, county and residents to “rectify the issue that my constituents have been complaining about...that they have all right to be upset about.”

Last month the city announced plans for a comprehensive stormwater study in response to residents’ complaints about standing water. Last week, a list of 127 areas in the city that need attention was presented to City Council after consultants took a look at the city’s stormwater issues. The information includes estimated costs for projects, as well as the complaints filed with the city about these areas. Officials have already started bids for the first project on the list – the Hagins Street/Friendship Drive area, where residents have complained about flooded yards.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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But Morgan Street, where responsibility for maintenance falls to homeowners, isn't included on the list. In meetings last month, city leaders said finding solutions for low-lying areas would be difficult since water naturally flows to the lowest point. That's what prevents city officials from fixing many of the flooding issues on Morgan Street, built before current industry standards and lying at "the bottom of the hill" adjacent to an old creek bed, said **Paul Carlisle**, city public works director. "All the water goes to the creek...we can't stop the water from getting to the bottom of the hill," he said. "There isn't much the city can do to redirect that water. Where do you redirect it to? It's got to go downhill."

Rock Hill's topography isn't made for moats and pumps to funnel the water, **Carlisle** said, and city officials can't "spend public funds on private property." "Mother Nature designed that topography," he said. "We can do what we can within all reason to try and mitigate it. Can we stop it? No, there's no way to do that...we didn't make the land. "You couldn't take my entire budget in public works and make a difference." Nevertheless, the city has done projects in the area, **Carlisle** said, such as paving sidewalks. "It may not have been in front of Ms. Hope's house, but...we do a lot of internal projects with our general budget, not just our capital budget in neighborhoods," he said. "It's not like we don't work in neighborhoods, we do."

The monthly stormwater fee city residents pay is a "minimal amount of money for residents spread out over 20,000 residential units within the city," he said. Stormwater fees go into the city reserves for large-scale capital projects. "The \$2.83 a month that a resident pays doesn't mean we're going to do \$2.83 in front of your house," **Carlisle** said. "Everybody pays taxes for road resurfacing, but that doesn't mean your road's going to get resurfaced every year," he said. "We're not going to work in front of everybody's house because you paid us a fee. It's not like your garbage pickup."

On Thursday, a chair stood slumped over the storm drain in front of Abby McClure's home, just two houses down from the Hope family. She, too, has seen waters rise in her yard, usually in the front, just enough to cover the top three steps leading to her porch. Having rented her house for almost a year, she isn't satisfied with the city's explanation that water gushing into her yard is trying to make its way down to the creek several feet into her backyard. "Evidently, it doesn't come far enough," she said. On Monday, a small moat sat in front of the home across from McClure. Another neighbor, James McCleave, has lived on Morgan Street for two decades. "If it rains hard," McCleave said, the water might even get under his home. He pointed to the pool of water in front of his neighbor's home. "It's not going to leave till the sunshine soaks it into the ground," he said. Three days later, it was a muddy mesh.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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The Herald (SC)  
December 13, 2011

**Rock Hill, Schools Team Up for Recycling**

Author: Nicole E. Smith

Over the next five years, Rock Hill city and school officials will develop a comprehensive program they hope will reduce waste and increase recycling in the schools. As part of the agreement approved Monday night by the Rock Hill City Council, the school district will pay the city up to \$140,000 for the collection and disposal of solid waste, while the city will give the proceeds of the recycling back to the district. Recycling programs in the past have not been "vibrant," said city public works director **Paul Carlisle**. "The most exciting thing is students get the other 'R' - recycling," he said. The city will provide cardboard recycling as well as in-school recycling bins. **Carlisle** said he hopes the program will send the same message to students that the city tries to do - recycle.

**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
*(Articles are in reverse chronological order)*

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The Herald (SC)  
April 29, 2011

**Rock Hill Taps Fla. Man as New Public Works Director**

Author: From Staff Reports

The city of Rock Hill will welcome **Paul Carlisle** as the new public works director on May 16.

**Carlisle** joins the city with over 20 years experience in municipal government, including service as a public works department head and a town manager. His background includes management of solid waste collection, recycling, roadwork maintenance, administration of community development block grant programs, comprehensive planning, and budget management.

**Carlisle** currently serves as a regional manager for Florida Highway Products, where his responsibilities include providing infrastructure management to municipalities, counties and local districts.

Prior to his current position, he served as the town manager of Lake Park, Fla., where he had previously served as the public works director. His other experience includes serving as division manager over the roads division in Wellington, Fla., and working for over 12 years in the private sector construction industry. **Carlisle** was selected from a group of approximately 150 applicants nationwide to oversee the city of Rock Hill's public works department, including the solid waste, street maintenance and stormwater divisions. The department employs 108 people.



**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Palm Beach Post, The (FL)  
May 10, 2006

**REC CENTER/HURRICANE SHELTER SOUGHT FOR LAKE PARK**

Author/Byline: Bill Dipaolo

Commissioners want to build a \$2.25 million recreation center to give local children a place to play and residents shelter during a hurricane. "These children in Lake Park need a place that expands what's inside of them," said library monitor Carrie Chappelle, surrounded by about a dozen children she helps with homework daily at the Lake Park Library. "If not, trouble is going to start to grow."

The town's recreation building is in the former police station just west of Town Hall. The single-story building, built in 1984, also houses the road patrol headquarters for the Palm Beach County Sheriff's Office. PBSO operates out of the north side of the building. The children's recreation area, as well card games for senior citizens and exercise classes, are held on the south side.

"It scares me having the policemen so close. Sometimes I see guns," said 12-year-old Emmanuel Augustin, who attends the after-school program. The children play four square and kickball in the paved driveway. They must cross Park Avenue to play on a public ball field.

Other students said they would welcome a new recreation center because more of their friends would be able to sign up. They said the current building is crowded. More play space is needed, they said. "If we had a bigger place, maybe more kids could stay at the camp after they turn 13," said Andlyne Charles, 12. "I hate it when my friends have to leave when they turn 13."

About 53 children from ages 7-12 are enrolled in the after-school program that runs between 2-4:30 p.m. About 60 children ages 6-13 usually sign up for the town's eight-week summer program, said Recreation Director Dale Dougherty. "I turn children away when the places fill up. They are disappointed," said Dougherty, one of the town's two full-time recreation employees.

Town officials would build the new center at the town ball field, on the west side of Sixth Avenue between Bayberry Drive and Date Palm Drive. The 15,000-square-foot center would have a gym, bleachers, showers and an area for pre-k classes. Children could take showers after using the outdoor football, baseball and basketball areas. The building would be open to community groups.

To meet hurricane shelter standards, the building would have a kitchen, laundry facilities, and a generator. It would also be able to withstand 140-mph winds. "Meeting hurricane shelter standards is the key," said Town Manager **Paul Carlisle**. "We need grant money. The town cannot afford the \$2.25 million. We can receive grants from Palm Beach County or state or federal agencies if we are a hurricane shelter."

**Internet – Newspaper Archives Searches**

**Paul E. Carlisle**

*(Articles are in reverse chronological order)*

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FEMA is a possible grant source. The federal agency distributes money for new hurricane buildings through its Hazard Mitigation Grant Program. If the grant is approved by FEMA and the Florida Department of Community Affairs, FEMA will pay up to 75 percent of the grant. Florida will pay the rest of the grant, said FEMA Spokesman Jim Homstad.

Palm Beach County Commissioner Addie Greene, whose district includes the Sixth Street ball field, has already pledged money to build a park in Mangonia Park and to buy property near Crossroads Baptist Church at 45th Street and Haverhill Road, said Shirley Meeks, Greene's administrative assistant. "(Commissioner Greene) has made promises to build those parks. That does not leave any funding for a recreation center in Lake Park," Meeks said.

Lake Park commissioners unanimously approved the concept of the \$2.25 million center on April 19. Three other smaller recreation centers were considered, and could be approved. Public hearings and final commission approval is required. No date for future discussion has been set. Under the proposal, the PBSO administrative office, now on the bottom floor of Town Hall, would move into the recreation building, said Lake Park Sheriff's Office Capt. Douglas Reece. PBSO took over jurisdiction of Lake Park in 2001.

The current recreation center has been repeatedly renovated through the years. Walls have been removed and painted. Floors have been replaced. The roof is being repaired. Wall air-conditioning units were added.

With no place to go after school, about 30 children go to the Lake Park Public Library, a short walk east of the recreation center. Library employees often see the energy-filled students roll on the grass and play before coming inside to study. Many students stay at the library from after school until about 5 p.m., said Reference Librarian Karen Mahnk. "Kids need to be kids. I'm glad they come here, but we aren't a recreation center. We don't serve snacks. We don't have exercise," Mahnk said. "So many students coming here shows how badly we need a recreation center."

4 options for Lake Park recreation center

Financing	100%	for 30 years	at 6%
Size in square feet	Total cost	Monthly payment	
Option 1	2,500	\$375,000	\$2,100
Option 2	7,500	\$1,125,000	\$7,000
Option 3	10,000	\$1,500,000	\$9,000
Option 4	15,000	\$2,250,000	\$14,000

**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
*(Articles are in reverse chronological order)*

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The Palm Beach Post (FL)  
May 18, 2006

**City Official Government End**  
**West Palm Beach**

Correction: UNPUBLISHED CORRECTION: **Paul E. Carlisle** is Town Manager of Lake Park.

Town Manager **Paul E. Carlisle** resigned last week less than a year after he was promoted to his new post, according to a letter released Tuesday. **Carlisle** told the mayor and town commission in his May 10 resignation letter he was "sorry to leave" but was "moving for good reasons."

He plans to leave his position by July 7 and could not be reached for comment. **Carlisle** was first hired in May 2002 as the public works director. Three years later, he was appointed town manager after serving six months as interim town manager.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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Palm Beach Post, The (FL)  
March 22, 2006

**STATUE OF CHILDREN COULD TAKE PLACE OF CONCRETE HORSES**

Author/Byline: Bill Dipaolo

A bronze statue of children playing might replace the landmark concrete horse statues in front of a recently opened children's medical center. "The children's statue goes with our business - helping children," said Dr. Jorge Sallent, a doctor and part-owner of the Pediatric Respiratory Center.

One of the horse statues was toppled during a storm last summer, and the other came down during construction to change the former bank into the medical center. Town officials at first refused to allow the building to open because they said replacing the statues is a condition of approval. Sallent said the price tag to replace the horse statues - estimated between \$50,000 and \$140,000 - was too high. Town officials on March 17 approved a 90-day temporary permit that allowed the center to open. The permit requires the owners to replace the concrete horses or have plans for a different statue approved by the Lake Park planning and zoning board and the town commission by June 17. "We will shut him down if he does not comply. The town is not the bad guy in this," said Town Manager **Paul Carlisle**. "I don't want to hear (the owners) complain it is the town against the poor children."

Sallent has submitted three drawings of 10-foot-high children statues that would be raised above the ground so children could not climb on them. The total cost for installing one children's statue would be \$33,897, according to Sallent's proposal. The town could require new horses to be installed or allow one of the three children's statues to be built. The proposals might be discussed at the next planning and zoning commission meeting on April 3. The next town commission meeting is April 5. Agendas are not finalized for either meeting, according to the town clerk's office. "I want the horses back. They are a town landmark. But I'm willing to work with (Sallent)," said Mayor Paul Castro. Lake Worth-based Van Linda Iron Works Inc. submitted a bid for \$46,485, which does not include transport and reinstallation of new horse statues. Another bid for \$52,712, which includes all costs, was submitted by James Knox, a Lake Park artist, to replace the horses. The general contractors for the building, Jupiter-based Rielly Construction Corp., submitted an estimate for \$138,394.

Most of Sallent's patients are younger than 7 years old. Many are from low-income families and are sent to the center by the Florida Children's Medical Services, an agency of the Florida Department of Health. Sallent is a registered health-care provider for the agency, said Florida Department of Health spokeswoman Thometta Cozart. "We provide a badly needed service," said Sallent, part owner of SIGH, LLC, which bought the building in 2003 for \$540,000. The 7,000-square-foot medical center is on the west side of U.S. 1, just south of Park Avenue.

The original horse statues were done by Earl LaPan, who designed the mariner statue at Phil Foster Park in Riviera Beach. The Lake Park statues originally were standing in a water fountain,

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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which in recent years was turned off. The twin stallions were built in 1962 at what was then First Federal Savings & Loan of West Palm Beach, which changed its name to First Bank of Florida. In 1998, First Bank was bought by West Palm Beach-based Republic Security Bank. North Carolina-based Wachovia bought Republic, and shut down the branch in 2001.

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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The Palm Beach Post (FL)  
August 24, 2005

**LP Boat Cost Proposed Increase  
Marina Might Increase Rent for Boat Slips**

Author: Bill Dipaolo

More than half of the boat slips are empty, but some Lake Park officials say boosting docking fees is necessary at the town's 104-slip marina between Silver Beach Road and Cypress Drive. Opened in March after an \$8 million face-lift, the marina was touted to revive the town's boating businesses and improve public boating access. The docking fee was set at \$14 per foot per month, lower than most Palm Beach County boatyards. But the lower fees have not delivered the expected boat owners, said Mayor Paul Castro.

"At \$14 a foot, we are not even breaking even. This is a first-rate marina, we spent lots of money. It needs to be profitable," said Castro. Council members plan to discuss the proposed rate increase at a budget workshop on Aug. 24. Council approval at a later meeting is required for a rate increase. The increase would mean about \$80 more a month for Steve Whittingslow, owner of the 39-foot Bottoms Up, which he has docked at the Lake Park marina since March. Whittingslow said he would not leave if the rates were raised. "I'm satisfied with the service here," the first-time boat owner said as he hosed off his craft. "It's safe, and I like the fact everything is new."

Raising the rates while there are so many empty boat slips is not a smart idea, said Commissioner Chuck Balius. Instead, the marina should be offering a month free dock space or other offers to attract new customers. Balius said the low business is partly to do with the reputation the old marina had as being an unsafe place for boaters. "The marina needs to publicize the good things we have there, the pump out stations, the showers, the laundry and gas pumps. People still don't think we have good security. You don't raise fees when your business is low," Balius said.

Security problems have been solved, said Marina Manager Patience Cohn. Incidents such as stolen fishing equipment and the theft of a vehicle from the parking lot were reported after the marina opened. A private security guard now patrols when the dock workers are off duty, said Cohn.

Compared to nearby marinas, Lake Park's rental fee - \$14 per foot applies to all boat sizes - is low. Jonathan's Landing Marina in Jupiter charges \$30 per foot, and North Palm Beach Marina Charters charges about \$20 per foot for a 60-foot boat. "Boating season really kicks in after Thanksgiving. (Lake Park's) best bet would be to hold the rate increase until after the boaters start coming back," said Mike Jones, dockmaster at Jonathan's Landing. Noting the empty boat slips as she walked along the docks, Cohn said many boat owners told her they were waiting for their current leases to expire this fall before moving into the Lake Park Marina. About 40 slips are now leased, she said. "We need to get the word out, and business will increase. We need the rate increase to maintain the services we have. We could continue without the increase, but we

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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might have to cut back on personnel," she said. While the marina has been open since March, more work is required. Landscaping and irrigation will require about \$300,000, and some powerlines might have to be moved, said Town Manager **Paul Carlisle**. "We started out with these low rates as a kind of introductory offer. We knew we would have to raise the rates to be self-sufficient," **Carlisle** said.

Support for the new marina came from town officials and boaters wanting a facility to keep up with the trend toward larger boats, as well as more up-to-date marine amenities. Registration of boats in Palm Beach County is booming, up from 40,109 in 2000 to 42,775 in 2003. Public launching and docking facilities have not kept up, said Lou Daniello Jr., president of the Marine Industries Association of Palm Beach County.

The marina originally was to be 214 smaller boat slips. But town officials reduced that number to 104 deeper, larger slips, up to 60 feet, to accommodate bigger boats that pay higher dock rental fees. A restaurant originally considered in the plan has lost support, said Castro. The town is paying for the marina with \$2.1 million from a \$9.8 million bond issue approved by town voters in 1997, borrowing an additional \$5 million. The final \$1 million came from a grant from the Florida Intracoastal Navigation District. "We want to keep the rates reasonable," said **Carlisle**. "But we have to repay our debt."

**Internet – Newspaper Archives Searches****Paul E. Carlisle***(Articles are in reverse chronological order)*

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The Palm Beach Post (FL)  
October 29, 2004

**City LP Official Employment End  
Lake Park Town Manager Resigns**

Author: Jennifer Sorentrud

Town Manager Doug Drymon, who was hired by town commissioners 15 months ago, has resigned amid growing concerns that he was an ineffective leader. "I know recently there has been a lot of discussion about your confidence about my ability to do my job," Drymon told the commission during a meeting last week. "In light of some job opportunities that I see advertised . . . I would be willing to consider tendering my resignation." Drymon said Thursday he is looking at positions in Palm Beach County and throughout the state, but he doesn't have another job lined up. His last day as town manager, where he made \$78,030, was Monday.

**Paul Carlisle**, the town's public works director, has been named acting town manager until Drymon's replacement is found. In recent months, Drymon's performance, including his work on the Lake Park Harbor Marina project, has been increasingly criticized by several members of the commission. The growing discord came to head during a meeting earlier this month in which a majority of commissioners gave the manager a vote of no confidence. "It wasn't the right fit for us," Castro said. "He knew we weren't happy."

But not everyone was upset with Drymon's performance. Vice Mayor Chuck Balius praised Drymon's work on the Target and Wal-Mart stores planned near Northlake Boulevard and Congress Avenue. Balius said he was saddened by Drymon's resignation, adding that he felt the manager and town leaders could have worked out their differences. "This brings more turmoil to the town," Balius said. "We have to settle down sometime. It's a bad day for Lake Park."

Drymon is the latest in a string of managers who have come and gone over the past four years. During a period of political turmoil, Terry Leary was fired in 2001 after six years in the job. She was followed by three interim managers before the town hired Jason Nunemaker that year. Nunemaker submitted his resignation after 19 months. Drymon will receive a lump-sum payment equal to four months' pay as part of his severance package. In exchange, he is required to provide consulting services to the town until Feb. 25. Before Lake Park, Drymon served as city manager in Dade City, near Tampa. He also worked as the town manager in Wallace, N.C.



**Internet – Newspaper Archives Searches**  
**Paul E. Carlisle**  
*(Articles are in reverse chronological order)*

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Palm Beach Post, The (FL)  
April 29, 1997

**WELLINGTON SPEED LIMITS TARGETED**

Author/Byline: David Abel

Speeders, beware: Vice Mayor Carmine Priore is on a mission to slow neighborhood traffic, and he wants to shave speed limits on every major road within the village. "The limits we currently have are horrendous," Priore said. "The temptation to speed on our roads is too much, and we need to take action to protect ourselves."

Priore said he plans to propose next month that the village reduce speed limits from 55 mph to 40 mph on Forest Hill Boulevard between State Road 7 and Birkdale Road, from 45 mph to 35 mph on the four-lane section of Wellington Trace and from 45 mph to 35 mph on South Shore Boulevard. He is also seeking lower limits on Fairlane Farms Road, Pierson Road, Big Blue Trace, Binks Forest Drive, Green View Shores Boulevard and Homeland Road.

"I'm not so enthusiastic about reducing speed limits. I think Priore speaks for himself on this issue," said Councilman Michael McDonough, though he added he would consider looking at problem areas. "Anything we do has to be enforceable and people are going to drive at whatever limits they think are safe."

Mayor Kathy Foster and the two other council members were unavailable for comment. Village Manager Charles Lynn and village roads director **Paul Carlisle**, however, expressed support for Priore's efforts. "Wellington is predominantly a residential community and we have a lot of pedestrians, equestrians, bikers and people Rollerblading," Lynn said. "So I think it's important that we examine the speeds set on all the roads."

While no village statistics were available, 206 motorists died in 184 crashes last year in Palm Beach County, according to Florida Highway Patrol figures. "I'm on a pilgrimage to do this," said Priore, who recently spearheaded blocking trucks without a village destination from using Wellington roads.

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Research Compiled by: Chris Nestman & Amanda Dillabough  
Colin Baenziger & Associates

COLIN BAENZIGER & ASSOCIATES  
EXECUTIVE RECRUITING

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*Section 11*

*Rick J. Rudometkin*

*Belle Isle City Manager  
Candidate Report*

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*Cover Letter and Resume*

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Rick J. Rudometkin  
1479 Elkins Lake  
Huntsville, TX 77340  
575-200-5550

May 1, 2023

Lynelle Klein – Sr. Vice President  
Colin Baenziger & Associates  
970-433-7189

Dear Ms. Klein,

The City Manager opening in Belle Isle, Florida is an ideal opportunity for me to provide excellence in leadership at a great organization. A city in pursuit of outstanding performance and professionalism is key in my search for the future. The City of Belle Isle fulfills this objective and provides far more, being a family friendly community with low crime and an excellent place to have longevity for my daughter to grow up.

As a seasoned executive, I embrace new ideas and am committed to implementing the best management practices to ensure the city's continued economic vitality, development, security, and growth. My experience at an engineering firm (Greater Los Angeles Area), a prestigious small beach city (Dana Point, CA), a rural county, a full-service city, a flourishing industrial county (Eddy County, NM), two top-rated cities, and recently a high-growth city has made me well-balanced with great depth and understanding of local governance.

Recently, I was laid off from Huntsville, TX, where I served as Deputy City Manager for one of the fastest-growing communities outside the Houston area. Previously, I was the City Administrator of Snoqualmie, WA, during the outset of COVID-19, successfully managing the city and maintaining morale. Also, I served as the City Manager of Sammamish, WA, as their fifth manager in 1 ½ years, navigated a divided council. Before that, I was the County Manager of Eddy County, NM for 5 ½ years. We experienced a strong upturn in the economy due to the oil and natural gas industry returning to full capacity with an unprecedented influx in population, along with increased economic vitality and tourism. We instituted practices to prepare the local economy for a tremendous future. Lastly, as the Chief Administrative Officer for Modoc County, CA, I was appointed to the role in the middle of the county's worst economic crisis and enacted measures that successfully prevented the county's bankruptcy.

My years of municipal and county government experience, including the private sector, have given me the ability to successfully help lead the City of Belle Isle into a prosperous and sustainable future. You will find me to be a multi-faceted, visionary servant leader with a vast knowledge of local government that holds to a high standard of excellence while working with the utmost integrity and flexibility.

Sincerely,



Rick J. Rudometkin

**RICK J. RUDOMETKIN – CPM, ICMA-CM**  
(575) 200-5550 • [rick2carrie@gmail.com](mailto:rick2carrie@gmail.com)

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**CITY OF HUNTSVILLE – Huntsville, TX**  
**Deputy City Manager, 03/2021 – 10/2022**

Huntsville is one of the fastest-growing communities outside of Houston. With a population of almost 46,000 and a forecasted population of 68,000 by 2040. Huntsville is poised to be a hotspot for years to come.

- Oversaw the design/construction of a new City Hall, new Service Center, new Community Center, and a new Animal Control Facility for Y 2022
- Oversaw the final punch list items on the newly completed Police Station and Fire Station
- Reviewed the feasibility of and the costs associated with relocating overhead utilities either underground or behind properties
- Assisted local non-profits through the use of American Rescue Plan Act funds
- Completed transit study and made recommendations for funding during FY 2022/2023 Budget
- Updated the City Development Code and Engineering Criteria Tech Manual for Y 2022
- Considered new zoning requirements for consistent development standards for new growth
- Oversaw the newly created MUDs and PIDs approved by the Council for economic development and community enhancement tool that finances the costs of qualified public improvements that confer a special benefit for a definable part of the city and/or its extraterritorial jurisdiction
- Implemented the newly approved 2040 Comprehensive Plan

**CITY OF SNOQUALMIE – Snoqualmie, WA**  
**City Administrator/Chief of Staff, 01/2020 – 03/2021**

The city is ranked #4 "Best Place to Live in Washington" and #1 "Safest City" for three straight years. Snoqualmie operates under a "Strong Mayor" form of government. It is a full-service city.

- Successfully negotiated with the Fire Union for a new (1) year contract due to COVID-19
- Applied new mitigation strategies/policies due to COVID-19, kept essential city services while helping our community businesses stay open and sustainable during our state's 4 phase plan
- Acting Community Development Director during the search for a new permanent
- Rebuilt morale and council/staff relations during my tenure
- Addressed "build-out" development concerns and new development for vitality and sustainability
- Evaluated utility rates, including the expansion of our wastewater treatment facility
- Continued EIS for the 261-acre Mill Site Development Project
- Completed Council Retreat with a new vision for development and sustainability
  
- Chairman of eCityGov Alliance Executive Board
- Alternative city rep and eCityGov rep for WCIA Board of Directors

**CITY OF SAMMAMISH - Sammamish, WA**  
**City Manager/CEO, 5/2019 – 11/2019**

The city has 134 total allocated positions and is 22 square miles in size. The 2019-2020 Biennial Budget is \$250 million. Sammamish was ranked #9 in Money Magazine's, "2018 Best Places to Live." According to the Seattle Times, "Sammamish Leads the Country in Median Income."

- At the council's request, implemented the elimination of all City Council Committees in 2019
- Lead recruitment processes for Deputy City Manager, Director of Public Works, Director of Human Resources, Director of Community Development, and Police Chief
- Former representative on the King County Sheriff's Office Oversight Committee
- Former Treasurer of the eCityGov Alliance Executive Board
- Under council direction, resolved concerns in the contract agreement between YMCA and the city
- Diligently worked on securing an independent audit of the council-approved Concurrency Traffic Model



COUNTY OF EDDY - Carlsbad, NM  
**County Manager/CEO, 10/2013 – 4/2019**

Eddy County experienced a boom in economic growth and vitality due to the oil and natural gas industry returning in full force. The county had a stable population of approximately 70-75,000 and was growing rapidly. The daily population in and out of the county was over 100,000 and was rising rapidly as well. Eddy County was extremely fast-paced and still is one of the top revenue producers for the State of New Mexico. The county has 394 total allocated positions. FY18/19 budget is \$134 million and is 4,200 square miles in size.

- Implemented Incode & Eagle product suites, along with Kronos timekeeping software
  - Used strategic/tactical planning for continued economic vitality during this upturn in the economy
  - Affordable Housing, Master Transportation, Master Comprehensive Plan implementations
  - Implemented economic development processes, including IRB's, Bonding, Zoning/ETZ, housing for growth
  - Secured unmodified/clean FY 14/15, FY 15/16, FY 16/17, and FY 17/18 audits
  - Ordinance update and adoption: zoning, manufactured home, RV park, GRT, weed, trash, rural addressing
  - Volunteer Fire Department restructuring, reorganization, and possible life-flight EMS for exceptional service
  - Implemented first ever "Energy Advisory Board" with the Energy Industry and the community
  - Resolution with state/federal legislators on the highly extensive brine-well cavern remediation project
  - Implemented and secured additional LNG cryogenic plants with IRBs approaching \$2 billion
  - Risk Awareness Program Award (RAP) - reduced WC claims-28%, Auto claims-65%, Multi-line claims-91%
- 
- Vice Chairman for NMCIA Worker's Compensation Pool Board of Directors, Y 2018 to 2019
  - Instructor, NM EDGE through NMSU – Leadership, Ethics, Y 2018 to Y 2019
  - USFS Wildland Fire Meta-Review Focus Group Advising Member, Y 2018
  - Vice Chairman for NACo Environment, Energy and Land Use subcommittee – Land, Y 2018 to Y 2019
  - Vice Chairman and former Treasurer for NMCIA Multi-Line Pool Board of Directors, Y 2016 to Y 2019
  - NMCIA Worker's Compensation Pool Board of Directors Member Y 2016 to Y 2019
  - Treasurer of the NMAC Manager's Affiliate Y 2016 to Y 2017
  - NMCIA Multi-Line Pool Board of Directors Member Y 2014 to Y 2019
  - NACo Environment, Energy and Land Use (EELU) Steering Committee Member, Y 2014 to Y 2019
  - Chairman of REDA (Regional Emergency Dispatch Authority) Executive Board Y 2014 to Y 2019
  - Executive Member of Eddy County Fire Service – Fire Board of Directors Y 2014 to Y 2019
  - Carlsbad Department of Development Board of Directors Member Y 2014 to Y 2019
  - Lieutenant, La Huerta Volunteer Fire Department – Eddy County Fire Service, Y 2014 to Y 2019
  - Eddy County's designated Lobbyist, Y 2013 to Y 2019

COUNTY OF EDDY - Carlsbad, NM  
**Public Works Director, 04/2013 – 10/2013**

Planned, organized, and directed the county's public works, waste disposal and road departments with a staff of 64 in two districts, landfill, and a \$15 million budget with 1,252 miles of roads. Responsibilities included: policy development, program planning/strategic planning, CIP, personnel, and budget. (Quickly promoted to County Manager).

- Provided a strategic analysis of the department
- Evaluation of personnel revealed: understaffed and recruitment difficult
- Existing policies were updated and their implementation successful
- Pavement management system (PMS) installed and implemented

CITY OF COLORADO SPRINGS - Colorado Springs, CO  
**Streets Division Manager (Deputy Director Equivalent), 1/2012 – 02/2013**

This position entailed leadership to a staff of 130, which are divided between five districts and 16 grids in a city with a population of 445,000 and 197 square miles in size. Hired as a change agent to implement the strategy of the first strong Mayor form of governing in the history of Colorado Springs. Tasked to initialize outsourcing of the Streets Division, beginning with resurfacing operations and snowplowing.

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(Co-Chairman of County EOC Disaster Committee. Given duties of Debris Manager).

- Transformed division’s safety culture from a compliance enforcement program into a core value
- Decreased Worker’s Comp claims: down from 26 claims/\$75,000 in 2011 to 11 claims/\$13,000 in 2012
- Led the design and implementation of an innovative 50/50 cost share concrete program citywide
- Help coordinate response activities related to the 18,427-acre blaze called the Waldo Canyon Fire that destroyed more than 350 homes and killed two residents, also led the enormous debris removal effort
- Successfully outsourced in-house resurfacing operations, which saved the General Fund \$500,000 annually

COUNTY OF MODOC - Alturas, CA

**Director of Transportation / Public Works Director / Building Official, 12/2007 – 12/2011**

**Chief Administrative Officer (CAO) / Director of Admin Services / Trans, 11/2009 – 06/2011**

**Chief Administrative Officer (CAO) / Director of Admin Services / Transportation:**

Promoted while serving as Director of Transportation / Public Works Director / Building Official to provide focused financial and administrative leadership amid the worst economic crisis in county history. Drafted and administered a \$70 million total annual budget and oversaw 280 employees to support the interests of 9,500 residents. Enacted measures that successfully prevented the county’s bankruptcy.

- Functioned as the Interim County Hospital Chief Executive Officer to oversee a \$27 million budget and 150-member staff (position given to Chief Fiscal Officer after 11 months)
- Established budget incorporating major cuts in the general fund and a large reduction in staff and expenditures with a bond debt service of \$1.5 million and \$150,000 budgeted for the counties first "rainy day" fund
- Led a broad-based collaborative effort with the California State Treasurer, Attorney General, Controller, Finance Department, Senator, and the Governor’s Office to develop short and long-term alternatives to the county bankruptcy option
- Successfully negotiated with the two union bargaining units to attain a reduction in benefits, for a cost savings of more than \$700,000 over a two-year MOU agreement contract

**Director of Transportation / Public Works Director / Building Official:**

Provided direction, management, and leadership to a staff of 40 members with 5 districts. Responsible for two distinct departments while properly administering a total budget of \$20 million. Serving a 4,000-square mile area, 1,000 lane miles of roads, engineering, projects, buildings, equipment, parks and recreation, utilities, and infrastructure.

**Education/Training**

- Woodbury University, Burbank, CA, Bachelor of Science - Business Management
- NM EDGE, Certified Public Manager - CPM
- NM EDGE, Certified Advocate for Public Ethics - CAPE
- ICMA, Credentialed Manager - ICMA-CM
- Eddy County Fire Service, Academy certified, IFSAC and other certifications
- Huntsville Leadership Institute - Graduate/CERT





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*Candidate Introduction*

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**Section 11**

**RICK J. RUDOMETKIN**

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**EDUCATION**

Bachelor of Science, Business Management, Woodbury University, Burbank, CA  
Certified Public Manager (CPM), NM EDGE  
Certified Advocate for Public Ethics (CAPE), NM EDGE  
Credentialed Manager (ICMA-CM), ICMA  
Firefighter training (IFSAC, Academy and other certifications)

**EXPERIENCE**

Deputy City Manager, Huntsville, TX	03/2021 - 10/2022
City Administrator/Chief of Staff, Snoqualmie, WA	01/2020 - 03/2021
City Manager/CEO, Sammamish, WA	05/2019 - 11/2019
County Manager/CEO, Eddy County, NM	10/2013 - 04/2019
Public Works Director, Carlsbad, NM	04/2013 - 10/2013
Streets Division Manager (Deputy Director Equivalent) Colorado Springs, CO	01/2012 - 02/2013
Director of Transportation / Public Works Director / Building Official Modoc County, CA	12/2007 - 12/2011
Chief Administrative Officer (CAO) / Director of Admin Services / Trans. Modoc County, CA	11/2009 - 06/2011
Public Works Manager/Streets Manager, Dana Point, CA	08/2003 - 12/2007
Utility/Project Manager, Willdan, Los Angeles region, Industry, CA	12/2000 - 08/2003
Senior Public Works Inspector, Willdan, Greater Los Angeles Area, CA	03/1994 - 12/2000

**BACKGROUND**

The City of Huntsville, TX is experiencing a boom in economic growth and population due to the current domestic migration. The city has a population of approximately 46,000. The community is known for its prison system and Sam Houston State University. The City of Huntsville is a full-service city. The reporting structure is a council-manager form of government. The City Manager, City Attorney, and City Secretary report to the council. The staff report to the City Manager.

The City of Huntsville currently has 277 employees. I supervised 4 department directors with a total of 142 employees within those 4 departments. The general fund budget is \$32M with an overall budget of almost \$81M.

The current issues affecting the community, agency, and departments are rapid growth. There have been 52 commercial projects and seven residential projects using tax deferment, PID, and MUD agreements. There are currently four vertical projects going on now in different phases: Animal Control Facility, MLK Community Center, Service Center, and City Hall.

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Three of the most important issues currently facing Huntsville:

- Infrastructure and facility upgrades. A \$20 million bond is needed for a new trunk main sewer line. Rehab/replacement of a critical lift station, three sewer treatment plants to upgrade, and numerous water line upgrades/upsizing to provide more potable water to the ever-growing area. Roads are in dire need of expansion and rehabilitation. New facilities are being constructed.
- Drainage has become an elevated issue as well, with all the development and we were looking to implement a “drainage fee” to address these issues.
- Expansion of the local airport to accommodate the growth and air traffic has increased due to development. Longer runways for larger planes are desperately needed.

**GENERAL, MANAGEMENT STYLE AND EXPERIENCE**

My interest in the City of Belle Isle stems from reading about the organization’s values. It is a wonderful community, which would be a great place for my family to thrive. Also, there are many surrounding amenities and of course, Disney World for my 11-year-old daughter! Last year, she danced in the "Summertime Spectacular" at Disney World and loved the Orlando area. This would be an exciting opportunity for me, as the next City Manager, to implement plans that will allow the city to flourish in a healthy way. Under the leadership of the Council, I would focus on serving and bringing the city to a greater level of functionality and exploring new avenues to offer extraordinary customer service to the citizens. My experiences and continued education have made me an outstanding executive and a great fit to meet the needs Belle Isle has today. I am at a place in my career where I can utilize my experiences and knowledge to address challenges and solve issues, including thoroughly exploring and utilizing the opportunities.

My management style is best described as a Visionary Servant Leader, which has developed during my years of local municipal/county government service, including time in the private sector. Part of my vision comes to life in creating a team spirit that connects the staff to the council’s vision. Together we spark an internal partnership, so we can work toward common goals. Mentoring and offering advice/counsel helps dramatically in building the team. People will follow and perform, when there is a genuine interest in helping them to succeed and get the due credit they deserve.

My management style uses ideas/skills such as:

- Exercising absolute integrity
- Being authentic
- Having an executive presence
- Open door policy

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- Resiliency
- Hybrid skills
- Continuous Quality Improvement
- Working in collaboration with all parties
- Emotional Intelligence

Other strategies used in my management style are: “active and effective listening, forgive and forget philosophy, build trust, empathy for others, always do what is right, see the humor, relax - will you!” All these strategies for me are self-generating. To be successful, these tools need to be used. We all have our goals and achieving them together is possible with cooperation and thinking outside the box or finding something inside the box that was overlooked.

Here is a quote from a staff member that reflects how my management style is viewed:

*“Mr. Rudometkin is a manager that loves his job, his County and the people serving the County in every elected and departmental office. His style is truly leading by example and assisting any elected official or department head if, and when, needed. He allows those individuals the latitude to manage their respective offices and personnel, with each and all of those individuals being aware that he is there to assist them with any needs they have. He will monitor and will step in, when necessary, to give advice, assistance and recommendations, and will step in and direct actions, when necessary or requested.”*

The consensus from elected officials is that I treat them with respect, compassion and honesty. My reputation as a leader and partner is excellent. My openness to partner paired with my genuine interest in seeing their vision fulfilled has brought about healthy relationships. They appreciate that I work diligently, while keeping clear communication between all parties. I couple that with integrity, ethics and a willingness to always be transparent. Transparency is vital as part of the organizations core value and communication between all parties opens the door for success, as we are all in this together.

One of my strengths is reflected in actively and regularly communicating, in a candid manner, to build a strong accountable team. Each member will see me leading by example and know that they are valued and understand their responsibilities. Openly facing workplace issues will be welcome, while showing each team member care for their development and growth.

For example, upon being hired as the County Manager at Eddy County, I knew the Director of Administrative Services had also applied for the position. Many were afraid he would leave, but through my concern and interest in him, he stayed. My interest was to see him succeed and he could tell it was genuine. I learned his strengths and weaknesses, listened to his ideas and vision. As time progressed, so did his productivity, outlook, and contributions. He started to work at his full potential. He was promoted to the Assistant County Manager position and we have had and continue to have a great relationship, even after his retirement.

Part of my strength in practice is reflected in the emphasis put on strategic planning. It is an

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organization's life blood. It sets the priorities, focus, short and long-term goals, toward the direction of the future of the organization. Within this plan, tactical planning is used to achieve each individual action and is used to directly go from A to B. My whole career has been spent on creating or following a strategic plan. I have used this planning to reinforce where an agency is going, to reinforce the actions needed for progress in moving forward and to measure if the organization will be successful.

Another strength of mine comes from my extensive experience in finance and budgets. This began while working for Willdan (an engineering and construction management company), the City of Dana Point, CA and City of Colorado Springs, CO. As my career has progressed, the depth of my understanding into fund accounting and finances has grown immensely.

At the County of Modoc, CA, we established a budget incorporating major cuts in the general fund and a large reduction in staff and expenditures, with a bond debt service payment of \$1.5 million annually and \$150,000 budgeted for the counties first ever "rainy day" fund. While scrutinizing the county's finances, I identified \$800,000 in cost saving measures, sufficient to fund the first effective external audits in the county's history. Under my leadership, Eddy County had its first unmodified/clean (FY 14/15) audit in twelve years and have continued with four straight years of clean audits. While working through the oil and gas revenue shortage, during the FYE 17 budget, we implemented a flat based budget and made \$17 million in cuts to balance. I continued with budget presentations and workshops at Sammamish (\$250M bi-annual) and Snoqualmie (\$62M annually).

Concerning weaknesses, I can care too much about the issues the organization faces and want others to care as much as I do, when that's not always practical or possible.

Concerning performance measures, annually each team member should be evaluated at every level. If there are issues, a Personal Improvement Plan will be implemented and specific goals will be documented to be achieved. It is essential to develop a clear communication loop in which expectations and needs are constantly evaluated during this process. These steps are taken to ensure that successful team members will be able to promote into positions that suit their talents. I also strive to create a safe work environment, where people are comfortable taking chances and thinking for themselves.

I have used documentation, agency resources, examples, comment boxes and other performance tools to make sure that the best practices and efficiencies are being used and followed. An organization is only successful when the leaders look at ways to improve processes and implement these processes. It is important that the council and their executive are on the same page with common goals moving the organization forward.

The process of tracking an organizations progress is one that requires planning, listening and people skills. Meeting established goals is very important. You can do this with performance management, or other proven systems that track this performance. Be a great listener and facilitate this type of process to ensure that all avenues are taken into consideration. I have used

**RICK J. RUDOMETKIN**

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the “smart goal” framework:

- S - Specific
- M - Measurable
- A - Achievable/Attainable
- R - Results oriented/Realistic/Relevant
- T - Time bound

This is a very good tool. By keeping these goals relevant, we can reinforce the importance of the strategic objectives and communicating why the goals of the city are so important. We need the proper training for staff, so they can realize their true potential as well. This creates a person who is comfortable and confident in the job they were tasked to do.

My biggest success and failure are intertwined and occurred in my previous position as the Chief Administrative Officer of Modoc County. I was appointed to the role in the middle of the county's worst economic crisis and enacted measures that successfully prevented the county's bankruptcy. Previous management had misappropriated monies from the treasury and moved them to balance the hospital's budget, which is an enterprise fund. Almost \$13 million dollars was moved from the treasury to the hospital. The state controller told the BOCC to put the money back into the treasury since it was moved illegally, which I agreed. We tried to secure a revenue bond through a financial team to restore the treasury, but the BOCC did not want to do that. Instead, they wanted to pay themselves back at the displeasure of the state and myself. My failure was not seeing the revenue bond through as the State Treasurer directed. We moved forward against the direction of the state, which led us to ask the BOCC with our auditor and bankruptcy attorney to let us dry-period loan monies from the treasury to pay our bills or we would go insolvent. The BOCC agreed and the county did not go bankrupt and critical county services were retained. The community stayed intact, and the county was able to function. Modoc again became a place to be proud of, although the county has suffered a reduction in services due to the fact the misappropriated money was not restored to the treasury. Throughout the ordeal the community was kept well informed as I continually updated the local newspaper of the events as they unfolded. Also, at all board meetings updates were given. The community was kept up-to-date, and we acted in full transparency.

In my career, I have laid off or terminated over thirty plus employees. In all cases, it was handled with professionalism and compassion, whether facing sadness over losing a great employee due to a reduction in workforce or satisfaction that a bad employee is gone (which typically creates a morale boost). As a leader and mentor, difficult situations are faced daily, and the decisions made impact the lives of others deeply; but I am always willing to make the hard decisions to make sure the agency continues to function properly, have sustainability and a quality workforce.

In my career I have faced many challenges. These are the challenges I see facing Belle Isle:

- Keeping the city, a safe place to live, work and play with minimal crime
- Healthy growth with limited opportunities

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- Working with the County to annex land for expansion
- Upgrading and building new facilities to accommodate expansion
- Funding for the new facilities expansion
- Relationships and collaboration need improvement to help resolve issues
- Improving communication with the citizens and councilmembers
- Look into the airport issues facing the city to see if anything can be done
- Infrastructure improvement is needed for proper sustainability
- Cost sharing between agencies needs to be addressed

During my first six months in Belle Isle, I would be an excellent listener and learn as much as possible about the culture of this city. My initial purpose would be to meet with each individual councilmember and inquire about the vision of the city. Secondly, I would get to know the department heads and staff. Next, I would start interacting with the citizens and attending pertinent meetings to gain insight to the functionality of the community. This way within the first six months, development of great relationships will begin, while understanding the processes of Belle Isle. Time would also be spent reading the Policy and Procedure Manuel, Ordinances and other Policies to examine whether they are sufficient and functioning in the most efficient way. During this time, my hope would be to create partnerships and a culture of trust.

I am very responsive and proactive with the media and work to provide the most accurate information for the community. I have used Facebook, Twitter and Live Streaming at Huntsville as a customer service tool. Our postings captured information that would be useful to our citizens, like employment opportunities, traffic, counsel meetings, public safety issues, local government trends and events.

There is not anything in my background that would embarrass myself or the city.

In Belle Isle, I would use social media and transparency to keep the community informed on all pertinent activities taking place in the city. Social media is a tool to keep the community aware and it allows for greater transparency. It is critical to have something in place capable of providing an avenue for people and the media to get the answers to their questions and possible resolution to their issues. We need to facilitate open and direct dialog in the community. An environment must be created that gives access to open communication that maximizes dialog and a willingness to listen.

If I am chosen as a finalist, there should not be anyone contacting the city.

During my limited leisure time, playing with my daughter brings me the most joy. My family loves spending time with each other. We enjoy walking, biking, trips, camping and of course...golf and dance!



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**RICK J. RUDOMETKIN**

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**SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF**

- Resourceful
- Adaptable
- Honest
- Considerate
- Diligent
- Reliable

**REASON FOR LEAVING PREVIOUS POSITION**

In Huntsville, I was laid off. The official reason for being laid off was a reduction in workforce. The letter from HR will be provided, if desired. Confidentially, my approach in going forward differed from the current management. In my long career, I have kept a high ethical standard and would like to move my next agency forward with that mindset.

**MOST RECENT OR RELEVANT SALARY**

My most recent base salary was \$150k annually.

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*CB&A Background Checks*

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**Background Check Summary for  
RICK JOHN RUDOMETKIN**

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**Criminal Records Checks:**

Nationwide Criminal Records Search	No Records Found
County	
Walker County, TX	No Records Found
King County, WA	No Records Found
Eddy County, NM	No Records Found
El Paso, County, CO	Not Available*
Modoc County, CA	Not Available*
State	
Texas	No Records Found
Washington	No Records Found
New Mexico	No Records Found
Colorado	Not Available*
California	Not Available*

**Civil Records Checks:**

County	
Walker County, TX	No Records Found
King County, WA	No Records Found
Eddy County, NM	No Records Found
El Paso, County, CO	Not Available*
Modoc County, CA	Not Available*
Federal	
Texas	No Records Found
Washington	No Records Found
New Mexico	No Records Found
Colorado	Not Available*
California	Not Available*

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\* Records are only available in this state for the past seven years and the candidate worked there prior to that period.

**Background Check Summary for  
RICK JOHN RUDOMETKIN**

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<b>Motor Vehicle</b>	
Texas	No Records Found
<b>Credit</b>	Excellent
<b>Personal Bankruptcy</b>	No Records Found
<b>Sex Offender Registry</b>	Not Listed
<b>Education</b>	Confirmed
<b>Employment</b>	Confirmed
<b>Social Media</b>	Nothing of Concern Found

Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

**Background Check Summary for  
RICK JOHN RUDOMETKIN  
Personal Disclosure**

**Personal Disclosure Questionnaire**

Name of Applicant: Rick J. Rudometkin

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

- 1. Have you ever been charged or convicted of a felony?  
Yes                      No
- 2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?  
Yes                      No
- 3. Have you ever declared bankruptcy or been an owner in a business that did so?  
Yes                      No
- 4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?  
Yes                      No
- 5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?  
Yes                      No
- 6. Have you ever been charged with driving while intoxicated?  
Yes                      No
- 7. Have you ever sued a current or former employer?  
Yes                      No
- 8. Please list links to all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one. N/A
- 9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?  
Yes                      No
- 10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant. N/A

Attested to:   
Signature of Applicant

Please email this form via PDF DOCUMENT to [Monique@cb-asso.com](mailto:Monique@cb-asso.com) or via fax to (561) 621-5965 **no later than 5:00 PM MST 05/15/2023.**

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*CB&A Reference Notes*

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## Reference Notes Rick Rudometkin

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### **Mark Hofman – Former Community Development Director, Snoqualmie, WA 208-721-8548**

Mr. Hofman has known Mr. Rudometkin since January of 2020. Mr. Hofman worked for the city of Snoqualmie for seven years and was grateful for his time working with Mr. Rudometkin. Mr. Hofman was sad to see Mr. Rudometkin leave but understood his reasons for doing so.

When Mr. Rudometkin was first hired, the staff felt a little apprehensive because of his short tenure in Sammamish. However, after working with him and watching videos of Sammamish Council meetings, they realized that his supportiveness of the staff created problems with the Council majority at that time. The events since his departure have shown that he was on the right side of the issues, and his departure was not a reflection of him or his performance. He did an exceptional job in Snoqualmie, and while no one is perfect, he has a good memory and good instincts. Everyone hoped that he would stay a very long time and establish a home base in Snoqualmie. He has a calming personality and is a manager that you hope will never leave.

Following an Administrator who had been in place for many years, Mr. Rudometkin was very professional and fantastic. He learned very quickly and helped them through a difficult time. He provided the organization what was very needed and brought them through covid.

When bringing an issue to Mr. Rudometkin, he requests a recommendation as well. He asks for all sides as well as potential impacts, and then works with staff to find a solution. His depth of experience and patience is truly an asset.

Snoqualmie had a strong four term Mayor when Mr. Rudometkin was the administrator, which was unusual. The Mayor knew more than most elected officials because he was one of the first residents in Snoqualmie Ridge. Mr. Rudometkin handled that balance and everything else very well. Whether it was buying resources, working on grants, or working remote during covid, every decision in such a chaotic time was perfect. His leadership made a significant difference to the staff and organization.

While Mr. Hofman and Mr. Rudometkin may not have always agreed, Mr. Rudometkin was always respectful, and he listened. When the meeting was over, they left as one team no matter what the decision was. When they were working remote, he had to ensure accountability for the staff even though he was not working alongside them and did so in a way that did not create any pushback. 99.9% of residents support his style, he is fiscally conservative and relatively risk adverse, but he also can make a decision.

Mr. Rudometkin is very responsive, almost immediately, to a highly demanding community. He recognizes that responding quickly with the right resource saves work and time in the long run. He is not shy about delegating or asking staff to contact residents. He requests that they return voicemails from constituents in a day, and emails in one or two days, if not immediately. He kept the staff very informed as well and was always respectful in his communications. His door was open, and staff could come in at any time to discuss City matters.

## Reference Notes

### Rick Rudometkin

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In 24 hours, Snoqualmie went from ‘business as usual with a high workload’, to ‘how are we going to survive a pandemic and can we even work’. Businesses were closed, construction was halted by the state, and everyone was worried. The Mayor was one of the first to contract covid and he had to step back. Mr. Rudometkin gathered everyone together and led them through the difficulties. He never showed stress or misspoke, and he was always patient. He was very even tempered.

Two thirds of Snoqualmie was built at the same time by the same developer who then left town, and because of this, it has a significant revenue issue. Mr. Rudometkin brought tools that helped for the short term. He walked them through the process and got facilitators. Even though he was fairly new to Washington State, he knew what tools were available and where to get answers. He stayed a few steps ahead of a very educated City Council and handled the matter sufficiently.

Everything they did was controversial to some degree. The Mayor was running for a state seat and was heavily involved in regional activities. He did not demand the staff participate in regional issues, but wanted them to know what was happening. Nothing was easy or boiler plate, but while Mr. Rudometkin was there, the City ran well. Mr. Hofman is not aware of anyone who has a negative opinion of Mr. Rudometkin.

Mr. Hofman would hire Mr. Rudometkin and wishes he never left. If Mr. Hofman was asked to recommend a City Manager, two individuals are at the very top of his list, Rick Rudometkin and Bob Larson. Both are very calm, but they get things done.

#### **Words or phrases used to describe Rick Rudometkin:**

- Accountable,
- Friendly,
- Professional,
- Insightful, and
- Fun to work with.

**Strengths:** Good to work with, accountable, polite, very experienced, good skillset, very collaborative, has a nice depth of experience and patience.

**Weaknesses:** None identified.

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#### **Kevin Lunsford – Former Police Chief, Huntsville, TX 936-662-1844**

Mr. Lunsford was the Police Chief in Huntsville, and he worked with Mr. Rudometkin from 2021 to 2022.



## Reference Notes

### Rick Rudometkin

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Mr. Rudometkin was easy to work with and very responsive when employees had a question. They worked together very well. His decisions in general are good. He was not brought in to be a change agent, but he was very innovative. He handled personnel issues which included disciplinary actions and made changes for the betterment of the organization.

Being very personable, Mr. Rudometkin works well with the public. He was always very respectful of everyone including the staff, citizens, and elected officials. He was never flippant or demeaning in his interactions. He responded positively in every situation, whether it was stressful or not. He was always full of energy and ready to go.

They did not work together on a daily basis but on the projects that they worked together on Mr. Rudometkin was very good about keeping everyone informed. Some of the projects included building a new police facility and going through the punch list. They also managed some issues with the animal shelter and preparing to build a new facility for the shelter.

During the construction of a new 40k square foot police facility, Mr. Rudometkin leveraged his vast experience and helped them through the process. He resolved every issue and did not hesitate to jump in. A few times they found errors, like a sink had been installed in the wrong place, and the construction company balked when asked to fix it. He followed through until it was corrected.

Mr. Rudometkin has not been involved in anything controversial, either professionally or personally. While everyone has detractors, Mr. Lunsford cannot recall anyone who dislikes Mr. Rudometkin. They worked well together, and Mr. Rudometkin is more enjoyable to work with than most government officials.

Mr. Lunsford would hire Mr. Rudometkin and highly recommends him. He is a nice person.

#### **Words or phrases used to describe Rick Rudometkin:**

- Personable,
- Respectful,
- Dedicated, and
- Appropriately tenacious.

**Strengths:** Personality, thoroughness on getting the job done and following through.

**Weaknesses:** None identified.

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**Reference Notes  
Rick Rudometkin**

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**Bob Sterbank – City Attorney, City of Snoqualmie, WA 425-890-0232**

Mr. Sterbank worked with Mr. Rudometkin for about eighteen months from 2020 to 2021. Mr. Rudometkin was the Interim Manager and then was appointed to the position permanently. Mr. Sterbank handled external policy and provided direction on policy. Mr. Rudometkin ran the day-to-day operations.

An excellent manager, Mr. Rudometkin has a very approachable, easy-going personality. He likes to involve others and he kept Mr. Sterbank informed, which is important. The attorney cannot adequately advise the city if he is not involved. Mr. Rudometkin was also very open to legal advice, unlike some managers.

Mr. Rudometkin was very good about getting input and focusing on a practical outcome when making decisions. He consistently arrived at a good solution, which is one of the reasons that he was so good to work with. He maintained the organization at a high level notwithstanding covid challenges and staffing shortages. He managed the transition to zoom meetings and all of the other necessary changes from the pandemic.

One area important to Mr. Sterbank is communication and Mr. Rudometkin was very good at relaying data. He conveyed information to the executive team as they have their hands on most of the day-to-day decisions.

Mr. Rudometkin is very responsive. He is a calm, no-nonsense guy. He is very upbeat and positive. The pandemic was tough, particularly for those who contracted the virus as the effects often persist after the illness. He worked through every difficulty and was good at encouraging people to put infighting aside for the greater good. He also worked through the burnout that came with the shift to remote work and working longer hours with less staff. He brought his positive, cheerful, upbeat personality to every issue and circumstance.

While Mr. Rudometkin’s departure from Sammamish was rocky, the organization was going through many challenges that were not of his doing. His tenure in Snoqualmie was very good and without any issues. His conduct and background would not concern an employer.

Mr. Sterbank would hire Mr. Rudometkin and highly recommends him. Everyone was uniformly pleased with his performance and disappointed when he left.

**Words or phrases used to describe Rick Rudometkin:**

- Practical,
- No-nonsense,
- Upbeat,
- Positive,
- Brings out the best in others, and
- Collaborative.

## Reference Notes Rick Rudometkin

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**Strengths:** Approachable, good at details, well versed in public works, development issues and complicated capital projects.

**Weaknesses:** While not a weakness, he was more accustomed to a City Manager form of government.

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### **Matt Larson – Former Mayor, City of Snoqualmie, WA 425-444-3596**

Mr. Larson hired Mr. Rudometkin after their long tenured Manager took a new position. They were looking for an interim and Mr. Rudometkin was available, so they snatched him up. He settled in nicely, the staff liked him, and he worked well with the Council and with everyone. Generally interim managers are not a candidate for the permanent position, but they liked him so much they cancelled the search and offered him the job on a permanent basis.

Mr. Rudometkin has a very high EQ, he can come into a room and quickly make everyone feel comfortable. He shakes their hand and is very affable. He empowers employees to take ownership for their responsibilities. He managed employees to best showcase their individual strengths. He comes into a room with a smile and lights up the room, putting everyone at ease. He created an environment where people could acknowledge what went wrong, without being berated, and determine how to do better next time. He was always in a mode of positive improvement.

When Mr. Rudometkin was hired in Sammamish, there was much contention about growth issues and some activists successful ran for the Council to stop growth. Communities have three buckets to keep the lights on. They can raise taxes and fees, cut costs, or they can gain income through economic development. The Council at that time wanted to reduce taxes and fees, improve service, and stop growth all of which reduce city funding rather than increasing it. When the City encountered financial issues, they blamed everyone else. The City was quite dysfunctional at that time, and they chewed through several managers. Mr. Rudometkin tried to explain to them that they were going to be sued if they continued their course of action on a development agreement. The Council wanted to continue the unwise path they were on, and he separated from the organization. He is a high caliber manager, and he was treated atrociously.

In Snoqualmie the same trend was happening, and the same types of activists were winning seats. They were creating so much chaos, and they were in league with the activists in Sammamish who were so detrimental to Mr. Rudometkin's employment there. The situation felt very reminiscent to Sammamish, so when a position came open in Texas, he accepted it.

Mr. Larson would hire Mr. Rudometkin again in better circumstances, he was slightly risk adverse after Sammamish but has proven to be more independent in other positions.

**Reference Notes  
Rick Rudometkin**

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**Words or phrases used to describe Rick Rudometkin:**

- Collaborative,
- Personable,
- Mentors staff,
- Manages people well,
- Affable, and
- Very high EQ.

**Strengths:** Very collaborative leader, empowers staff, very flexible in his management style and leads in a way that plays to the employee’s strengths, warm, affable, charismatic, always looking to improve.

**Weaknesses:** Snoqualmie has a Strong Mayor form of government. Mr. Larson was finishing his fourth term and was feeling burned out. They also had some turnover in the executive staff. Mr. Rudometkin did a wonderful job, but he was very vulnerable after his experience in Sammamish and leaned on Mr. Larson perhaps more than he normally would have. That said, the environment itself, plus covid, was extremely difficult and he did an admirable job with what he was handed.

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**Stella Davis – Former County Commissioner, Eddy County, NM 575-302-9492**

Ms. Davis has known Mr. Rudometkin since his arrival at the County in 2013. She worked with him as a Commissioner until December 2018. They continue to stay in contact.

Mr. Rudometkin’s job performance has been most excellent. He articulates well what he wants for the County and is knowledgeable in all aspects of County and State government. He is also excellent at educating himself further and sharing that knowledge with others.

When decisions have to be made, Mr. Rudometkin does very well. He always researches and thinks everything through during the process. He does not jump to conclusions when it is time to make a decision but is thoughtful. He does the same when it comes to hiring personnel. He ensures to get a good feel for each candidate to hire the best people for each position.

Ms. Davis would say that Mr. Rudometkin is innovative, a change agent, and someone who maintains an organization at a high-performance level. He has high expectations for himself and his staff, but he is always looking forward thinking outside the box for ways to move the County into the next phase.

Mr. Rudometkin also has top-notch problem-solving skills. He, Ms. Davis, and another elected official were out of town for a conference and during that time he received a call about an employee who had gone off the rails. He was a veteran who possessed a gun and had taken off

**Reference Notes  
Rick Rudometkin**

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from the workplace. He was communicating with staff members in the office in an effort to resolve the situation. He also was in contact with the Sheriff’s office giving them directions on how to handle this particular employee so that they could successfully secure the situation. At the end of the day, they were able to resolve the matter. However, he did not merely terminate his employment, but he ensured that the employee received the mental help that he needed.

Ms. Davis does not know of anything from Mr. Rudometkin’s background that would be seen as embarrassing or unflattering if the press were to investigate. He is a family-oriented person who is caring and not rude or obnoxious to others.

**Words or phrases used to describe Rick Rudometkin:**

- Outgoing,
- Articulate,
- People person,
- Thinks outside the box,
- Kind, and
- Caring.

**Strengths:** An articulate and caring individual with tremendous problem solving skills.

**Weaknesses:** At first he did not interact much with his employees until the Commission brought it to his attention.

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**Bill Morris – Former Community Development Director, Roswell, NM 575-937-1162**

Mr. Morris met Mr. Rudometkin in 2013 when he came to Eddy County. He was the Community Development Director and they worked together for a little over a year. They continue to stay in contact mostly via community events.

Mr. Morris has always thought very highly of Mr. Rudometkin. He is smart, aggressive, open minded, and full of energy. He always had a great attitude and Mr. Morris truly enjoyed working with him. Additionally, he worked well with the Commissioners even when they could be challenging and difficult. He is very engaging, communicative, and knows how to speak to people and is respectful, but at the same time always gets his point across.

While Mr. Morris was still with the County he recalls Mr. Rudometkin being a good decision maker. He listens to others’ ideas and input and then uses that information to move forward with a solid decision. Additionally, he is not the type of person who will continue doing the same things that others have done for years. He is innovative especially in terms of changing software and technology to make the organization more effective and efficient.

## Reference Notes

### Rick Rudometkin

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Mr. Rudometkin is a manager who is out and about in the community and amongst his staff. He is definitely a leader in the sense that he rallies his employees around the vision of the organization. Although, at times, he was forced to be in his office dealing with the daily business that is typical for running a County, between him and his Assistant Manager they formed a winning team to tackle all the aspects of managing in and out of the office.

In terms of stress Mr. Rudometkin dealt with it quite well. He is an individual with a religious component to his life that gives him peace. He is grounded and has found a healthy work/life balance. He is truly a well rounded individual.

Mr. Morris is not aware of Mr. Rudometkin having anything in his background that would be thought of as embarrassing. He knows Mr. Rudometkin had some issues while in California, but a good and bad side exists to every issue. Mr. Morris is not privy to any details from that situation and could not comment any further. He would absolutely hire Mr. Rudometkin if he had the opportunity. Mr. Rudometkin definitely excels when working in an organization and community that is interested in moving forward.

#### **Words or phrases used to describe Rick Rudometkin:**

- Smart,
- Energetic,
- Confident,
- Reliable,
- Forward thinking, and
- Not bound by tradition.

**Strengths:** An engaging and intelligent individual who interacts well with people.

**Weaknesses:** None identified.

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#### **Kenney Rayroux – Former Assistant County Manager, Eddy County, NM 575-706-1238**

Mr. Rayroux first met Mr. Rudometkin in 2013 when he came to the County as the Public Works Director. When he was promoted to Manager is when Mr. Rayroux began reporting directly to him. They not only worked together at the County, but they also served together as volunteer firefighters, albeit in separate departments. Mr. Rayroux worked with him until Mr. Rayroux's recent retirement in December 2018. They continue to stay in contact thus far.

Mr. Rayroux and Mr. Rudometkin enjoyed a solid working relationship that was a tag team effort. Mr. Rudometkin is very progressive and forward minded. He truly wants what is best for the residents and his employees. He is always questioning how they should be conducting business as a government entity. He promotes a team atmosphere and excels working in that type

## Reference Notes

### Rick Rudometkin

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of environment. He is a well-rounded manager who handles conflict well and was always fair in his dealings with his staff and the Commission.

Mr. Rudometkin does well in his dealings with the public. He not only gives back to the community in his role as a volunteer firefighter, but he is also visible at community meetings and events. He is well spoken at public meetings and forums and communicates his message eloquently. Additionally, he is excellent at keeping his staff informed of what is happening in the County and wants his employees to know what is going on at all times.

During Mr. Rudometkin's time working in California, he dealt with some elected officials who were misappropriating funds and from Mr. Rayroux's understanding of the matter, Mr. Rudometkin spent a large amount of time with the state ironing out that problem. He definitely learned the ins and outs of municipal finance from that experience. He was always savvy with the budget at Eddy County and knew what to do with its money.

During Mr. Rudometkin's tenure he has had to deal with his fair share of controversies, however one in particular turned into something that it should not have turned into. The Board wanted to increase the gross tax receipts for capital improvements primarily for some much-needed road improvement projects. What should have been taken care of and approved after only a few meetings turned into a nine-month fiasco where Mr. Rudometkin was attacked by the public. What the public failed to realize, however, is that the increase was put on the agenda by the Board.

While Mr. Rudometkin was in California a newspaper published that he had some anger issues, but he has since matured and changed. He is the type of person who will look into the mirror and do some self reflecting and he has worked through any prior weaknesses and has changed and improved. During the time that they worked together Mr. Rayroux only saw him visibly upset or mad a few times. Additionally, while he was in Colorado the municipality changed from a council manager form of government to a strong mayor. Unfortunately, the newly elected mayor tried to give his friends all of the public works contracts. The employees, including Mr. Rudometkin, filed a lawsuit against the mayor which has since been settled. Mr. Rayroux does not consider those past situations to be cause for embarrassment, but they might give some people pause when looking at him for a position.

Mr. Rayroux is not aware of Mr. Rudometkin having anything in his background that would suggest anything except high morals and ethics. He has never seen Mr. Rudometkin do or say anything that would imply that he would do anything illegal or immoral. Knowing what he knows about Mr. Rudometkin he would hire Mr. Rudometkin in a heartbeat if he were given the chance.

## Reference Notes Rick Rudometkin

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### **Words or phrases used to describe Rick Rudometkin:**

- Personable,
- Hardworking,
- Dedicated to his team,
- Fair,
- Knowledgeable, and
- Well rounded.

**Strengths:** A well rounded professional who is forward thinking and genuinely wants the best for his organization and community.

**Weaknesses:** Sometimes if he believes they need to go in a certain direction it can be difficult to change his mind. However, if he is given more information and facts, he will reconsider his position.

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### **Jon Henry – County Commissioner, Eddy County, NM 575-361-9904**

Mr. Henry has known Mr. Rudometkin since 2017 when he came onto the Board of Commissioners. He has worked with him as the Chairman since January 2019.

Mr. Rudometkin has done a fine job for the County. Every time that Mr. Henry has needed anything Mr. Rudometkin always helps him. Mr. Rudometkin has an excellent knowledge and understanding of municipal government. He does a wonderful job of bringing options to the board and doing what they ask of him.

Mr. Rudometkin is a combination of innovative and someone who maintains the organization at a high-performance level. Mr. Rudometkin serves as the liaison for the County to the oil and gas industry in their area. he has really pushed for the County, the oil and gas companies, and the constituents to work together on issues.

In terms of communication Mr. Rudometkin overall does well communicating with the Board. He does a fine job of getting them what they need most of the time, but Mr. Henry is sometimes surprised by issues. However, he is not certain where the breakdown lies and does not put the blame on Mr. Rudometkin.

Mr. Henry is not aware of any controversies involving Mr. Rudometkin since he has known him. He has no knowledge of anything in Mr. Rudometkin's background that would be considered embarrassing if the press were to go digging. If given the opportunity to hire Mr. Rudometkin, he would.



Reference Notes  
Rick Rudometkin

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**Words or phrases used to describe Rick Rudometkin:**

- Positive,
- Knowledgeable in his field, and
- When he understands the vision, he is good at following through.

**Strengths:** An excellent professional who is well versed in municipal government and who does what is asked of him.

**Weaknesses:** None identified.

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**Prepared by:** Lynelle Klein  
Colin Baenziger & Associates

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*CB&A Internet Research*

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**Internet – Newspaper Archives Searches**  
**RICK J. RUDOMETKIN**  
*(Articles are in reverse chronological order)*

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The Houstonian (TX)  
April 19, 2021

**Huntsville hires new Deputy City Manager Rick Rudometkin**

Author: Jordan Pemelton

On Tuesday, April 6 during the Huntsville City Council meeting, city manager Aron Kulhavy introduced **Rick Rudometkin** as the new deputy city manager. “I can tell you there is nobody happier to have him on board than I am,” Kulhavy said. “He has vast experience in working for local governments in several states.”

**Rudometkin** started on March 29 with the city of Huntsville and along with Kulhavy, **Rudometkin** will dive into major projects that the city has planned. “Major projects we are currently working on are the MLK Community center, new police and fire stations and the design of a new City Hall,” Kulhavy said. “The DCM assists in managing several departments for the city and also helps drive projects from the council’s strategic plan to completion.”

**Rudometkin** was previously living in Snoqualmie, Washington where he worked as the cities, administrative administrator. “The growing city, great opportunity, my in-laws are here in Huntsville, sunny weather and great welcoming people,” **Rudometkin** said when asked what brought him to Huntsville.

**Rudometkin** is the first to hold the deputy city manager position. According to **Rudometkin**, he hopes to support the vision of Huntsville, help department heads with their projects, and address citizen needs and issues while supporting the city council. “Since I am new, I want to provide great service, get to know the community and provide support wherever I can,” **Rudometkin** said. “Then, help make Huntsville the best place to live, work and play.”

**Internet – Newspaper Archives Searches**  
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*(Articles are in reverse chronological order)*

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Snoqualmie Valley Record (WA)  
March 10, 2021

**With Snoqualmie’s Rudometkin resigning, fire chief to serve as interim city administrator**  
Author: Unknown

Snoqualmie City Administrator **Rick Rudometkin** has resigned and will be replaced, for now, by the city’s Fire Chief Mark Correira. The city council appointed Correira unanimously at the March 8 council meeting. It is expected that the fire chief will serve in the role of interim city administrator for at least three months, overseeing the city departments. The city will begin the process of recruiting a permanent city administrator.

**Rudometkin** was appointed interim city administrator little more than a year ago, in January 2020. The council approved him as the full time administrator only last June. Prior to working for Snoqualmie, he served in the same position for Sammamish.

Mayor Matt Larson said **Rudometkin** started in his position during a snowstorm and following flood, and later the COVID-19 pandemic. “I’m very grateful for his service,” Larson said. “He’s got a very positive, upbeat attitude, and I think we couldn’t have been served better.”

**Internet – Newspaper Archives Searches**  
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*(Articles are in reverse chronological order)*

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Living Snoqualmie (WA)  
June 11, 2020

**Snoqualmie City Council names Rick Rudometkin permanent city administrator**

Author: Danna McCall

On June 8th, the Snoqualmie City Council approved the hiring of **Rick J. Rudometkin** as its permanent City Administrator. He has served as the interim city administrator since January 3, 2020 when Bob Larson left to head the city of Gig Harbor.

According to a city news releases. **Rudometkin's** role in Snoqualmie started with a major January snowstorm, followed by February flooding, and is now managing the city's response to the COVID-19 pandemic. "This has been a very interesting and rewarding start for a new job," said **Rudometkin**. "I've had the opportunity to dive into the thick of city operations during three crises, allowing me to quickly become a member of a great team of city employees. I have the challenge of leading in the new 'abnormal' and it has taught all of us new methods for serving our wonderful community. I look forward to a long tenure here in Snoqualmie." "I look forward to working with **Rick** as we move through the current crisis and beyond," said Mayor Matt Larson. "He has proven to be a strong leader over the past six months and has gained the respect and trust of our city council and employees."

**Rudometkin's** permanent role as Snoqualmie City administrator was approved by a vote of 6-1, with Councilmember Peggy Shepard voting no. He has served in city and county government since 2003 in California, Colorado, and New Mexico, and was most recently employed at the City of Sammamish in 2019 for approximately 6 months. He entered into a separation agreement with Sammamish, which has gone through multiple city managers over the past four years.

Per the city news release, **Rudometkin's** previous positions include County Manager for the County of Eddy in Carlsbad, New Mexico; Public Works Director for the County of Eddy; Streets Division Manager for the City of Colorado Springs, Colorado; and Chief Administrative Officer for the County of Modoc, California. In addition, he worked for the City of Dana Point, California, and has nine years of experience working for an engineering/project management company.

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Snoqualmie Valley Record (WA)  
January 10, 2020

**Snoqualmie mayor appoints new interim city administrator**

Author: Natalie DeFord

Snoqualmie Mayor Matt Larson has appointed former Sammamish city manager **Rick Rudometkin** as Snoqualmie interim city administrator. He takes the position left by longterm Snoqualmie city administrator Bob Larson, who is now the city administrator in Gig Harbor. The appointment was scheduled for confirmation from the city council at its Jan. 13 meeting, but that meeting has been rescheduled to Jan. 15 due to snow. **Rudometkin's** name has appeared on recent city meeting agendas, including for the Jan. 7 parks and public works council committee meeting, where he is listed among present staff.

The city of Snoqualmie put out a news release Jan. 10, announcing his appointment. "I am excited to work with **Rick**, who comes to Snoqualmie with an impressive depth and breadth of municipal governance experience that will benefit our community," Mayor Larson said in the release. The Sammamish City Council at its Nov. 19, 2019 meeting authorized the mayor to enter into a separation agreement with **Rudometkin**. He had started that position in May of 2019. He is just one of several city managers Sammamish has gone through in recent years.

**Rudometkin** was given the nine months of severance pay owed him, as per Sammamish's employment agreement with him, plus three additional months of severance pay in exchange for release of all claims and assistance with a smooth transition. That motion passed 6 to 1 with Sammamish Councilmember Ramiro Valderrama against extending the severance pay.

**Rudometkin's** resume of government experience goes back to 2003. Before he worked for Sammamish, he held other positions including for the County of Eddy in Carlsbad, New Mexico, where he worked as public works director and then county manager for about 6 years. He also worked for the city of Colorado Springs, Colorado, as streets division manager, and for the county of Modoc, California, as chief administrative officer.

**Rudometkin** is a manager with ICMA (International City-County Management Association) and also holds a Woodbury University business degree as well as several public services certifications. "I am pleased for the opportunity to serve this beautiful and vibrant community and look forward to working with the mayor, city council and residents," **Rudometkin** said in the Snoqualmie news release.

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*(Articles are in reverse chronological order)*

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Sammamish Comment (WA)  
November 19, 2019

**City Manager fired**  
Author: Mike Mullor

The Sammamish City Council voted 6-1 tonight to authorize the Mayor to enter into a separation agreement with City Manager **Rick Rudometkin**. The vote authorized a one year severance pay for **Rudometkin**, who started last May. **Rudometkin's** contract entitled him to 9 months of severance pay. The Council voted to grant him additional three months in return for a “smooth transition” and release from litigation. Council Member Ramiro Valderrama objected to the additional three months severance.

No reason was given to the decision, likely because the decision was discussed in an executive session and is therefore confidential. The Council unanimously voted to appoint Deputy City Manager, Chip Corder, to an acting City manager.

**Internet – Newspaper Archives Searches**  
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<https://patch.com/washington/sammamish/sammamish-city-council-picks-new-city-manager>  
March 20, 2019

**Sammamish City Council Picks New City Manager**  
**The Council whittled down a list of five candidates in a final round of interviews conducted on Sunday.**

Author: Neal McNamara

The City Council has picked a county executive from New Mexico to be the new city manager. **Rick Rudometkin** managed Eddy County, New Mexico, and was a finalist for a similar job last spring in southeast Washington.

**Rudometkin** was one of five candidates who went through a final round of interviews with the City Council on Sunday. Citizens were able to meet the finalists at a meeting last Thursday.

According to his resume, **Rudometkin** was the public works director in Eddy County before becoming county manager. The county is in a rural area in southeast New Mexico along the Texas border. He holds degree in business management from Woodbury University in Burbank, Calif.

Last spring, **Rudometkin** was one of two finalists for the county manager job in Clark County. In 2015, he lost a bid to become county manager of Bernalillo County, which is where Albuquerque is.



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<http://cqrcengage.com/asce/app/document/29478789;jsessionid=vcwzmv3xvdbfx8zptmxzqs06>

ASCE-  
August 18, 2018

**Eddy County Board of County Commissioners unanimously approve right-to-work ordinance**

The Eddy County Board of County Commissioners adopted a right-to-work ordinance that would prevent employees from being required to pay membership dues or join unions. The commission unanimously approved the ordinance July 17.

Eddy County Manager **Rick Rudometkin** recommended that the county proceed with the adoption of the ordinance despite an ongoing lawsuit against Sandoval County by two unions regarding right-to-work in New Mexico.

Carla Sanntag, a representative of the nonprofit New Mexico Business Coalition, said data has proven right-to-work benefits workers, economies and business. "Wages go up. Real disposable income is generally \$2,200 higher than in states without," Sanntag said. "Thank you for putting your citizens and those in New Mexico ahead in your decision today."

County Commissioner Stella Davis said she hopes the ordinance will encourage business to move into Eddy County. "I think New Mexico needs to move forward on this. It's important for site selection; we've heard our local department of development and the Artesia department of development say how important it is to them. It costs more money to do business in New Mexico and I think we need to show the rest of the country that we are business friendly." Davis said.

New Mexico State Rep. Cathrynn Brown (D-54) agreed that the ordinance may prove Eddy County more desirable for business. "Anything the commission can do to make this a more friendly business economy would benefit us," Brown said. "I fundamentally believe that people have the right to decide what people want to belong to and what they don't. There is all kinds of testimony given about how unions are benefit from right to work ordinance because unions have to make their case about how they're benefiting the worker."

The New Mexico Federation of Labor said right-to-work laws actually have the opposite effect. "'Right to work' laws always result in lower wages and more dangerous working conditions in states where they are in effect," their website reads. "Site Selection Magazine and other research consistently ranks the availability of a skilled, educated workforce as a top driver of economic activity.

"'Right to Work' laws will deeply harm existing union apprenticeship programs and training facilities that do the invaluable work of certifying New Mexico's next generation of highly skilled craftsmen and women."

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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County Commission and Chair of the board Susan Crockett voted in favor of the ordinance despite the controversy over the issue. "I think this is something politics needs to stay out of," Crockett said. "It's about doing what is right and what is right for Eddy county, and I feel this is the right choice for us."

What legal issues are there?

The New Mexico Federation of Labor has filed a lawsuit against Sandoval County claiming that its right-to-work ordinance is illegal. The lawsuit states two unions -- the International Brotherhood of Electrical Workers, AFL-CIO, Local 611 and the United Food and Commercial Workers, AFL-CIO, Local 1564 -- will be negatively impacted by the ordinance.

State Attorney General Hector Balderas has issued an opinion saying state law does not give counties the authority to pass right-to-work ordinances.

**Internet – Newspaper Archives Searches**  
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*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

Targeted News Service (USA)  
July 13, 2018

**Three Earn New Mexico Certified Public Manager Designation From NM EDGE**

New Mexico State University issued the following news:

Three public officials have joined the ranks of New Mexico Certified Public Manager, the feature and nationally accredited program of NM EDGE.

Lawrence Griego, Sandoval County appraiser supervisor; **Rick Rudometkin**, Eddy County manager; and Michael Steininger, New Mexico Department of Finance and Administration special director, received the top tier designation from the NM EDGE certification program.

They joined 17 public officials, who earned other designations, during the New Mexico EDGE County College graduation at the New Mexico Counties annual conference in Socorro on June 21.

NM EDGE, which stands for Education Designed to Generate Excellence in the public sector, is a program administered by New Mexico State University's Cooperative Extension Service. "The certified public manager designation is the culmination of 60 three-hour classes, plus a supervised capstone project," said Mary DeLorenzo, program director. "They have each earned their certified public official and certified public supervisor designations prior to receiving this culminating certification." The three recent graduates join 13 other county, municipal and state public officials who have earned this title.

"Completing this program has given me a wonderful sense of accomplishment," **Rudometkin** said. "As a leader, I continue to have a renewed focus and vision to be the best I can be. I am very thankful that there is a program that provides practical continuing education for those of us that serve the public."

**Rudometkin** has also earned the certified advocate for public ethics designation at an earlier date.

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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Roswell Daily Record (NM)  
December 7, 2017

**Eddy county leaders spend time in jail**

Author/Byline: Mike Smith

Eddy County Detention Center Warden Billy Massingill gave county leaders an up close look at the inner workings of the county lock up Tuesday. "I think it's state mandated," Massingill said. Massingill added that jail operations take up 35 percent of the county's budget. "Thirty-five percent of that funding you want to be pretty in tune with what's going on with it," he said.

During the tour which included all five county commissioners and **Rick Rudometkin** county manager and Kenny Rayroux assistant county manager, Massingill told them of the staffing shortages that the jail has been with. "It's a particular craft," Massingill said of working in a jail setting. He said when he talks to children of their adulthood career activities, most want to be a police officer or doctor. "I've never had anybody say, 'I want to go to work where all the bad people are.' You have to have individuals that want to do that," he said. Massingill said once they find those people who want to work in the jail they must meet certain criteria.

Massingill said there are 15 positions within the Eddy County lock up that have been frozen for sometime due to the county's budget situation. County finances appear to be picking up and Massingill said those positions are being talked about. "The county manager and I have talked one-on-one to try and free up some of those individual spots," he said. "One of the things were trying to get accredited through the New Mexico Association of Counties and some of those criterias have guidelines and we want to meet those guidelines are people that are overseeing those guidelines."

During the tour, county officials were told of tier time. "That's a tier rotation in our Alpha pod," Massingill said. "You have one group of individuals say on the top tier that will be locked down the majority of the day and then they come out the end of the day." Massingill said inmates are able to come out and eat their meals while they are locked away. "Then at the end of the day their able to come out and take their showers and call their family. The opposite happens the next day. So their locked down and the opposite tier is now locked down for the entire day," Massingill said.

County leaders also toured the former juvenile detention facility. Massingill said it was closed down due to numbers. "The average population for a juvenile was four," he said. "Today we have three, when I first got here we were busing out or having other entities keep our adults and the peak of that number was 71." He said that was costing the county a lot in per diem. "So now what we do is the services or the individuals that we use for retention or holding our inmates we try to keep them local in Lea County or Chaves County so they can get to their courts and come back-and-forth," he said. Massingill has been the warden for three years.

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*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
 November 9, 2017

**County manager receives pay raise. Salary increasing 2.5 percent to \$180,700**

Author: DeJanay Booth

Eddy County Commissioners voted 4 to 1 to increase County Manager **Rick Rudometkin's** annual salary in a closed session Tuesday. **Rudometkin** was given a 2.5 percent raise, increasing his salary from \$176,300 to \$180,700.

Commission Chairwoman Stella Davis said **Rudometkin**, who became county manager in October 2013, had not received a salary increase since 2014. The increase will come from the commissioner's contingency fund. "I really appreciate the BOCC (Board of County Commissioners) and the increase they gave me," **Rudometkin** said in an emailed statement. "(I am) looking forward to helping the BOCC move our county forward into the future."

County commissioner Jon Henry declined to give a reason for voting against the raise citing the issue as a personnel matter.

Since he was hired, **Rudometkin** has received about \$60,000 in pay increases. When **Rudometkin** was first hired he was given an annual salary of \$120,000. An annual review of his performance is part of his employment contract with the county. A cost of living adjustment and a salary comparison resulted in a salary increase – \$130,961 – in January 2014.

In November 2014, **Rudometkin's** salary was again increased by about \$42,000 – with approval from county commissioners – to \$172,000, according to county officials. County commissioners were accused of violating the Open Meetings Act when they approved the 2014 raise. There have been no other determinations regarding the actions of the Eddy County Commissioners in relation to the Open Meetings Act since then.

In January 2016, all county employees received a 2.5 percent cost of living adjustment, according to county officials, increasing **Rudometkin's** salary to \$176,300. "He worked hard for that," Davis said. Davis was not on the commission at the time of the 2014 allegation.

**Rudometkin** is not the highest paid county manager in New Mexico. He ranks slightly behind Lea County Manager Mike Gallagher, who is paid a \$196,267 yearly salary. According to Lea County officials, Gallagher has been county manager since 2010 and received a recent pay raise in June 2017. County managers in Bernalillo, Chaves, Santa Fe, Dona Ana and San Juan County receive an annual salary between \$140,000 and \$180,000. Sandoval, Sierra and Rio Arriba county managers earn annual salaries between \$113,000 and \$125,000. Otero County's manager earns about \$92,000 and Cibola County's interim manager earns \$75,000.

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*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
June 7, 2017

**County OKs \$125K for brine well**  
**Commissioners say state left them with no choice but to contribute the funding**  
Author: Adrian C. Hedden

County officials said they were "blackmailed" by the state of New Mexico into approving a \$125,000 appropriation for studies of the Carlsbad Brine Well to prevent its collapse. Commissioners said Tuesday they had no other choice but to contribute the funds to get the problem solved, despite their insistence that the state is to blame for the danger posed by the brine well.

Carlsbad and Eddy County leaders said in recent public meetings that the state should take responsibility for the brine well. The state collected profits from the well which it licensed and ultimately decided to close in 2008 when the ground was found unstable.

"Call it blackmail, call it coercion," said County Manager **Rick Rudometkin**. "Bottom line is they wanted some skin in the game. We're going to get sued regardless if that thing falls."

Vice Chair Susan Crockett moved to add language to the resolution absolving the county of liability. "Eddy County is accepting no ownership of the Carlsbad Brine Well," Crockett said before the vote. "We're only approving the money of the appropriation to go to the state."

Commissioner Jon Henry voiced his displeasure at the vote. "We're putting \$500,000 to see if we can fill a hole," he said. "We're not actually using it to fill the hole. That's great. I'm entirely against it, but if that thing falls, with the economic impact to Carlsbad, what choice do we have?" But Crockett and Chair Stella Davis could not deny the importance of fixing the well by any means necessary. "If we don't do this, it's going to put a target on us with our constituents," Crockett said.

Davis said she heard concerns from Carlsbad residents, especially in the southern area of the city, urging officials to find a solution soon. "It's not if it collapses, it's when," Davis said. "I know a lot of constituents have asked us to please put the \$75,000 in."

The county and City of Carlsbad both initially approved \$50,000 each earlier this year under the assumption the state would contribute \$400,000. In April, House Bill 2 was passed by the Legislature requiring Eddy County and the City of Carlsbad together to come up with half of \$500,000.

Carlsbad city councilors approved a \$125,000 line item in the city's budget and are planning to vote for final approval at a June meeting. The money will be used to study the brine well which is danger of collapsing and creating a massive sinkhole that experts said would destroy infrastructure and kill residents.

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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Experts testified before state house and senate committees during the regular New Mexico Legislative session that remediation would cost up to \$25 million, while the well's failure would cause up to \$1 billion in damages and litigation. The study will ultimately result in a Request for Proposals (RFP) to begin construction efforts to remediate the well before collapse.

District 1 Commissioner James Walterscheid, whose district contains the potential sinkhole, said the money the state did earmark for the well was not something to scoff at. "This is the fix they came up with," he said. "We may not like it, but this is it. I can't believe we got a dime. I was shocked. We ought to be thankful. I don't think we have a choice."

The Carlsbad Brine Well Remediation Advisory Authority will convene July 1. They are tasked with finding a solution to the brine well. Members will be from Carlsbad, Eddy County and New Mexico governments.

**Internet – Newspaper Archives Searches**  
**RICK J. RUDOMETKIN**  
*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
May 26, 2017

**Commission OKs tax hikes**  
**Residents, officials express opposition to the three new ordinances**  
Author: Maddy Hayden

Correction: District 2 County Commissioner Jon Henry voted against an ordinance raising gross receipts tax to pay into the state's Safety Net Care Pool Fund. District 3 Commissioner Larry Wood voted in favor of the ordinance. Their votes were incorrect in a Friday story in the Current-Argus.

Taxes paid by Eddy County residents will increase as of Jan. 1, 2018, after the county commission voted to pass three new gross receipt taxes on Tuesday morning. All three ordinances were met with opposition from members of the public, elected officials and commission members.

The first, a 1/12 of 1 percent levy to be paid into the newly created Safety Net Care Pool Fund, was approved by all commissioners but District 3 Commissioner Larry Wood.

A 1/8 of 1 percent gross receipts tax to benefit the Eddy County Detention Center passed 4-1 with District 2 Commissioner Jon Henry dissenting. Henry also voted against the third ordinance, a 1/8 of 1 percent general purpose gross receipts tax, as did District 1 Commissioner James Walterscheid.

The third ordinance was amended to include a sunset date of Dec. 31, 2019, at which point county manager **Rick Rudometkin said** the county will reevaluate the state of the oil and gas industry in the area.

All told, the increases equal an extra 30 cents for each \$100 spent by consumers on services, with food and medicine excluded.

Tensions ran high at times as several Artesia residents expressed opposition to the increases. The additional taxation will increase the city's gross receipts tax rate to 8.15 percent, above the 8 percent "magic number" **Rudometkin** said can adversely affect business transactions.



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*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
May 5, 2017

**County slashes budget before approval**  
**Several reductions in works to shore up revenue deficit, counter expanding cuts**  
Author: Adrian C Hedden

Several budget cuts are being planned by Eddy County to account for shortfalls in revenue and increased state cuts. Last year's total funding for the county was about \$110 million, while this year's cuts brought funds down to about \$99 million. Budget losses were attributed to millions of dollars in unfunded state mandates, along with losses in tax revenue from the oil and gas industry.

Commissioners feared more state cuts could be coming as New Mexico lawmakers are expected to enter a special session this month to grapple with the state's still unapproved budget. The proposed county budget was presented to Eddy County commissioners at Thursday's special meeting for final changes before it is brought back for approval via a vote at a May meeting.

The budget presented to commissioners was balanced, with a \$300,000 in contingency funds. Commissioner Jon Henry proposed freezing any staff raises in the upcoming fiscal year to save money and worried the county would have to make salary reductions. County **Manager Rick Rudometkin** said the county has never had to make salary reductions.

"I would rather do no increases now rather than doing a salary reduction in the future if it's going to be as bad as we think it is," Henry said. "I would rather protect our staff now." After a divisive and unpredictable state legislative session, Henry argued for funding for lobbying services for both Artesia and Carlsbad. He said lobbying efforts should be focused on Santa Fe. Artesia's lobbying budget was initially cut completely, while Carlsbad's was set at \$90,000. Commissioners agreed to split the funding evenly between each city to use to lobby next year.

"What we heard in Washington is the Trump administration is pushing everything to the states," Henry said. "It's going to be devastating to us, because we have a very confused, liberal state. We need to stay proactive or we're going to lose. If we don't spend more in Santa Fe, we're going to regret it."

Funding for professional services in Carlsbad, Artesia, Hope and Loving was reduced by almost half in each community. **Rudometkin** said funding was lower than the cities had requested in all four cases. "They can ask for the moon, but we can't afford the big numbers," he said. "They have to provide services either way. We would love to give the cities more money, but we just don't have it."

Carlsbad's funding in FY 2017 was at \$571,000, but next year was reduced to \$250,000. Artesia saw a reduction from \$360,000 to \$150,000 Hope went from \$33,300 to \$10,000 and Loving was dropped from \$58,500 to \$20,000.

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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Professional service agreements, which appropriated county funding to several public organizations throughout the Eddy County, were also on the chopping block at Thursday's budget workshop with county commissioners.

Compared with fiscal year 2017's budget, next year's budget initially cut about \$557,000 to the PSAs, removing county funding from almost all of the agreements. Commissioners used almost all the county's contingency money replacing funds to multiple PSAs.

Contracts could be negotiated with PSAs in the future, but funding put in the budget will insure limits are set, **Rudometkin** said. "It's a place holder," he said. "We can go out and negotiate, but what if they request more than we have? PSAs are the big thing for discussion. They're very political."

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*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
February 8, 2017

**County deals with budget woes**

Author: Adrian C Hedden

Eddy County is preparing for a continuously declining budget due to shrinking revenue from the oil and gas industry and unfunded state mandates. The Eddy County Board of Commissioners received a review of its finances at Tuesday's meeting led by Finance Director Roberta Smith and County Manager **Rick Rudometkin**.

Eddy County budgeted \$19.5 million for oil and gas during the 2015-2016 fiscal year. The county's expected budget this year is \$15.7 million, about \$4 million less. And with the county's general fund showing a \$1.6 million deficit, officials are looking to find alternative sources of revenue and preparing to finalize the adjusted budget before bringing it to the commission for approval. "We get a lot of flak for overspending," Smith said. "But we have kept the budget flat. We have continued to ask the department heads to stay within the means we have."

The latest year-to-date budget report from December showed the county's revenue at \$42.4 million, 60 percent of the budgeted \$70.8 million. Expenses were held at \$53 million, or 45 percent of the \$119.4 million expected. This leaves revenue at about \$10 million less than expenses.

Despite the declines, **Rudometkin** said the county needs to stay focused on improving infrastructure and repairing county buildings. He said to avoid spending on repairs could lead to higher costs in the future. "We've had commissions that were conservative. Nothing wrong with that," he said. "But when you don't fix things, you end up paying for them later when things cost more. Some things have to get done. Big picture is very important."

**Rudometkin** pointed to unfunded mandates imposed by the state legislature as creating a burden for Eddy County. He said taxes have been raised recently to counter money being taken for the state's initiatives. "I'm not a fan of taxes. I don't like taxes," **Rudometkin** said. "But they are what runs government."

Cuts to public service agreements the county holds with several local non-profit organizations are predicted soon, **Rudometkin** said. He estimated some PSAs could see funding cut by up to 25 percent. **Rudometkin** said he is planning to send a notification to all non-profits that operate under PSAs with Eddy County to inform them of the impending cuts. "I've no choice but to recommend cuts," he said. "We need to replace what the state has stolen, what the state has mandated we give them."

**Rudometkin** said the county will have to send the state \$5 million next year if the legislature decides to impose additional costs on the county for Medicaid expenses during its current session.

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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BOC Chair Stella Davis said the state mandates are leaving the county struggling in making up the difference. She questioned where the money the state received from the county during the oil boom two years ago went. "I want the community to know Eddy County is going to do everything they can to make it better," Davis said. "But when your hands keep getting tied by the state it's hard. They've constantly got their hand out. What did they do with all the oil and gas money when times were good?"

**Internet – Newspaper Archives Searches**  
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*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

ICMA-<https://icma.org/articles/article/members-recommended-receive-credential-december-november-22-2016>

**Twenty-seven ICMA members have been recommended by the Credentialing Advisory Board to receive ICMA Credentialed Manager or Candidate status in December.**

The ICMA Credentialed Manager (ICMA-CM) designation has become widely respected, frequently requested in recruitment of positions, and cited in positive media coverage of public stewardship. Congratulations to the following members, who have been recommended by the Credentialing Advisory Board to receive ICMA Credentialed Manager or Candidate status in December.

ICMA Credentialed Managers are professional local government managers qualified by a combination of education and experience, adherence to high standards of integrity, and an assessed commitment to lifelong learning and professional development. Objections must be filed in writing to the ICMA Executive Director (via [credentialing@icma.org](mailto:credentialing@icma.org)) and received by December 16, 2016.

ICMA Credentialed Manager Candidates  
**Rick J. Rudometkin**, Carlsbad, NM

**Internet – Newspaper Archives Searches**  
**RICK J. RUDOMETKIN**  
*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
October 5, 2016

**Rudometkin contract renewed**

Author: Jessica Onsurez

Eddy County commissioners reviewed the performance of County Manager **Rick Rudometkin** in a closed session Tuesday. Royce Pearson, chair of the Board of County Commissioners, said that no changes were made to **Rudometkin's** current salary or benefits. "In essence there were no revisions, it (the contract) was renewed with no changes for one more year," Pearson said following the meeting.

**Rudometkin's** contract wasn't adjusted in 2015 either after an annual review, when then-Commission Chair Susan Crockett said raises for county employees were also on hold because of budget issues. **Rudometkin** was hired in 2013 with an annual salary of \$120,000. An annual review of his performance is part of his employment contract with the county. A cost of living adjustment and a salary comparison resulted in a raise in his salary to \$130,961 in January 2014. His current annual salary is \$172,000, according to county records.

**Internet – Newspaper Archives Searches**  
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*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

Roswell Daily Record (NM)  
September 10, 2016

**Grand jury's disbandment not to be appealed; New grand jury initiative unfolding in Eddy County**

Author/Byline: Jtucker

Eddy County petition

Marcy Britton of Albuquerque, who in 2001 spearheaded a citizen-petition grand jury in Valencia County to investigate claims of animal cruelty at the Valencia County animal shelter, is organizing a citizen-petition grand jury in Eddy County to investigate claims of wrongdoing. Britton said she was contacted by Eddy County residents to help launch a citizens' petition for a grand jury investigation because she has successfully done them in Torrance and Valencia counties.

"We, the undersigned registered voters of Eddy County, hereby petition the judges of the Fifth Judicial District, pursuant to Article II, Section 14 of the New Mexico State Constitution, to convene a grand jury to investigate allegations of malfeasance, conspiracy, misappropriation of funds, misrepresentation of Eddy County manager's contract, salary increases of Eddy County manager and/or any other illegal or fraudulent acts occurring in Eddy County, New Mexico, committed by any individual(s) associated with or employed at any time by Eddy County," the petition states.

Britton told the Daily Record Friday she's shooting for 800 signatures to meet and exceed the threshold of 2 percent of Eddy County's registered voters. "Citizens in Eddy County are frustrated with their efforts to get the (Attorney General) and (Office of the State Auditor) to investigate exorbitant raises given by the Eddy County commission to the County Manager **Rick Rudometkin**," Britton said Friday. "In 13 months, he has received a 44 percent increase going from \$120,000 to 172,000."

Britton said the Attorney General's office found multiple examples of Open Meetings Act violations by the Eddy County commission. "They gave the county the chances to re-vote on everything, but people are very frustrated about that, because they didn't see any of this in action," she said. "All the county commissioners did was just vote on it. It wasn't open for public discussion. It was thrust on the county, this raise. "They may not have even realized they were violating the Open Meetings Act. They may not have realized that in this economy, and with Artesia just facing the 10 percent cut in salaries, that this was not an appropriate use of taxpayer money to pay this guy such an exorbitant raise. And it's not in his contract either. His contract specifies he can get a cost of living increase and an annual review, nothing like the 44 percent raise in 13 months. That is not in his contract." Britton encouraged registered voters in Eddy County interested in signing the petition to call her at 505-292-1472.

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[http://www.dchieftain.com/news\\_stream/new-mexico-association-of-counties-workers-compensation-self-insurance-pool/article\\_1e1b12d0-3e27-11e6-a7fd-c7d6a5a6f683.html](http://www.dchieftain.com/news_stream/new-mexico-association-of-counties-workers-compensation-self-insurance-pool/article_1e1b12d0-3e27-11e6-a7fd-c7d6a5a6f683.html)  
June 29, 2016

# New Mexico Association of Counties' Workers' Compensation Self-Insurance Pool elects board members

Jun 29, 2016



**SANTA FE** – The New Mexico Association of Counties (NMAC) held its 80<sup>th</sup> Annual Conference in Lea County the week of June 20. Member representatives of the Workers' Compensation Self-Insurance Pool attended the Pool's annual general membership meeting in Lea County on June 22 and held elections for geographic district Board of Director positions.

The Board welcomes one new member: Eddy County Manager Rick Rudometkin, who represents geographic district 4, comprised of De Baca, Roosevelt, Lincoln, Chaves, Otero, Eddy and Lea Counties. Rick was elected to the board at its May 12 meeting to fill a vacancy left by Chaves County Public Services Administrator Brenda Sanchez and was elected by the membership to serve the current two-year term. Rick also serves on the Multi-Line Pool Board of Directors and was elected secretary/treasurer at its March 9 meeting.



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**RICK J. RUDOMETKIN**  
*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
June 8, 2016

**County speaks on OMA issues**  
**Commission is still facing opposition after violations**  
Author: Connie Lee

Eddy County Commissioners faced contention from two residents regarding the previous board's violations of the Open Meetings Act during a board meeting Tuesday. The New Mexico Office of the Attorney General found the previous board to be in violation of the OMA for failing to provide specific descriptions for multiple 2014 commission meetings, according to a May letter to the commission. The current commissioners were given the opportunity to cure the violations at Tuesday's meeting by voting again on the past closed meeting items.

Cas Tabor, the county's attorney, said he discussed the letter with the Office of the Attorney General following the finding of the violations. The letter said county employee raises, including one given to County Manager **Rick Rudometkin**, were invalid because they had been approved in closed meetings with generic agenda descriptions. **Rudometkin's** salary was increased twice in 2014, raising his salary from \$120,000 per year to \$172,000 a year in total, according to documents in the AG's letter. **Rudometkin** declined to comment.

But Tabor said Tuesday that the employee raises were not approved in closed meetings, but rather in open budget meetings. "They looked at the April 15 and the May 6 minutes and then weren't able to visualize the fact that there was a closed session and then there was a budget meeting where personnel salaries, capital outlay, all the different aspects of budgeting (were discussed)," Tabor said. "Every department of the county was discussed in an open meeting April 15 and May 6."

He said the AG's office dropped multiple violations, but that he agreed to keep the raises on the agenda for Tuesday's meeting. "They admitted their confusion about the votes that were at the end of these budget hearings," Tabor said about his discussion with the AG's office. "And that's why a number of the items were withdrawn and only these six were put on the agenda today." However, one resident was unsatisfied with the explanation and raised his voice from the back of the room.

"You're having this meeting because you did not give the public an opportunity to comment before you voted," said Dan Banks, an Eddy County resident. County commissioner Royce Pearson ended Bank's comment by asking if he would like to be escorted out of the room. "Royce, you're going to have to escort a bunch of people out if you do that," said Ronald Barron, the resident who filed the original complaint to the AG's office.

The raises continued to be a hot topic of discussion at the end of the meeting as well, when both Banks and Barron decided to give public comments. Banks shifted his speech to address the same issue that he had brought up earlier in the meeting. He said the county's residents did not

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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have enough notice prior to the raises and that the county manager and assistant county manager were paid too highly. "Eddy County is the second highest paid management team in the State of New Mexico," Banks said. "What are we getting for \$304,000?"

Barron continued to denounce the vote made by the current board earlier in the meeting, saying that because some of the commissioners were not present on the board at the time of the raises, they were not qualified to vote. "How can someone that wasn't here, in the commission, wasn't county commissioner, make motions to vote on something that they weren't in closed session for?" Barron asked. "That I don't understand."

Three members of the current board, including Susan Crockett, Glenn Collier and Royce Pearson were members of the board at the time. Stella Davis and James Walterscheid were not.

Five other 2014 agenda meeting items found to be in violation of the OMA, including a motion to join a lawsuit involving the Endangered Species Act, were also passed at Tuesday's meeting.

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*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
April 20, 2016

**Revenues affect county salaries**

Author: Connie Lee

With the downturn in the oil industry, Eddy County's plans for the fiscal 2016-2017 year budget may include cuts for all departments, freezes on all county employee salaries and on allocated positions in order to cut trim close to \$17.2 million off the budget.

County Manager **Rick Rudometkin**, Assistant County Manager Kenney Rayroux and Finance Director Roberta Smith presented the proposed budget to Eddy County Commissioners at Tuesday's meeting. Many of these actions were suggested in a letter from New Mexico's Department of Finance and Administration.

**Rudometkin** said when the county originally began planning for the next fiscal year, they had to find ways to cut about \$17.2 million. Adding in the freezes and cuts allowed them to drive down the number and create the final balanced budget of about \$76 million. The freezes would prevent county employees from receiving pay raises and promotions for the fiscal year. It would also prevent hiring additional allocated staff, excluding public health and safety positions during that same time frame.

**Rudometkin** said although the upcoming year would be tight, but the plan lacks any employee layoffs and would still allow the county to perform their usual activities. "Yes, it's hard to freeze raises and not give employees raises. Yes, it's hard to freeze allocated positions when we really need them," **Rudometkin** said. "Yes, it's hard to take material out of the road department when we need to fix roads. However, we can still function, we can still operate this next fiscal year, which is way more important than those other items."

Rayroux explained that capital requests, such as new vehicles and equipment, were calculated into the original \$17.2 million. By including the requests in the \$17.2 million, the county would be able to potentially grant them at a later time if revenue picked back up. "We asked them to include those things so that if things started turning around and they come back, they're going to be able to say honestly and truly to you, yes that was in our budget," Rayroux said.

However, the commission decided not to decrease Public Service Agreement (PSA) funding, which is used to contribute money to non-profit organizations. They plan to keep the amount the same by using \$189,000 from the contingency fund, which is money set aside for unforeseen circumstances or losses. PSA funding underwent a 10 percent cut last fiscal year.

Multiple commissioners said they understood the need to tighten their belts, but some disagreed on whether or not they should cut PSA funding by an additional 10 percent this year. Commissioner Stella Davis said she thought it would be fair to decrease their funding. "We're

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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asking our county to give up money, to give up things, and yet we're not asking our PSA non-profits to give up anything," she said. "And I think the pain has to be across the board."

Commissioner Susan Crockett said she was against the cut and suggested strengthening their communication with the non-profit groups. "I'm not in agreement to cut them 10 percent this year," Crockett said. "I am in agreement that we meet with them and start letting them know so they have a year to start planning their budgets, because they're all in budget time right now and 'whammo' we're going to do another 10 percent when they are providing a service, they are constituents."

**Rudometkin** said the budget will be adjusted to reflect the decision on PSA funding and presented to the commissioners May 3 for approval.

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*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
April 15, 2016

**REDA board approves budget**  
**\$1.5M deal reflects 7.31% cut from 2016**

Author: Jessica Onsurez

A \$1.5 million budget for fiscal year 2017 was approved by the board of the Regional Emergency Dispatch Authority (REDA) Thursday in Artesia.

Director of REDA, Robbie McCormick presented a budget to the board members that she said had been cut back to reflect dwindling revenues for Eddy County representing a 7.31 percent decrease from the 2016 fiscal year. That budget includes a freeze on salaries for the staff of the dispatch authority and virtually eliminates overtime, a move that McCormick said she discussed with staff prior to the presentation of the budget.

Board Member Vernon Asbill suggested that given the situation with revenues in the county and municipalities, future consideration might be given to not only pay freezes but salary cuts for staff at the dispatch authority.

McCormick said that she would prefer to eliminate positions rather than cutting salaries, should the situation warrant the consideration. McCormick told board members the approved budget also reflects choices to go with freeze or reduce administrative and operation costs, adding that it would be necessary to review those cost-saving solutions in 2018.

The budget was approved unanimously, but not without significant discussion. **Rick Rudometkin**, Aubrey Hobson, Vernon Asbill and Phil Burch were all present at the meeting. When asked by **Rudometkin**, president of the board and Eddy County manager, if the budget presented was adequate for the fiscal year and wouldn't require adjustment, McCormick said that she was confident the facility could manage through the fiscal year.

Board members also touched the subject of the dispatch authority's mandated Criminal Justice Information Services (CJIS) compliance; REDA has not been CJIS compliant in five years board members said, putting them at risk of closure.

It's a situation that McCormick said in the meeting isn't helped by present revenue difficulties. REDA serves as a consolidated dispatch center that takes non-emergency as well as 911 calls for Eddy County, excluding the city of Carlsbad. They serve the Eddy County Sheriff's Office, the Village of Loving, Hope, Artesia Police and Fire Departments and Eddy County Fire Services. The board will meet again May 19 at 11 a.m. at the Artesia City Council Chamber, 512 W. Texas Street in Artesia.

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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

US Fed News (USA)  
February 6, 2016

**NEW MEXICO EDGE GRADUATES 13TH CLASS DURING COUNTY ASSOCIATION'S LEGISLATIVE CONFERENCE**

New Mexico State University issued the following news release:

A graduating class of 40 public servants received certification in their fields recently through an education program administered by New Mexico State University's Cooperative Extension Service.

The nationally accredited New Mexico Certified Public Manager program administered by NM EDGE, which stands for Education Designed to Generate Excellence in the public sector, graduated its 13th class of public servants at a recent ceremony during the Legislative Conference of the New Mexico Association of Counties held in Santa Fe.

Since 2008, the program has certified 314 public officials with one or more designations. "We are proud to continue to bring new designation curriculum into our program," said Jon Boren, NMSU assistant dean and director of the extension service. "We strive to provide meaningful training to help our public servants to have better government through education."

Receiving designations were:

\* Eddy County: **Rick Rudometkin**, county manager, certified public official.

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*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
December 19, 2015

**County receives clean audit for 2014-15**  
**Finance department implements change**

Author: Jessica Onsurez

County officials are pleased with the results of the 2014-2015 budget audit which received a modified opinion from the state auditor's office. "A clean audit is the goal of every agency," said County Manager **Rick Rudometkin**. "Coming to Eddy County and having this done is tremendous for all of us."

**Rudometkin** said that being good stewards of taxpayer money was part of the goal for county officials and the county finance department whose priority this cycle was to address findings in previous audits.

Previous yearly audits for Eddy County have been disappointing; in 2011 the county received a "disclaimer," and has had several findings in following years.

Finance Department Director Roberta Smith said that the finance department staff has hurdled several challenges in getting to this point. Those changes included addressing internal policy, inventorying around \$76 million in fixed assets, updating to electronic timekeeping and taking a new financial system live.

"All (administrators) our vision was to move forward more with technology, we wanted to go to a financial system that everyone could be on and it was a huge deal," Smith said. "Basically from January to the time we got audited in August of this year we made huge changes," Smith said. County officials are hoping that the clean audit will have positive repercussions for the county.

"This is a tremendous way to end our calendar year," said Commission Chairwoman Susan Crockett during Tuesday's commission meeting. "This is excellent news and what we've been striving for my three years on commission." "It's not just having the clean audit and knowing we are responsible and financially we're able to be accountable," she said adding that the county can benefit in eligibility for bonding and grants in addition to acting as fiscal agents.

While Smith said the long hours and hard work of the finance staff have paid off, the work continues to keep the trend going. "It's still going to be a challenge to stay on top," Smith said, citing that the largest challenge is implementing changing policies which are driven by regulations and requirements from the state auditor's office.

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*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
October 21, 2015

**Eddy County manager not given raise**

Author: Current-Argus Staff

The county commission decided not to give the county manager a raise after his annual performance review.

"We as a BOCC (Board of County Commissioners) continue to be pleased with and support our county manager, **Rick Rudometkin**," said commission chairwoman Susan Crockett. "This has nothing to do with his performance whatsoever."

Crockett said that the decision not to give **Rudometkin** a raise has to do with the budget that the county passed this fiscal year.

Because the budget was zero-based, it allowed only for cost-of-living adjustments for employees, not actual raises. "We as a BOCC could not constitute a raise for our county manager when we could not give a raise to county employees," Crockett said. "Our county manager can ask for his contract to be reviewed at any time."

The commission conducted **Rudometkin's** performance review Tuesday during a closed session. No action was taken when the commission resumed the open meeting, meaning no changes, salary or otherwise, were made to **Rudometkin's** original contract from when he was hired two years ago.

**Rudometkin** has received cost-of-living increases and raises since signing the original contract. His current annual salary is \$172,000.



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*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
October 20, 2015

**Officials to review county leader**  
Author: Katie J England

Eddy County's chief administrative officer will be undergoing a performance review, which could mean changes to his contract. The county commission will discuss County Manager **Rick Rudometkin's** performance in a closed session during its regularly scheduled meeting at 8:30 a.m. today.

Each of the five county commissioners received a written evaluation form that he or she will fill out and bring to the session. "We'll get copies of what they wrote, go over and discuss it," said Commission Chairwoman Susan Crockett. "We'll talk to **Rick**, then probably have more discussion without him in the room."

The commission will then come out of closed session to make changes, if any, to **Rudometkin's** contract. The county manager is evaluated once a year, according to the original contract.

**Rudometkin** was hired by the county two years ago, with a contract outlining a \$120,000 annual salary. A cost of living adjustment and a salary comparison resulted in a raise in his salary to \$130,961 in January 2014, said Cas Tabor, Eddy County attorney.

**Rudometkin** then received positive feedback at his interim performance review and first annual performance review, resulting in increases which raised his annual salary to its current rate of \$172,000. "Last year, he (**Rudometkin**) had a good performance review," Crockett said.

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**RICK J. RUDOMETKIN**  
*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
October 7, 2015

**Treatment, not incarceration**

**Commission teams up with new initiative to help keep mentally ill out of jails**

Author: Katie J England

The Eddy County commission has agreed to participate in a program to reduce the number of people with mental illness in jails. "Stepping Up" is a national initiative with more than 100 counties signed up to participate. "It's a good networking initiative, because you can talk to other counties about how they're dealing with their mental illness in jails," said Commissioner Stella Davis, who originally proposed the idea to the commission.

According to the Stepping Up website, there are 2 million adults with mental illnesses incarcerated across the nation. Eddy County Detention Center Warden Billy Massingill said that anywhere from 40 percent to 50 percent of those that come through the detention center in Carlsbad suffer from some of mental illness, often diagnosed or untreated.

"Nationally, it's a huge topic, but for the state of New Mexico, it's even bigger," said **Rick Rudometkin**, county manager. "It's on the radar as one of the number one priorities for us."

Massingill said the mental health issues he sees inmates living with range from attention deficit disorder to post-traumatic stress disorder. The program's website mentions other disorders such as schizophrenia and depression commonly found in incarcerated populations.

And while some inmates are already on medication, many are not, Massingill said. Massingill also said that mental health and substance abuse often overlap, and that those who aren't incarcerated are left to fend for themselves in the community. "This is also trying to address some of their (mental illness, non-incarcerated) needs," Massingill said. "Where can they go, where can they get help?"

Passing the resolution allows the commission access to tools such as webinars and access to experts, the website said. Stepping Up has a series of action steps that guide counties to effectively facilitate access to treatment and provide alternatives to jail time for those with mental illnesses.

Davis said that participating in the initiative is free to the county, and though it's a national program, Davis said no one will be ordering Eddy County around. "This is an organization that provides tools to local communities to look at different avenues that we can address mental health," Davis said. "They don't have a finger in our pie."

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**RICK J. RUDOMETKIN**  
*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
July 31, 2015

**County ends year with millions more than budgeted**

Author: Katie England

Eddy County commissioners were relieved to hear Friday that the county ended the 2015 fiscal year with millions more than it had budgeted for. The original budget showed the county ending the fiscal year June 30 with a nearly \$2 million deficit. Instead, there was a \$4.5 million surplus, meaning that some cuts made for the 2016 fiscal year can be negated.

Revenue came in at \$47 million rather than the \$42 million budgeted, and the county spent about \$1.4 million less than it had budgeted for expenses, said county Finance Director Roberta Smith. Though county officials had expected oil and gas revenues to keep the county from ending \$2 million in the hole as budgeted, they had not expected to have such a large surplus.

"We were not anticipating it being there," said County Manager **Rick Rudometkin**. "We anticipated it being about \$2-3 million. But we are very proud that it is a little bit over, because of the way oil and gas and everything else was."

The commissioners have made drastic cuts to next year's county budget over the past few months, cutting a \$10 million deficit down to zero in order to balance the budget. Every county department was affected as items such as vehicles or computers that are not automatically rebudgeted were denied for every department.

The county has now moved funds from the general fund to other county funds to purchase equipment that was previously denied by the commission. "I was glad to see money getting put back in for necessary items," said Royce Pearson, who acted as commission chairman in the absence of Chairwoman Susan Crockett.

The \$28.6 million left in the general fund at the end of the year also drew some negative attention from the state. "Because we had such a surplus, we were actually kind of targeted by the (state) auditor's office because we had such a high balance of unrestricted funds in our general fund," Smith said.

**Rudometkin** said that the auditor's office will sometimes target entities that have too much money in unrestricted funds because they want the tax dollars spent to benefit the taxpayers. As a result, a total of nearly \$14 million was transferred out of the general fund, including \$4 million to the road fund, \$1.5 million for the fire service complex, \$1 million to purchase vehicles for the Sheriff's Office, \$100,000 to the IT department and \$5 million to the capital improvement fund.

The \$5 million in the capital improvement fund can be used by the commission to grant requests from departments that were denied during the first budget go-round. "They (departments) will

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come back to you (the commission) for the next three to six months, I imagine," **Rudometkin** said, adding that should the commission choose to deny those departments' requests, the money would stay in the capital improvements fund. After that transfer, there is still \$14.7 million left in the general fund, which is well above the \$8.8 million that the state requires the county to keep in reserve.

Commissioner Stella Davis cautioned that the commission still needs to be careful with the money. "We ended the year really well," Davis said. "That doesn't mean we have to spend all that money."

Davis also mentioned that, although she was happy to see \$4 million go to roads, that wouldn't go very far in fixing county roads. She said that "\$4 million is going to be gobbled up pretty quickly," emphasizing that she still thinks implementation of a two-eighths of one percent Hold Other changes made in the budget included cutting 15 percent from the commissioners' and county manager's travel budgets.

Many cuts made to the budget, including across-the-board 10 percent cuts to Public Service Agreements such as the service agreement with the city of Carlsbad, were left in place. Smith said that the balanced budget and surplus cash bode well for next year's audit. "This time last year, we weren't even balanced for the fiscal year," Smith said. "So we're already way ahead of schedule. I'm really confident that we'll get a good audit this year."

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*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
June 25, 2015

**Eddy County Commission passes tax increase**

Author: Jessica Onsurez

An amended ordinance passed Thursday by the Eddy County Commission established a one-eighth of 1 percent increase of the gross receipts tax, which will generate money for unfunded mandates in the county. The approved ordinance also leaves the issue of an additional two-eighths percent increase to help fund road construction and repairs in the county up to the voters.

County Commissioners Royce Pearson, Glenn Collier and James Walterscheid voted in favor of the amended ordinance, proposed by Pearson. It passed 3-2. "I think we're all glad to be moving forward," said County Commission Chairwoman Susan Crockett, despite having voted against the amended ordinance. Commissioner Stella Davis was the second dissenting vote.

Even though County Manager **Rick Rudometkin** recommended that the county commissioners adopt the ordinance as written, Commissioner Vice Chairman Pearson instead proposed the amended version. The original Hold Harmless Gross Receipts tax proposal, which had been in consideration since April, would have implemented a three-eighths of a percent increase on any person engaging in business in the county, including municipalities.

The full three-eighths increase would have generated around \$15 million for the cash-strapped county. Instead the county will see about \$5 million come into the general fund next year, or about 1.25 cents for every \$10. That money will go toward unfunded mandates, including courthouse and detention center operations and renovations to the Eddy County Courthouse. Millions are also slotted to go to the state to help cover the county's share of Medicaid and the safety net care pool.

While public comments from the residents of Eddy County were few, those who spoke were strongly opposed to the additional two-eighths increase. "I suppose we have this new ordinance, but I feel it's deceptive," Regina Ballard said. "People say, 'Well, do you want the roads fixed or not?' as if that was the only choice you have."

But former Commissioner Tony Hernandez, who also spoke during public comments, said that the county's options are indeed limited when it comes to finding funds to address issues with county roads. "We're looking at \$190 million to fix roads that do not involve FEMA. That's a lot of money. You don't have that in the reserves. Where are you going to get it from? You're not, unless you impose this tax."

Hernandez formerly represented the southern district of Eddy County which has seen a growth in the amount of traffic generated by the oil and gas industry. Crockett said that area of Eddy County has been hit the hardest by the deterioration of roadways.

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"Seventy-five percent of (deteriorated) roads are in the southern part. I feel for those people. I lived down there, I drive down there and it saddens me," Crockett said. Crockett voiced her intent to vote in favor of the ordinance as presented without amendments. "If we don't do this, there's going to be no major projects, no loop road, no nothing," Crockett said.

The amended versions did not receive Crockett's vote. Davis also didn't approve of the changes that would have put off the issue until a November election. "I'm not for taxes; I have a husband who's not for taxes, but he's driving these roads with me and even he said we need to do something now," Davis said. "It's crucial that we bring our roads up to standard. I don't know what else to say except that there's liability out there. We have to get those (roads) done." Concerns arose about whether poor voter turnout in the county might determine whether or not the two-eighths increase will pass, placing the county in a difficult financial position when it comes to roads.

However, commissioners were more concerned with whether or not a September deadline would allow time to put the issue to vote. Commissioner Glenn Collier continued to be in support of allowing the issue to go to referendum, despite concerns.

The passage of the amended ordinance is already generating repercussions; commissioners voted to table two resolutions that would have allowed the county to progress with the development of the East Loop Road. "I'm a little disappointed that a lot of people feel like the referendum won't pass and I think we need to have more confidence in the people of Eddy County," Pearson said. If the referendum fails, the county has limited options.

Walterscheid said he had looked into other ways to raise the needed funds, but wanted the public to have an opportunity to be involved in the decision. "The one thing I keep going back to, I still think, is that people need a voice in putting a tax in. This isn't a little tax. It doesn't sound like a whole lot, but it can add up to a lot of change."

Artesia Mayor Phil Burch has been outspoken about his disagreement with the proposed gross receipt tax increases. Burch said, "Three-hundred million over 20 years is not required to run Eddy County. Eddy County is one of the wealthiest counties in the state of New Mexico. Instead of tax increases the focus should be on controlling expenses. Eddy County is not underfunded, Eddy County is over expensed." The city of Artesia had already passed a two-eighths hold harmless gross tax receipts increase earlier this year.

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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

Carlsbad Current-Argus (NM)  
April 23, 2015

**Eddy County proposed budget must be cut by \$4.8 million**  
Author: Katie England

The Eddy County budget will undergo cuts that will be "painful for all involved," a county official said. County Manager **Rick Rudometkin**, Assistant County Manager Kenney Rayroux and Finance Director Roberta Smith prepared a preliminary budget to present to the county commissioners for additional changes Tuesday. The final budget must be approved and sent to Santa Fe by June 1, Rayroux said.

Though the budget had already been slashed significantly from what was requested by county departments, the county still faces about a \$9.8 million deficit for the proposed budget for Fiscal Year 2015-2016. "We took the first cuts and took a \$12 million requested budget down to about a \$9 million dollar hole that we still need to fill," Rayroux told the commissioners on Tuesday. "Either by budget cuts or by pulling out of the general fund balance,"

Rayroux said that right now, he, **Rudometkin** and Smith estimate that the general fund will contain \$22 million at the end of this fiscal year. But, Smith warned that money taken out of reserves won't reappear without some effort, comparing it to taking money from a personal savings account. Smith made a list of the big-ticket items behind the deficit, including a 2.5 percent cost-of-living increase for employees and an increase in new positions and raises for county employees. A three-percent increase in operating costs, capital and non-capital increases and expense exceptions, increases and transfers also contributed.

A projected \$1.5 million decrease in oil and gas revenue also contributed, Smith said, as well as a \$2 million deficit that will carry over from the current fiscal year's budget. Rayroux said there has been a lot of confusion about the \$2 million deficit. For this year's budget, the extra oil and gas revenue is equal to the deficit, but because the same budget carries over into next year, an automatic \$2 million deficit must be accounted for. "If you carry into next year with the same budget, you are going to start with that same \$2 million of extra expense," Rayroux said.

At the end of Tuesday's two-hour-plus budget session, the commissioners came to a consensus, directing Rayroux and Smith to come back to them during a special budget meeting on April 29. The commissioners requested that a budget be prepared that cut \$4.8 million from the current draft of the proposed budget, so that only \$5 million would have to be taken out of reserves. "This will affect all departments," Rayroux said, when commissioner Stella Davis asked whether the road department would be affected by the cuts. "We will work the spreadsheets over to see what it would entail to get us back to that \$5 million. To get us down to that, it's going to be pretty deep. It will be painful for all involved."

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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

Carlsbad Current-Argus (NM)  
April 11, 2015

**School and city administrator top list of best paid in Carlsbad**

Author: Jessica Onsurez

The Carlsbad area paid top dollar for its talented professionals in city and school administration in 2014. The high salaries are designed to make the administrative jobs more attractive to top-notch candidates, officials said.

A database created from records from the city of Carlsbad, Eddy County, Carlsbad Municipal Schools and public parks of the top paid professionals in those departments shows that both the city of Carlsbad and the Carlsbad Municipal School District have some of the highest paid professionals in the region.

In a move meant to make local government jobs in Carlsbad more attractive and competitive, the Carlsbad City Council voted in 2014 to increase compensation for local workers and bring it in line with regional averages. "We became very concerned about retaining our skilled people," McCutcheon said.

At the time, McCutcheon said, a report from a consultant put Carlsbad around 15 percent to 20 percent behind in compensation when compared with other cities in the region. McCutcheon said the change has been beneficial to the city, allowing it to better recruit for vacant positions and retain workers whose years of experience are an asset to the community.

Eddy County Manager **Rick Rudometkin** said that on top of competitive wages, the county keeps its talented professionals by creating a positive and welcoming administrative environment. "We have experience, time put in, knowledge, education and continuing education," **Rudometkin** said. "A servant (of the county) is worthy of their hire. We've got to stay competitive, give them an incentive to stay with us."

**Rudometkin** said that community factors such as recreation, schools and amenities are key to attracting talented and qualified individuals to county government jobs. **Rudometkin** said that since the county made the move to bring salaries to a more competitive level, more resumes are being received for open positions in county government,

**Rudometkin**, who has more than 20 years of experience in government administration positions, tops the list with \$160,000 annually in salary, \$30,000 more than his predecessor, Allen Sartin.



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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

Carlsbad Current-Argus (NM)  
January 6, 2015

**New elected Eddy County officials sworn in Tuesday morning**  
Author: Katie England

Davis, who worked for the Current-Argus for 33 years until late 2013, will replace term-limited commissioner Jack Volpato. Walterscheid will replace term-limited commissioner Tony Hernandez.

Both attended commissioner "boot camp" training in December along with other new commissioners from around the state. County Manager **Rick Rudometkin** also attended.

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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

Carlsbad Current-Argus (NM)  
November 6, 2014

**Eddy County emergency services director resigns**

Author: Jessica Onsurez

Eddy County officials will be temporarily splitting up the duties of the county's Emergency Preparedness Manager after the resignation of Joel Arnwine.

According to Hernandez, there is no rush to fill Arnwine's vacated position. Commissioner John Volpato said that Arnwine's duties will be assigned to current county administration staff, a decision which was made Tuesday. "We are splitting management of the county fire and EMS between the county manager and the assistant county manager," said Volpato.

County Manager **Rick Rudometkin** will be heading the fire services department and emergency services will fall under the supervision of Assistant County Manager Kenney Rayroux. "We will see how this (division) works and reevaluate the net fiscal year; then make the decision whether to replace Joel," **Rudometkin** said.

**Rudometkin** and Rayroux will assume the duties on Nov. 10, directly following Arnwine's leave, but both Hernandez and Volpato said they expect the transition to go fairly smoothly. "We are looking forward to see how both departments develop under the new system," **Rudometkin** said.

**Rudometkin** said that both departments should continue to function normally and there are no disruptions to services to the county expected.

According to **Rudometkin**, both he and Rayroux will not be receiving additional pay to take on the additional duties, however, that decision may change based standard employee evaluations.

Volpato said that Arnwine is working with the county on the transition and has said he will remain available to the county during that time. Arnwine could not be reached for comment.

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*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
September 10, 2014

**Eddy County and Carlsbad City officials head to D.C.**

Author: Zack Ponce

Several Eddy County and Carlsbad officials will travel to Washington D.C. next week to ensure the Waste Isolation Pilot Plant receives emergency funding to pay for underground recovery efforts after a radiation leak. Eddy County Commissioners Susan Crockett, Jack Volpato and Tony Hernandez, along with County Manager **Rick Rudometkin** and Carlsbad City Councilor Janell Whitlock will meet with top government officials and politicians from Sept. 16 to 18 about finalizing appropriations for the nuclear waste disposal facility. Carlsbad Mayor Dale Janway and Carlsbad Mayor's Nuclear Task Force Chairman John Heaton will also separately travel to D.C. from Sept. 15 to 18. Hernandez said the lobbying trip is "crucial" because Congress does not have much more time to allocate emergency funding to WIPP.

A chemical reaction caused an explosion inside a waste drum stored in underground salt deposits at WIPP on Feb. 5. Shortly after, trace amounts of americium and plutonium were discovered in the outside air about a half mile from the site located 26 miles southeast of Carlsbad. Both the House and Senate appropriations committees passed funding bills in June to grant WIPP money for cleanup expenses in addition to its \$220 million operating budget already approved by President Barack Obama for Fiscal Year 2015. However, Congress has not yet passed a reconciled bill that would allow WIPP to receive the funding, and that worries many leaders in Eddy County. "It's very important for us to get this work done while we're in Washington because of the short timeframe," Hernandez said.

Congress has until Sept. 19 to pass an appropriations bill to fund government agencies before the legislative body will break until after the November elections. If one is not passed, those agencies including the U.S. Department of Energy can only gain access to money via continuing resolutions. According to Volpato, the problem with that route is WIPP cannot access additional money for recovery. "The money is in there (appropriations bills) but if we go into a Continuing Resolution, we won't get that money," Volpato said. "We need an additional \$130 million and we're going to be having those conversations to make sure that happens."

The Senate Appropriations Committee authorized the DOE to receive an extra \$102 million for recovery efforts. The House appropriations committee authorized the DOE to receive up to \$120 million, contingent upon any excess money that the government had saved up from anticipated overpayments of employee's pensions.

The Eddy County and city contingent will meet with Sen. Barbara Mikulski (D-Maryland), Sen. Richard Shelby (R-Alabama), Rep. Harold Rogers (R-Kentucky), and URS Corporation officials in addition to New Mexico's congressional delegation. Mikulski chairs the Senate Appropriations Committee while Shelby and Rogers are members of the appropriations committee in the Senate and House respectively.

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*(Articles are in reverse chronological order)*

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Carlsbad Current-Argus (NM)  
August 6, 2014

**County Commission leans toward not providing security at FLETC**  
Author: Jonathan Smith

The message from Eddy County officials is clear: it will not get into the security business. The Eddy County Commission sent that direction to county staff Tuesday while members discussed a proposal to contract security services for the detention center for undocumented immigrants at Artesia's Federal Law Enforcement Training Center. U.S. Immigration and Customs Enforcement had asked the county to provide security for the center.

County Manager **Rick Rudometkin** said it would not have cost the county any money. The county would have been reimbursed by the federal government.

A previous discussion was tabled during a meeting in July to give the county enough time to gather more information from ICE. However, elected county officials still had concerns over the process during Tuesday's commission meeting. "I just don't get any warm feeling with intrenching us with this," Eddy County Sheriff Scott London said. "I really don't feel that it is our job to provide security."

London and **Rudometkin** said a contract like that could have strained county law-enforcement services because the county could lose employees to the project. London stressed to the Commission that departments like the Eddy County Detention Center are still understaffed because of recruitment issues and a potential security contractor would most likely have to find future employees from Carlsbad and Artesia.

ICE had asked that a third-party company contract 88 officers for the center, **Rudometkin** said.

County Commissioners shared similar beliefs and agreed that it should be ICE's responsibility to contract the security service without getting the county involved. "I'm not in favor of it for multiple reasons," Commissioner Susan Crockett said. "It's not something we should get involved with." "The lack of support from ICE terribly disturbs me," Commission Chairman Tony Hernandez said.

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*(Articles are in reverse chronological order)*

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Associated Press State Wire: New Mexico (NM)  
July 8, 2014

**Immigration security help vowed for New Mexico**

Author: Unknown

Federal authorities are promising a southeastern New Mexico county that immigration officials will pay for any additional security connected to a temporary detention center.

The Carlsbad Current-Argus reports (<http://goo.gl/ELEbeu>) that Eddy County **Manager Rick Rudometkin** (ROO'-doh-MEHT'-kin) said last week U.S. Immigration and Customs Enforcement asked the county to provide backup security.

But **Rudometkin** says the county will have to go through a contractor to hire close 90 security personnel. He says ICE will foot the bill.

Federal officials are using Artesia's Federal Law Enforcement Training Center as a detention center for 700 Central American women and children. The three barracks at the Artesia site will hold people as they await deportation or seek asylum amid an influx of women and children fleeing gang violence and poverty in Central America.

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Region: Carlsbad NM UPI NewsTrack  
February 27, 2014

**13 WIPP workers test positive for radiation, DOE says**  
UPI News Service

Thirteen employees at the Waste Isolation Pilot Plant near Carlsbad, N.M., have tested positive for radiation after a leak at the plant, officials said. More people will be tested for radiation during the ongoing investigation into how the Feb. 14 leak at the plant happened, KRQE-TV, Albuquerque, reported.

The Department of Energy said 13 people who were working above ground the day of the leak have tested positive for radiation. It is too soon to tell how the radiation will affect the workers' health, but people they come in contact with are not at risk, the DOE said.

In a letter sent out Wednesday to the residents of Eddy and Lea counties, the DOE said radiation got into the air at very low levels, posing no more risk than a chest X-ray. An underground facility that stores contaminated waste from Los Alamos and other nuclear sites has been closed since the incident. Residents said they are concerned about the leak.

I don't think the people really know what's going on at WIPP, said Carlsbad resident, Robert Ortiz. WIPP has always been secretive.

However, Eddy County Manager **Rick Rudometkin** said he believes the DOE is handling the situation well. Whenever you have a disaster of any kind, there are always issues. You always mitigate the disaster and you move forward, **Rudometkin** said.

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Carlsbad Current-Argus (NM)  
November 6, 2013

**Eddy County Commission OKs \$120K contract for new manager**  
Author: Jonathan Smith

Eddy County Commission officially approved the hiring of new County Manager **Rick Rudometkin** after the commission finalized the contract during the commission meeting Tuesday morning.

**Rudometkin**, former public works director for the county, was announced as the replacement candidate for current County Manager Allen Sarkin during a commission meeting Oct. 15. He will be paid \$120,000 a year, according to the contract.

The salary will be reviewed after a full year, and he'll be entitled to the same cost-of-living increases provided to other members of Eddy County's management staff. The contract also calls for use of a county vehicle.

Sartin, the current acting manager, earned around \$130,000 last year in salary, according to the Rio Grande Foundation website. Lea County's manager netted \$151,000 according to the website. The county manager in Chaves County, meanwhile, earns \$123,000 annually.

**Rudometkin's** contract does not list a figure amount for benefits, but it did indicate he should receive the same benefits provided to all other county employees. He will also be entitled to 160 hours of paid vacation leave per year. He is eligible for 80 vacation hours immediately.

**Rudometkin**, who was hired in April for the public works position, beat out a field of 30 candidates for manager position. **Rudometkin** made the transition to the position in October. He will continue to work with Sartin until he retires on Dec. 20.

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Carlsbad Current-Argus (NM)  
October 15, 2013

**Public works director Rick Rudometkin gets Eddy County manager job**

Author: Stella Davis

Eddy County Public Works Director **Rick Rudometkin** has been named the New Eddy County manager. County Commission Chairman Jack Volpato said the commission believes **Rudometkin** comes well-qualified for the job and the commission's choice is a good one. The county initiated the search for a new county manager in July after current manager Allen Sartin announced he planned to retire Dec. 20.

Starting next week, **Rudometkin** will transition into the county manager's office and work with Sartin until he leaves. **Rudometkin** was hired in April for the public works position and was chosen for the county manager's job from a field of 30 candidates. "I'm extremely happy and very humbled that the commission chose me. I think I can help move our county into the future," **Rudometkin** said after the commission announced its choice.

**Rudometkin** comes to the jobs years of administrative experience. Prior to accepting the job in Eddy County, he served as the streets division manager for the city of Colorado Springs and managed a \$22 million budget from 2011 to February of this year. From 2007 through May of 2011, **Rudometkin** worked for Modoc County in Alturas, Calif., where he served as director of transportation and public works director and later, county administrative office and director of administrative services. He also has worked as public works manager for the city of Dana Point, Calif., as well as for a private company as a public works inspector. **Rudometkin** holds a Bachelors of Science in Business Management degree from Woodbury University in Burbank, Calif.



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Colorado Springs Independent  
June 5, 2013

**City's severance deals require ex-workers to keep quiet  
Hush and be paid**

Author: Pam Zubeck

Editor's note: After deadline Tuesday, the city released two more severance agreements, bringing the total to 31. This story has been updated to reflect that change.

Most of the 31 Colorado Springs employees given severance pay to leave the city since Mayor Steve Bach took office in June 2011 agreed to keep their mouths shut about those severance agreements, and about city business as well. In some cases, employees faced paying the city "damages" if they didn't hold up their end of the deal. For example, land development review division manager Dick Anderwald received \$36,777 in severance pay but risked losing half of it if he blabbed.

While the agreements vary, one "non-disparagement" clause reads: "Employee shall not make negative comments relating to the City, its employees or representatives, its services, or the circumstances surrounding Employee's departure from the City's employment. The City shall not make negative comments relating to Employee's employment with the City."

It's one of the revelations that comes after the city reversed its decision to keep the severance agreements secret. The Independent had sought the agreements in February and again in April. In May, it engaged attorney Bill Louis, who pursued them on the Indy's behalf. The city failed to respond within the time allowed by law and then sought an extension.

The Indy threatened in a May 28 letter to file a lawsuit if the agreements weren't released by Friday, May 31. Late that day, the city said it would release the records, without explaining why it was reversing course. It followed through around midday Monday.

Of the 31 agreements, only one acknowledges a previous employment contract that required severance pay. Former City Attorney Patricia Kelly was entitled to six months' pay under her 2000 contract, which in 2011 amounted to \$96,164.

Ten of the dismissals were due to "reduction in force," while others resulted from retirements, resignations or a desire by the employee and city to "resolve claims" that were pending (but otherwise not described). One such resignation agreement involved 31-year employee Steve Cox, who left last summer after serving as fire chief, interim city manager and in two high-level positions for Bach.

The total tab for severance doled out between July 2011 and May 2013 comes to more than \$950,000. That doesn't include other concessions the city made, such as paying for health coverage, paying for unused sick time, and forgoing collection of \$2,100 paid in education

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assistance to firefighter Scott Bond, who was with the city only 15 months and also collected \$9,918 in severance pay.

In fact, four employees who spent less than a year with the city received substantial severance packages. One for streets division manager **Rick Rudometkin** totaled nearly \$28,000; another for deputy city attorney Robert Frankel, nearly \$21,000. But shorttimers weren't the rule. Those ousted represent a cumulative total of more than 300 years of service to the city.

All that leaves Councilor Jan Martin wondering about the mayor's severance program. "It's not uncommon for the private sector to require confidentiality agreements as well as non-disparagement agreements, but as I mentioned before, city government is not the private sector and should be much more open when employees are let go with severance packages," she writes via e-mail. She adds that she's "uncomfortable" that ex-employees are prohibited from discussing their agreements and other city matters.

That's probably because it's not good policy, says Luis Toro, director of the nonprofit Colorado Ethics Watch. "The people of Colorado Springs would be better off knowing what might be going wrong inside their city government," Toro says in an e-mail, "instead of having their tax dollars used to buy the silence of potential critics."

**Internet – Newspaper Archives Searches**  
**RICK J. RUDOMETKIN**  
*(Articles are in reverse chronological order)*

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Gazette, The: Blogs (Colorado Springs, CO)  
January 5, 2012

**City announces new Streets Division manager**

Author: Daniel Chacon

Colorado Springs has a new Streets Division manager. The city announced today that **Rick J. Rudometkin**, whose effective start date was Tuesday, was selected after a national search and competitive process. **Rudometkin** will be paid \$110,819 a year, city spokeswoman Mary Scott said.

**Rudometkin** worked for the last four years as director of transportation/public works for the County of Modoc in California. He recently served as that city’s chief administrative officer, the city said in a press release.

**Rudometkin** has a bachelors of science degree in business management from Woodbury University and has worked in both the public and private sector, the city said.

He has also worked as public works manager for the city of Dana Point and utility/project manager for the engineering firm Willdan.

**Internet – Newspaper Archives Searches**  
**RICK J. RUDOMETKIN**  
*(Articles are in reverse chronological order)*

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Herald and News (Klamath Falls, OR)  
November 11, 2009

**Modoc OKs crisis team**  
**Supervisors reject state of emergency declaration**  
Author: Lee Juillerat

Modoc County supervisors Tuesday voted not to seek an emergency declaration because of the county's financial crisis, but agreed to use a newly established incident management team to help try to avert a worsening situation.

During an often tumultuous meeting, supervisors named **Rick Rudometkin**, the county's director of transportation/public works director, interim county administrative officer. He will work with departing CAO Mark Charlton, who last week announced his resignation effective Dec. 4.

Supervisors also announced their intention to seek legal action against the firm that did the county's 2007-08 audit, which was rejected by the state of California. They will hire a new firm to redo the 2007-08 audit, complete an audit for 2008-09 and audit the Modoc Medical Center.

County leaders will meet Friday with representatives from Plumas Bank, which has a bank in Alturas, about negotiating a short-term loan for \$3 million to \$4 million. Charlton last week told supervisors the county needs a loan to cover expenses through June. He said the county may be unable to meet payroll and other expenses by February or March.

The crisis stems from long-standing financial problems at the county owned Modoc Medical Center, which, despite repaying more than \$2 million in the past year, has a remaining debt of about \$12.5 million. It was learned earlier this year that money from various earmarked accounts was transferred to the hospital.

In a meeting marked by confusion, with supervisors verbally sparring among themselves and with county department heads, the board unanimously appointed **Rudometkin** without discussing his qualifications. The action came before the supervisors heard a report from the incident management team formed last Friday to investigate and recommend possible solutions to the county's financial crisis. Several team members, including department heads and others who voluntarily worked through the weekend, were clearly upset.

Undersheriff Gary Palmer, who issued the county's emergency declaration last week and was proposed to head the management team, helped cool the tensions by pledging to work with **Rudometkin**. "I don't care who's in charge. This system works," Palmer said, referring to the incident management team process. "All he has to do is ask."

Palmer's comments came after supervisors unanimously agreed to reject his call for a state of emergency based on the financial crisis. Under state law, a county's governing board has the final decision on seeking an emergency status. County District Attorney Gary Woolverton issued a

**Internet – Newspaper Archives Searches****RICK J. RUDOMETKIN***(Articles are in reverse chronological order)*

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legal opinion saying he does not believe a financial crisis qualifies as an emergency. Richard Arrow, a retired auditor hired by Modoc County to assist with financial advice, said he believes steps taken Tuesday serve as good first steps in solving problems. "I wouldn't say I'm optimistic, but I'm positive," Arrow said, noting the three audits will start after Thanksgiving. "In order for this to be successful, there has to be a unified front."

**Internet – Newspaper Archives Searches**  
**RICK J. RUDOMETKIN**  
*(Articles are in reverse chronological order)*

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[CB&A Note: Only the information relevant to **Rick J. Rudometkin** is listed below.]

<http://www.danapoint.org/home/showdocument?id=2374>  
June 8, 2005

**CITY OF DANA POINT, CALIFORNIA**  
**CITY COUNCIL REGULAR MEETING MINUTES**

3. Recognition of Employees Who Assisted in Storm Related Disasters  
Mayor Rayfield presented Certificates of Recognition to the following individuals who assisted in recent storm related disasters in the City of Dana Point:

City of Dana Point  
**Rick Rudometkin**

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Research Compiled by:      Amanda Dillabough & Shannon Farr  
   Colin Baenziger & Associates



# CITY OF BELLE ISLE

## *Public Meet & Greet*

### *City Manager Candidates*

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Join us for a meet and greet with the finalists for the Belle Isle City Manager position.

Attendees will be able to provide feedback on the candidates to the City Council by filling our comment cards at the meet and greet, or by emailing comments to [cityclerk@belleislefl.gov](mailto:cityclerk@belleislefl.gov).

The event will be held on **Friday, September 8, 2023—6:00 pm-7:30 pm**  
at **City Hall Chambers located at 1600 Nela Avenue.**  
Light refreshments will be provided at the event.

This event is open to the public. As such, please be advised that one or more City Council members and City staff may be in attendance. Learn about the finalists at [www.belleislefl.gov](http://www.belleislefl.gov).

Under the Americans with Disabilities Act, all persons who are disabled and need special accommodations to attend this event should contact the office of the City Clerk at 407-851-7730 no later than two days before the event.