



Homer City Hall

491 E. Pioneer Avenue

Homer, Alaska 99603

www.cityofhomer-ak.gov

City of Homer Agenda

City Manager Hiring Committee

Monday, June 29, 2020 at 5:00 PM

Cowles Council Chambers via Zoom Webinar

Dial (253) 215 8782 or (669) 900 6833 or Toll Free (877) 853 5247 or (888) 788 0099

Webinar ID: 911 1377 4612 Password: 519083

CALL TO ORDER, 5:00 P.M.

APPROVAL OF THE AGENDA

NEW BUSINESS ITEM A

- [A.](#) 5:00 p.m. Committee Interview of City Manager Candidate
 - i. Application and Resume - Rob Dumouchel

PUBLIC COMMENTS ON ITEMS ON THE AGENDA

NEW BUSINESS ITEM B

- B. Consideration of City Manager Candidate

COMMENTS OF THE AUDIENCE

COMMENTS OF THE COMMITTEE

ADJOURNMENT

City Council has scheduled a Special Meeting for Wednesday, July 1, 2020 at 5:00 p.m. The next regular meeting is Monday, July 27, 2020 at 6:00 p.m. A worksession will be conducted at 4:00 p.m. Committee of the Whole at 5:00 p.m. All meetings scheduled to be held virtually via Zoom in the City Hall Cowles Council Chambers located at 491 E. Pioneer Avenue, Homer, Alaska.

[Homer](#)[Departments](#)[Government](#)[e](#)[Documents](#)[Job Openings](#)[Helpful Links](#)

Employment Application | Submitted: 10-May-2020

AAA

Rob Dumouchel

☎ (805) 704-7540

✉ robdumouchel@gmail.com

🏠 124 W Wabash Ave
Eureka, CA 95501
United States**City Manager****Job Location** - Homer, AK**Department** - Administration**Source** - Other - icma.org

Employment History

Please list your previous employers starting with your current, or most recent employer.

City of Eureka, Development Services Department - Current Employer

Job Title: Interim Director**Dates Employed From:** Mar/2020**Dates Employed To:** Currently Employed**Employment Length:** 0 years, 2 months

Duties: *Direct the City's Planning Division and make discretionary decisions as the Director for actions such as minor use permits, coastal development permits, administrative adjustments, and minor variances. *Responsible for the implementation of the City's zoning code, general plan, housing element, local coastal program, and other long-term

Supervisor Name: Pam Powell**Address:** Eureka, CA, UNITED STATES**Phone:** 707-441-4160**Ending Rate of Pay:** \$98,200/yr**May We Contact?** No

strategic plans. *Administer a budget of \$1.96M. *Serve as a key member of the City's leadership team. *Manage Building Division staff under direction of Chief Building Official/Public Works Director while a larger citywide reorganization is underway. *Rapidly redeployed Planning & Building Divisions with a distributed workforce model after COVID-19 shelter in place orders were issued for Humboldt County.

Reason For Leaving: Currently Employed

City of Eureka, Public Works Department

Job Title: Planning & Building Manager

Dates Employed From: Oct/2019

Dates Employed To: Mar/2020

Employment Length: 0 years, 5 months

Duties: *Responsible for day-to-day operations of the City's Planning and Building Divisions, which included the management of eight full-time employees and three temporary employees. *Collaborated frequently with other City departments and divisions to improve service to the public and enforcement of City regulations. *Reconfigured public counter hours, phone systems, and web-based experiences to decrease interruptions and increase efficiency for counter staff. *Negotiated contracts with service providers. *Implemented a new pre-development multi-division review process for small development projects. *Coordinated a peer to peer training program within the planning division. *Assigned work; completed performance reviews; interviewed and hired staff. *Continued management of the City's commercial cannabis licensing program.

Reason For Leaving: Promoted

Supervisor Name: Brian Gerving

Address: Eureka, CA, UNITED STATES

Phone: 707-441-4155

Ending Rate of Pay: \$76,800/yr

May We Contact? No

City of Eureka, Public Works Department

Job Title: Permit Manager

Dates Employed From: Jul/2019

Dates Employed To: Oct/2019

Employment Length: 0 years, 3 months

Duties: *Responsible for day to day operations of the City's Planning & Building Divisions, which included the management of eight full-time employees and three temporary employees. *Collaborated frequently with other City departments and divisions to improve service to the public and enforcement of City regulations. *Reconfigured public counter hours, phone systems, and web-based experiences to decrease interruptions and increase efficiency for counter staff. *Negotiated contracts with service providers. *Implemented a new pre-development multi-division review process for small development projects. *Coordinated a peer to peer training program within the planning division. *Assigned work completed performance reviews interviewed and hired staff. *Continued management of the City's commercial Cannabis Licensing program.

Supervisor Name: Brian Gerving

Address: Eureka, CA, UNITED STATES

Phone: 707-441-4155

Ending Rate of Pay: \$69,800

May We Contact? No

Reason For Leaving: Promoted

City of Eureka, Development Services Department

Job Title: Associate Planner

Dates Employed From: Jun/2018

Dates Employed To: Jun/2019

Employment Length: 1 year

Duties: *Assumed management of the City's Cannabis Licensing program six months after the launch of legal recreational cannabis in California
*Guided cannabis businesses through the City's licensing program which included : providing planning and zoning consultation reviewing applications coordinating a multi-department review process which can include Police, Fire, Building, Source Control, and Code Enforcement coordinating background checks completing use permits and coastal development permits making environmental review CEQA determinations and responding to requests from State regulatory agencies. *Managed the City's cannabis retail request for proposals process. *Wrote modifications to the municipal code allowing on-site consumption of cannabis in licensed facilities.

Reason For Leaving: Promoted

Supervisor Name: Rob Holmlund

Address: Eureka, CA, UNITED STATES

Phone: 707-441-4160

Ending Rate of Pay: \$66,300

May We Contact? No

Humboldt State University

Job Title: Graduate Research Assistant

Dates Employed From: Jan/2017

Dates Employed To: Dec/2018

Employment Length: 1 year, 11 months

Duties: *Worked as part of a research team consisting of academics and industry consultants to create fishing community sustainability planning documents for the ports of Eureka and Shelter Cove in Humboldt County, CA funded by the NOAA Saltonstall-Kennedy Grant Program. *Led Eureka based research efforts under the direction of a Principal Investigator
*Identified and interviewed waterfront stakeholders created a public participation process conducted document review and made presentations at public meetings held by local governments, fishing and waterfront focused industry groups, and the American Fisheries Society

Reason For Leaving: End of Contract/Project

Supervisor Name: Laurie Richmond

Address: Arcata, CA, UNITED STATES

Phone: 707-826-3202

Ending Rate of Pay: \$20,000/yr

May We Contact? Yes

City of Eureka, Development Services Department

Job Title: Assistant Planner

Dates Employed From: Aug/2017

Dates Employed To: May/2018

Employment Length: 0 years, 9 months

Supervisor Name: Rob Holmlund

Address: EUREKA, CA, UNITED STATES

Phone: 707-441-4160

Duties: *Assisted the public with planning and zoning-related questions and projects *Reviewed : building plans, vacation dwelling unit applications, business licenses, home occupation permits, and CDBG Homebuyer applications. *Researched and prepared staff reports for coastal development permits, conditional use permits, design review projects, historic preservation projects, and appeals. *Planned, promoted, and implemented public engagement events. *Managed relationships with project applicants. *Presented projects to the Design Review Committee, Historic Preservation Commission, Planning Commission, and City Council.

Reason For Leaving: Promoted

Ending Rate of Pay: \$57,300

May We Contact? No

City of Eureka, Parks & Recreation Department

Job Title: Assistant Environmental Programs Coordinator & Assistant Planner

Dates Employed From: Jan/2015

Dates Employed To: Sep/2016

Employment Length: 1 year, 8 months

Duties: *Provided complex support and assistance to the Departments management team in the coordination and implementation of parks-related projects. *Collaborated on grant writing projects that resulted in over 800, 000 in funding for parks facilities and environmental programming. *Helped create and develop E.C.O. Eureka, a program which serves as a delivery device for environmental stewardship and conservation information within the City of Eureka *Provided support to the Community Access Project for Eureka's C.A.P.E Pathway to Payday program which teaches job interviewing skills to people experiencing homelessness as well as others with barriers to traditional employment. *Presented projects and programs to the City Council and Open Space Parks & Recreation Commission.

Reason For Leaving: Promoted

Supervisor Name: Donna Wood

Address: Eureka, CA, UNITED STATES

Phone: 707-268-1858

Ending Rate of Pay: \$22/hr

May We Contact? No

Systems & Marketing Solutions

Job Title: Vice-President

Dates Employed From: Oct/2006

Dates Employed To: Sep/2013

Employment Length: 6 years, 11 months

Duties: *Grew business from a two-person startup to a team of seven professionals that managed millions of dollars each year in Pay Per Click PPC ads for a nationwide clientele. *Coordinated digital marketing campaigns, developed marketing strategies, and managed monthly client reporting process. *Provided direction, oversight, and training to a team of marketing analysts.

Reason For Leaving: Sold ownership stake in business, returned to

Supervisor Name: Bob Dumouchel

Address: Grover Beach, CA, UNITED STATES

Phone: 805-481-0118

Ending Rate of Pay: \$60,000

May We Contact? Yes

college

US Army

Job Title: Specialist E4 98C KP - Korean Language Trained Signals Intelligence Analyst

Dates Employed From: Jan/2001

Dates Employed To: Dec/2004

Employment Length: 3 years, 11 months

Duties: Completed the Defense Language Institutes Korean Basic Course at the Presidio of Monterey, CA and Electronic Warfare Signals Intelligence Analyst Course at Goodfellow Air Force Base, TX. Held Department of Defense recognized proficiencies in Korean 2/2+/2, Swedish 3/3, Norwegian 3/3, and Danish 1+/2 as well as a Top Secret/Sensitive Compartmented Information SCI clearance. Honorably discharged

Reason For Leaving: Medical Discharge

Supervisor Name: N/A

Address: Goodfellow AFB, TX,
UNITED STATES

Phone: 325-654-5295

Ending Rate of Pay: E-4

May We Contact? No

Education

List below your educational background, including high school, all colleges, trade and military service schools.

Please enter N/A if the field is not applicable.

Humboldt State University | Graduate School

Degree: Master of Science

Graduated? Yes

Major: Environmental and Natural Resource Sciences

Allan Hancock College | College or University

Degree: Associate of Arts

Graduated? Yes

Major: Liberal Studies: Mathematics and Science

Humboldt State University | College or University

Degree: Bachelor of Science

Graduated? Yes

Major: Environmental Management & Protection, Natural Resources Planning

Allan Hancock College | College or University

Degree: Associate of Science

Graduated? Yes

Major: Recreation Management

Allan Hancock College | College or University

Degree: Associate of Science
Major: Computer Business Information Systems

Graduated? Yes

Resume


You can provide us with your resume here. You may either upload a file containing a formatted version, or cut & paste a text version in the space provided.

Click on the link to open the resume file if you wish to print the formatted resume.

File Name

Link

Rob Dumouchel - Homer 2020.pdf

 Preview

Download

Text Only Resume

Rob Dumouchel
 robdumouchel@gmail.com , 124 W Wabash Ave, Eureka, CA 95501
 805-707-7540

EDUCATION

Humboldt State University, Arcata, CA
 Master of Science, Environmental and Natural Resource Sciences (2019)
 Thesis - Fishing Community Capitals & Regulatory Ghosts :
 Planning for Sustainability in Eureka, California
 Bachelor of Science (Magna Cum Laude) , Environmental Management &
 Protection, Natural Resources Planning (2016)
 College of Natural Resources and Sciences Academic Excellence
 Award 2016-2017
 Department of Environmental Sciences and Management Outstanding
 Student Award 2016-2017

Allan Hancock College, Santa Maria, CA
 Associate of Arts, Liberal Studies : Mathematics and Science, Honors (2014)
 Associate of Science, Recreation Management, Honors (2013)
 Associate of Science, Computer Business Information Systems, Honors (2008)

PROFESSIONAL CERTIFICATIONS

International Public Management Association for Human Resources
 Public Sector HR Essentials Program, IPMA-CP (2020)

Emergency Management Institute
 FEMA Professional Development Series (2020)

Pepperdine University, School of Public Policy, Malibu, CA

Professional Certificate, Advanced Public Engagement for Local Government (2018)

PROFESSIONAL EXPERIENCE

City of Eureka, Eureka, CA

Eureka is a remote micropolitan city on the north coast of California which is home to 28 ,000 residents. Eureka is a full- service city with approximately 225 full-time equivalent positions and a \$64.9 million operating budget for FY 2019-2020.

Located between Humboldt Bay and redwood forests, Eureka exists in a complex and challenging regulatory environment.

Interim Director, Development Services Department ,March 2020 to Present

- . Direct the City's Planning Division and make discretionary decisions as the Director for actions such as minor use permits, coastal development permits, administrative adjustments, and minor variances.
- . Responsible for the implementation of the City's zoning code, general plan, housing element, local coastal program, and other long-term strategic plans.
- . Administer a budget of \$1.96M.
- . Serve as a key member of the City's leadership team.
- . Manage Building Division staff under direction of Chief Building Official/Public Works Director while a larger citywide reorganization is underway.
- . Rapidly redeployed Planning & Building Divisions with a distributed workforce model after COVID-19 shelter in place orders were issued for Humboldt County.

Planning & Building Manager, Public Works Department ,October 2019 to March 2020

Permit Manager, Public Works Department ,July 2019 to October 2019

- . Responsible for day-to-day operations of the City's Planning & Building Divisions, which included the management of eight full-time employees and three temporary employees.
- . Collaborated frequently with other City departments and divisions to improve service to the public and enforcement of City regulations.
- . Reconfigured public counter hours, phone systems, and web-based experiences to decrease interruptions and increase efficiency for counter staff.
- . Negotiated contracts with service providers.
- . Implemented a new pre-development multi-division review process for small development projects.
- . Coordinated a peer to peer training program within the planning division.
- . Assigned work; completed performance reviews; interviewed and hired staff.

. Continued management of the City's commercial cannabis licensing program.

Associate Planner (Cannabis Licensing) , Development Services
Department , June 2018 to June 2019

. Assumed management of the City's cannabis licensing program six months after the launch of legal

recreational cannabis in California.

. Guided cannabis businesses through the City's licensing program which included : providing planning and

zoning consultation; reviewing applications; coordinating a multi-department review process which can

include Police, Fire, Building, Source Control, and Code Enforcement; coordinating background checks; completing use permits and coastal development permits; making environmental review (CEQA)

determinations; and responding to requests from State regulatory agencies.

. Managed the City's cannabis retail request for proposals process.

. Wrote modifications to the municipal code allowing on-site consumption of cannabis in licensed facilities.

Assistant Planner (Current Planning) , Development Services
Department , August 2017 to May 2018

. Assisted the public with planning and zoning-related questions and projects

. Reviewed : building plans, vacation dwelling unit applications, business licenses, home occupation permits, and CDBG Homebuyer applications.

. Researched and prepared staff reports for coastal development permits, conditional use permits, design

review projects, historic preservation projects, and appeals.

. Planned, promoted, and implemented public engagement events.

. Managed relationships with project applicants.

. Presented projects to the Design Review Committee, Historic Preservation Commission, Planning Commission, and City Council.

Assistant Planner, Parks & Recreation Department , October 2016 to August 2017

Assistant Environmental Programs Coordinator, Parks & Recreation
Department , January 2015 to September 2016

. Provided complex support and assistance to the Department's management team in the coordination and

implementation of parks-related projects.

. Collaborated on grant writing projects that resulted in over \$800,000 in funding for parks facilities and environmental programming.

. Helped create and develop E.C.O. Eureka, a program which serves as a delivery device for environmental

stewardship and conservation information within the City of Eureka.

- . Provided support to the Community Access Project for Eureka's (C.A.P.E) Pathway to Payday program which teaches job interviewing skills to people experiencing homelessness as well as others with barriers to traditional employment.

- . Presented projects and programs to the City Council and Open Space Parks & Recreation Commission.
Humboldt State University, Arcata, CA

Graduate Research Assistant ,January 2017 to December 2018

- . Worked as part of a research team consisting of academics and industry consultants to create fishing community sustainability planning documents for the ports of Eureka and Shelter Cove in Humboldt County, CA funded by the NOAA Saltonstall-Kennedy Grant Program.

- . Led Eureka based research efforts under the direction of a Principal Investigator.

- . Identified and interviewed waterfront stakeholders; created a public participation process; conducted document review; and made presentations at public meetings held by local governments, fishing and waterfront focused industry groups, and the American Fisheries Society.

Systems & Marketing Solutions, Grover Beach, CA

Vice-President ,October 2006 to September 2013

- . Grew business from a two-person startup to a team of seven professionals that managed millions of dollars each year in Pay Per Click (PPC) ads for a nationwide clientele.

- . Coordinated digital marketing campaigns, developed marketing strategies, and managed monthly client reporting process.

- . Provided direction, oversight, and training to a team of marketing analysts.

VOLUNTEER EXPERIENCE

Santa Barbara Channel Swimming Association, Channel Islands, CA ,Board of Directors ,2012 to 2016

California Fish & Game Commissioner Hostler-Carmesin, Trinidad, CA ,Intern ,2015

MILITARY EXPERIENCE

US Army, Various Locations

Specialist (E4) 98C KP - Korean Language Trained Signals Intelligence

Analyst ,2001 to 2004
Completed the Defense Language Institute's Korean Basic Course at the Presidio of Monterey, CA and Electronic Warfare Signals Intelligence Analyst Course at Goodfellow Air Force Base, TX. Held Department of Defense recognized proficiencies in Korean (2/2+2) , Swedish (3/3) , Norwegian (3/3) , and Danish (1+2) as well as a Top Secret/Sensitive Compartmented Information (SCI) clearance. Honorably discharged.

PUBLICATIONS

Richmond, L., Dumouchel, R., Pontarelli, H., Casali, L., Smith, W., Gillick, K., Goode, P., Dowling, M., and Suarez, A. (2019) .
Fishing Community Sustainability Planning : A Framework and Examples from the California Coast. Sustainability, 11 (7) .

Richmond, L., Gruby, R., Kotowicz, D., and Dumouchel, R. (2019) . Local Participation and Large Marine Protected Areas :
Lessons from a U.S. Marine National Monument. Journal of Environmental Management, 252 (15) .

Dumouchel, R. (2019) . Fishing Community Capitals & Regulatory Ghosts : Planning for Sustainability in Eureka, California
(Master's thesis, Humboldt State University) .

Admin Uploaded Files

There are no admin uploaded files for this applicant.

References

Please fill out the information below regarding references.

Laurie Richmond

Relationship: Professor/Supervisor

Phone: 707-826-3202

Years Known: 6

Henry Pontarelli

Relationship: Colleague

Phone: 805-801-9646

Years Known: 3

Ken Bates

Relationship: Fishing Community Planning Project Stakeholder

Phone: 707-442-7382

Years Known: 3

Job Questions

City Manager 2019 |

Question	Answer	Disqualifier?
<p>What do you think are the most important elements of the City Manager position? *** (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your resume or cover letter) *</p>	<p>I think it is critical for a City Manager to be an approachable professional that can efficiently and effectively utilize a leadership team of Department Directors that are experts in their fields. The City Manager needs to have the vision to connect the dots between the many intertwined systems that make up the municipal environment and then be able to translate that complex vision effectively to staff, council, and the public. A City Manager should be self-aware, emotionally intelligent, and thick skinned.</p>	
<p>Describe a professional accomplishment that you feel best demonstrates your ability to be the City Manager of Homer. *** (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your resume or cover letter) *</p>	<p>I think my time as the cannabis licensing program manager for the City of Eureka highlights my skill in learning and keeping pace with a rapidly evolving program while creating teams that cut across departmental hierarchies. I had to balance the rapid expansion of legal businesses with Council directives on what they wanted legal cannabis to look like in the City. I led, and continue to lead, a team which includes police, fire, code enforcement, finance, planning, economic development, and public works personnel. The program has resulted in hundreds of thousands of dollars in local cannabis license revenues, millions of dollars in real estate sales and commercial building improvements, the creation of a large number of new businesses, and hundreds of new jobs. For context, Eureka is in Humboldt County, known for a large traditional cannabis market. The legalization of cannabis was a once-in-a-lifetime economic development opportunity to bring a large, complex, and longstanding market from the rural parts of county into appropriate commercial spaces throughout the City.</p>	
<p>A new policy, is introduced at a council meeting. You do not agree with it. How do you proceed? *** (Please limit each question response to 250 words or less. You can submit question responses as a separate</p>	<p>I let the Council make whatever decision they're going to make as an elected deliberative body. I'm assuming that as City Manager I've already had my chance to discuss the policy and my professional objections with individual council members in</p>	

attachment as you would your resume or cover letter) *	one-on-one meetings. If the Council chooses to introduce and ultimately adopt an ordinance that I don't agree with, it's my job to implement it regardless of my feelings on the matter.
What is your leadership philosophy? *** (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your resume or cover letter) *	I'm very collaborative, team-oriented, and quite mission focused. I believe that staff should be trusted and empowered to do their jobs and create solutions. I don't have every answer, instead I strive to have a well-developed team of professionals that support each other in running the City. I try to spend a lot of time out of my office, observing, and asking questions to make sure I understand the context of the organization's daily operations. I'm very cognizant that my staff doesn't consist of numbers on a spreadsheet, they're people. I make a lot of effort to ensure staff is doing well at a personal level. Leadership, for me, is setting a clear set of boundaries and expectations for a team that trusts and respects each other and facilitating the cooperation needed to meet organizational goals and objectives.
In reviewing the job description, please highlight areas you bring particular experience. *** (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your resume or cover letter) *	I think one area in which I may have a unique advantage over other applicants is my experience with fishing communities. As a graduate student I worked as part of a team of researchers on a NOAA Saltonstall-Kennedy Grant Program funded project which completed two fishing community sustainability planning projects in the ports of Shelter Cove, CA and Eureka, CA. Our team interviewed about 100 total stakeholders, held a series of public engagement events, and created two professional planning documents which have been passed to the fishing communities and local governments to implement. I have additionally co-authored an academic journal article on the fishing community sustainability planning process.

Additional Questions

Employment |

Question	Answer	Disqualifier?
Have you previously filed an	No	

application? *

If yes, Please give dates applied	This question was not answered.
Have you ever been employed with the City? *	No
If yes, Please give dates:	This question was not answered.
Are you prevented from lawfully becoming employed in this country because of VISA or Immigration Status? (Proof of citizenship or immigration status will be required upon employment) *	No
On what date would you be available for work? *	Negotiable
Can you travel if the job requires it? *	Yes
Have you been convicted of a felony within the last 7 years? (Conviction will not necessarily disqualify an applicant from employment) *	No
If yes, Please explain	This question was not answered.
Are you 18 years of age or older? *	Yes

Education |

Question	Answer	Disqualifier?
Describe any specialized training, apprenticeship, skills and extra-curricular activities. *	I have completed training in land use, environmental planning, public engagement, human resources, and emergency management (ICS, NIMS, etc). I have previously held leadership roles within the Masters and open water swimming community.	
Describe any job-related training received in the United States military. *	Graduate of: Basic Training at Fort Leonard Wood, MO; the Korean language basic course at the Defense Language Institute, Presidio of Monterey, CA; Signals Intelligence Analyst course at Goodfellow AFB, TX.	
List any professional, trade, business or civic activities and offices held. (You may exclude membership that would reveal gender, race, national origin, age, ancestry, disability or other protected status. *	Board member, Santa Barbara Channel Swimming Association (2012-2016); Intern, California Fish & Game Commissioner Hostler-Carmesin (2015); Board Member, Southern Pacific Masters Swimming (2009-2011); Board Member, San Luis Obispo Creative & Marketing Alliance (2009-2012)	

Additional Information |

Please enter N/A if the field is not applicable.

Question	Answer	Disqualifier?
Knowledge and Specialized Skills: *	I am a well-rounded professional with municipal-focused training and experience in recreation, planning, building, and human resources.	
What type of computers and software have you used? *	Very experienced with computers, software, websites, etc.; well versed in Microsoft Office products (Word, Excel, Powerpoint, Publisher, etc.); Trakit (software for planning and building project tracking); NeoGov (HR software); Incode (used as municipal finance software); Basic skills in ArcGIS; Adobe Photoshop	
Other qualifications specific to this position? *		
List any certifications you have received: *	IPMA-CP (Public HR Certification) Advanced Public Engagement for Local Government Certification - Pepperdine University Emergency Management Institute FEMA Professional Development Series Certification	
List any family members employed by the City, family members means the spouse of the employee; a life partner or person cohabitating with the employee; a child, including stepchild and/or an adopted child of the employee; a parent, step-parent, sibling, or grandparent of the employee or a parent or sibling of the employees' spouse. *	N/A	
State any additional information you feel may be helpful to us in considering your application *	N/A	
Note to Applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE READ THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING.		
Are you capable of performing in a reasonable manner, with or without reasonable accommodation, the activities described in the job description for which you have	Yes	

applied? *

Applicant Statement

I certify the information provided in my application and resume (if attached) is true and complete to the best of my knowledge.

I expressly authorize, without reservation, the employer, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, resume or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees or representatives, for seeking, gathering and using truthful and non-defamatory information, in a lawful manner, in the employment process and all other persons, corporations or organizations for furnishing such information about me.

I understand that the City of Homer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or eliminating any applicant from consideration for employment on any basis prohibited by applicable local, state or federal law.

This application for employment shall be considered active for a period of time not to exceed one year. If the applicant is not selected for this position they must submit a new application for consideration for other positions that may be advertised.

I also understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and the federal immigration laws require me to complete an I-9 Form in this regard.

The City of Homer does not tolerate unlawful discrimination in its employment practices. No questions on this application is used for the purpose of limiting or excluding an applicant from consideration for employment on the basis of his or her sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status under applicable federal, state, or local law. The City of Homer likewise does not tolerate harassment based on sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status. Examples of prohibited harassment include, but are not limited to, unwelcome physical contact, offensive gestures, unwelcome comments, jokes, epithets, threats, insults, name-calling, negative stereotyping, possession or display of derogatory pictures or other graphic materials, and any other words or conduct that demean, stigmatize, intimidate, or single out a person because of his/her membership in a protected category. Harassment of our employees is strictly prohibited whether it is committed by a manager, coworker, subordinate, or non-employee (such as a vendor or customer). The city of Homer takes all complaints of harassment seriously and all complaints will be investigated promptly and thoroughly.

In the event of employment, I understand that false or misleading information given in my application, resume (if attached) or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the City of Homer.

DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE APPLICANT STATEMENT. I certify that I have read, fully understand and accept all terms of the foregoing Applicant Statement. Please type your name below to confirm that you have read and accept this Applicant Statement.

☒ I agree to the above.

Signature: Robert James Dumouchel II

Date: 2020-05-10 04:08:24pm

IP Address: 75.111.9.124

Signature

Date

Rob Dumouchel

rob dumouchel@gmail.com | 124 W Wabash Ave, Eureka, CA 95501 | 805-707-7540

EDUCATION

Humboldt State University, Arcata, CA

Master of Science, Environmental and Natural Resource Sciences (2019)

Thesis – Fishing Community Capitals & Regulatory Ghosts: Planning for Sustainability in Eureka, California

Bachelor of Science (Magna Cum Laude), Environmental Management & Protection, Natural Resources Planning (2016)

College of Natural Resources and Sciences Academic Excellence Award 2016-2017

Department of Environmental Sciences and Management Outstanding Student Award 2016-2017

Allan Hancock College, Santa Maria, CA

Associate of Arts, Liberal Studies: Mathematics and Science, Honors (2014)

Associate of Science, Recreation Management, Honors (2013)

Associate of Science, Computer Business Information Systems, Honors (2008)

PROFESSIONAL CERTIFICATIONS

International Public Management Association for Human Resources

Public Sector HR Essentials Program, IPMA-CP (2020)

Emergency Management Institute

FEMA Professional Development Series (2020)

Pepperdine University, School of Public Policy, Malibu, CA

Professional Certificate, Advanced Public Engagement for Local Government (2018)

PROFESSIONAL EXPERIENCE

City of Eureka, Eureka, CA

Eureka is a remote micropolitan city on the north coast of California which is home to 28,000 residents. Eureka is a full-service city with approximately 225 full-time equivalent positions and a \$64.9 million operating budget for FY 2019-2020. Located between Humboldt Bay and redwood forests, Eureka exists in a complex and challenging regulatory environment.

Interim Director, Development Services Department | March 2020 to Present

- Direct the City's Planning Division and make discretionary decisions as the Director for actions such as minor use permits, coastal development permits, administrative adjustments, and minor variances.
- Responsible for the implementation of the City's zoning code, general plan, housing element, local coastal program, and other long-term strategic plans.
- Administer a budget of \$1.96M.
- Serve as a key member of the City's leadership team.
- Manage Building Division staff under direction of Chief Building Official/Public Works Director while a larger citywide reorganization is underway.
- Rapidly redeployed Planning and Building Divisions with a distributed workforce model after COVID-19 shelter in place orders were issued for Humboldt County.

Planning & Building Manager, Public Works Department | October 2019 to March 2020

Permit Manager, Public Works Department | July 2019 to October 2019

- Responsible for day-to-day operations of the City's Planning and Building Divisions, which included the management of eight full-time employees and three temporary employees.
- Collaborated frequently with other City departments and divisions to improve service to the public and enforcement of City regulations.
- Reconfigured public counter hours, phone systems, and web-based experiences to decrease interruptions and increase efficiency for counter staff.
- Negotiated contracts with service providers.
- Implemented a new pre-development multi-division review process for small development projects.
- Coordinated a peer to peer training program within the planning division.
- Assigned work; completed performance reviews; interviewed and hired staff.
- Continued management of the City's commercial cannabis licensing program.

Associate Planner (Cannabis Licensing), Development Services Department | June 2018 to June 2019

- Assumed management of the City's cannabis licensing program six months after the launch of legal recreational cannabis in California.
- Guided cannabis businesses through the City's licensing program which included: providing planning and zoning consultation; reviewing applications; coordinating a multi-department review process which can include Police, Fire, Building, Source Control, and Code Enforcement; coordinating background checks; completing use permits and coastal development permits; making environmental review (CEQA) determinations; and responding to requests from State regulatory agencies.
- Managed the City's cannabis retail request for proposals process.
- Wrote modifications to the municipal code allowing on-site consumption of cannabis in licensed facilities.

Assistant Planner (Current Planning), Development Services Department | August 2017 to May 2018

- Assisted the public with planning and zoning-related questions and projects
- Reviewed: building plans, vacation dwelling unit applications, business licenses, home occupation permits, and CDBG Homebuyer applications.
- Researched and prepared staff reports for coastal development permits, conditional use permits, design review projects, historic preservation projects, and appeals.
- Planned, promoted, and implemented public engagement events.
- Managed relationships with project applicants.
- Presented projects to the Design Review Committee, Historic Preservation Commission, Planning Commission, and City Council.

Assistant Planner, Parks & Recreation Department | October 2016 to August 2017

Assistant Environmental Programs Coordinator, Parks & Recreation Department | January 2015 to September 2016

- Provided complex support and assistance to the Department's management team in the coordination and implementation of parks-related projects.
- Collaborated on grant writing projects that resulted in over \$800,000 in funding for parks facilities and environmental programming.
- Helped create and develop E.C.O. Eureka, a program which serves as a delivery device for environmental stewardship and conservation information within the City of Eureka.
- Provided support to the Community Access Project for Eureka's (C.A.P.E) Pathway to Payday program which teaches job interviewing skills to people experiencing homelessness as well as others with barriers to traditional employment.
- Presented projects and programs to the City Council and Open Space Parks & Recreation Commission.

Humboldt State University, Arcata, CA

Graduate Research Assistant | January 2017 to December 2018

- Worked as part of a research team consisting of academics and industry consultants to create fishing community sustainability planning documents for the ports of Eureka and Shelter Cove in Humboldt County, CA funded by the NOAA Saltonstall-Kennedy Grant Program.
- Led Eureka based research efforts under the direction of a Principal Investigator.
- Identified and interviewed waterfront stakeholders; created a public participation process; conducted document review; and made presentations at public meetings held by local governments, fishing and waterfront focused industry groups, and the American Fisheries Society.

Systems & Marketing Solutions, Grover Beach, CA

Vice-President | October 2006 to September 2013

- Grew business from a two-person startup to a team of seven professionals that managed millions of dollars each year in Pay Per Click (PPC) ads for a nationwide clientele.
- Coordinated digital marketing campaigns, developed marketing strategies, and managed monthly client reporting process.
- Provided direction, oversight, and training to a team of marketing analysts.

VOLUNTEER EXPERIENCE

Santa Barbara Channel Swimming Association, Channel Islands, CA | Board of Directors | 2012 to 2016

California Fish & Game Commissioner Hostler-Carmesin, Trinidad, CA | Intern | 2015

MILITARY EXPERIENCE

US Army, Various Locations

Specialist (E4) 98C KP – Korean Language Trained Signals Intelligence Analyst | 2001 to 2004

Completed the Defense Language Institute's Korean Basic Course at the Presidio of Monterey, CA and Electronic Warfare Signals Intelligence Analyst Course at Goodfellow Air Force Base, TX. Held Department of Defense recognized proficiencies in Korean (2/2+/2), Swedish (3/3), Norwegian (3/3), and Danish (1+/2) as well as a Top Secret/Sensitive Compartmented Information (SCI) clearance. Honorably discharged.

PUBLICATIONS

Richmond, L., Dumouchel, R., Pontarelli, H., Casali, L., Smith, W., Gillick, K., Goode, P., Dowling, M., & Suarez, A. (2019). Fishing Community Sustainability Planning: A Framework and Examples from the California Coast. *Sustainability*, 11(7).

Richmond, L., Gruby, R., Kotowicz, D., & Dumouchel, R. (2019). Local Participation and Large Marine Protected Areas: Lessons from a U.S. Marine National Monument. *Journal of Environmental Management*, 252(15).

Dumouchel, R. (2019). Fishing Community Capitals & Regulatory Ghosts: Planning for Sustainability in Eureka, California (Master's thesis, Humboldt State University).

