



**Homer City Hall**  
491 E. Pioneer Avenue  
Homer, Alaska 99603  
[www.cityofhomer-ak.gov](http://www.cityofhomer-ak.gov)

## **City of Homer Agenda**

**City Council Committee of the Whole  
Monday, March 23, 2020 at 5:00 PM  
Cowles Council Chambers**

### **CALL TO ORDER, 5:00 P.M.**

Councilmembers Evensen and Hansen-Cavasos request telephonic participation.

**AGENDA APPROVAL** (Only those matters on the noticed agenda may be considered, pursuant to City Council's Operating Manual, pg. 6)

### **CONSENT AGENDA**

### **REGULAR MEETING AGENDA**

### **DISCUSSION TOPIC(S)**

[Memorandum](#) 20-040 from Councilmember Evensen re: Revisiting City Manager Applicants

### **COMMENTS OF THE AUDIENCE**

### **ADJOURNMENT**

Next Regular Meeting is Monday, April 13, 2020, at 6:00 p.m. Committee of the Whole at 5:00 p.m. All meetings scheduled to be held in the City Hall Cowles Council Chambers located at 491 E. Pioneer Avenue, Homer, Alaska.



# City of Homer

[www.cityofhomer-ak.gov](http://www.cityofhomer-ak.gov)

Homer City Council

491 East Pioneer Avenue

Homer, Alaska 99603

(p) 907-235-3130

(f) 907-235-3143

## Memorandum 20-040

TO: Mayor Castner and Homer City Council

FROM: Councilmember Joey Evensen

DATE: March 17, 2020

SUBJECT: Revisiting City Manager Candidates

---

The purpose of this memo is to formally request that the Homer City Council discuss revisiting the finalist candidates for City Manager, Adam Hammatt and Michael Bork and consider offering one of them the position of City Manager in lieu of advertising. Items to discuss include:

- where we are at
- potential next steps/actions
- cost- and time-savings for selection of candidate from existing shortlist
- manager role (and candidate selection) in tandem with probable lobbyist position(s)
- support for each candidate, respectively, and potential job offer
- contingencies for acceptance/rejection scenarios

Recommendation: Discuss the above topics and consider authorizing the City Manager to enter into negotiations with a candidate for the position of Homer City Manager.

Attachments:

- Application: Michael Bork

- Application: Adam Hammatt



Homer Departments Government



Documents Jobs Openings Helpful Links

Employment Application | Submitted: 29-Jan-2020

AAA

Adam Hammatt

City Manager

(406) 885-2576
adamhammatt@yahoo.com
186 E Blanchard Lake Rd
Whitefish, MT 59937
United States

Job Location - Homer, AK
Department - Administration
Source - Other - ICMA

Employment History

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

City of Whitefish

Job Title: City Manager

Supervisor Name:
Whitefish City Council

Dates Employed From: Feb/2017

Dates Employed To: Jan/2020

Employment Length: 2 years, 11 months

Address: Whitefish, MT, UNITED STATES

Phone: (406) 863-2400

Duties: Oversee all of the day to day duties of the city.

Ending Rate of Pay: \$141,000+

Reason For Leaving: Officially, I resigned for personal reasons. However, I had significant concerns with the organization and chose to resign. I am happy to discuss this decision during the interview process.

May We Contact? Yes

## Village of Kimberly

### Job Title: Village Administrator

Dates Employed From: Apr/2012

Dates Employed To: Feb/2017

Employment Length: 4 years, 10 months

Duties: Oversee all of the day to day functions of the village.

Reason For Leaving: Took job in Whitefish, MT.

### Supervisor Name:

Kimberly Village Board

Address: Kimberly, WI, UNITED STATES

Phone: (920) 788-7500

Ending Rate of Pay: \$104,000+

May We Contact? Yes

## Village of Suamico, WI

### Job Title: Village Administrator

Dates Employed From: May/2010

Dates Employed To: Jan/2012

Employment Length: 1 year, 8 months

Duties: Oversee all of the day to day functions of the village.

Reason For Leaving: I was being asked to do illegal and unethical things and I resigned to remove myself from that situation.

### Supervisor Name:

Suamico Village Board

Address: Suamico, WI, UNITED STATES

Phone: (920) 434-2212

Ending Rate of Pay: \$90,000

May We Contact? Yes

## City of Elroy

### Job Title: City Administrator

Dates Employed From: Jan/2008

Dates Employed To: May/2010

Employment Length: 2 years, 4 months

Duties: Oversee all of the day to day functions of the city.

Reason For Leaving: Took position in Suamico.

### Supervisor Name: Elroy City Council

Address: Elroy, WI, UNITED STATES

Phone: (608) 462-2400

Ending Rate of Pay: \$80,000

May We Contact? Yes

## St. Patrick Hospital

### Job Title: Emergency Medical Technician/Safety Officer

Dates Employed From: Jun/2005

Dates Employed To: Dec/2007

Employment Length: 2 years, 6 months

Duties: Responded to and assisted with hospital emergencies and proactively worked to develop safety and security strategies. - Ensured a safe and secure environment for patients, staff, and visitors.

Reason For Leaving: Took position in Elroy.

### Supervisor Name: Ron Bedwell

Address: Missoula, MT, UNITED STATES

Phone: (406) 543-7271

Ending Rate of Pay: \$32,000

May We Contact? Yes

## Great Falls Fire Rescue

**Job Title: Firefighter/Paramedic**

**Dates Employed From:** Dec/1997  
**Dates Employed To:** Nov/2003  
**Employment Length:** 5 years, 11 months

**Duties:** Fought fire to protect life and property, drove and operated fire apparatus, provided advanced life support to the sick and injured, and taught EMS and fire safety classes. Coordinated all EMS training as our Emergency Medical Services Training Coordinator Designed and implemented all EMS training schedules. Managed a 3-person engine company and coordinated all daily activity as needed.

**Reason For Leaving:** Injured in a fire and I went back to school to become a city manager.

**Supervisor Name:** Jeff Jackson

**Address:** Great Falls, MT, UNITED STATES

**Phone:** (406) 727-8070

**Ending Rate of Pay:** \$44,000

**May We Contact?** Yes

**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.

**Charles M. Russell High School | High School or Equivalent**

**Degree:**  
**Major:**

**Graduated?** Yes

**Montana State University | Technical School**

**Degree:** Paramedic  
**Major:** Emergency Medicine

**Graduated?** Yes

**Montana State University | College or University**

**Degree:** BA  
**Major:** Political Science

**Graduated?** Yes

**University of Montana | College or University**

**Degree:** Master's Degree - MPA  
**Major:** Public Administration

**Graduated?** Yes

**University of Montana | College or University**

**Degree:** Juris Doctor - JD  
**Major:** Law

**Graduated?** Yes

**University of Montana | College or University**



million annual visitors, all with 106 FTE's/dozens of PT and seasonal employees.

Supervise, support, and assist 8 Department Heads : Police, Fire, Public Works, Parks and Recreation, Finance, Human Resources, Planning and Building, and City Clerk.

Manage a \$50+ million-dollar budget with over 29 dedicated, self-balancing funds.

Research and make policy recommendations to City Council.

City representative to state legislature and several local organizations.

#### Accomplishments

Completed \$17 million City Hall and 212 space Parking Structure Project on time and on budget.

Managed change and transition of departmental structure to maximize efficiencies and oversight.

Restructured finances to avoid debt, better fund capital projects, and increase investments and fund balance.

Created affordable housing plan and implemented several key initiatives.

Created Inclusionary Zoning and Zoning for Affordability plans and policies.

Lobbied for and received \$6.75 million in affordable housing tax credits for a 38-unit low-income housing apartment project ( just had groundbreaking ceremony ) .

Reduced utility water loss from over 40% to under 20% in just over two years.

Created and implemented Short-term Rental Compliance Plan improving compliance from 25% to 90%.

Created quarterly newsletter for dissemination of information to over 8 ,700 businesses and homes.

Created an Emergency Operations Plan, Crisis Communications Plan, and held emergency planning training and tabletop exercises with key city, county, state, and federal agencies.

Created training days for all staff ( not happening previously ) .

Trainings held thus far : Run, Hide, Fight; Employee Assistance Program; Hate Crime Training, Awareness, and Prosecution; Civil Unrest; and Emergency Operations Tabletop Exercises.

Established key relationships with Rutger's University : Miller Center for Community Protection and Resilience and the Department of Homeland Security for assistance with hate crimes and civil unrest.

Established important relationships with key community, state, business, and local non-profit leaders.

Started Coffee with the City Manager for monthly face-to-face informal meetings with the public.

Created culture of citizen engagement through increased public outreach, multiple open houses, and an annual State of the City address.

Lobbied on behalf of local interests at the Montana State Legislature.

Village of Kimberly, WI Kimberly, WI

Village Administrator 2012 - 2017

Chief Administrative Officer over all village functions and services.

Supervise department heads : Police, Fire, Street, Water, Park/Rec, Finance, and Facility Maintenance  
 Prepare and administrate over village budgets.  
 Research and make policy recommendations to village board.  
 Human resources director over compensation, union negotiations, hiring, firing, and discipline.  
 Village representative to state legislature and several local organizations.

#### Accomplishments

Created Master Plan for development of 90 acres along Fox River. ( \$150 million in projected tax base )  
 Instrumental in Fox Cities area initiative to construct a \$31 million Exhibition Center involving 10 municipalities. ( Fox Cities is a fast-growing urban center with over 400 ,000 population )  
 Restructured finances to increase return on investments and paid off all debt ( except TID debt ) .  
 Amended and created TIF Districts to further development efforts.  
 Created and successfully implemented a Pay for Performance Plan.  
 Created facility maintenance strategic plan to remodel and maintain facilities long into the future.  
 Reduced labor costs, while maintaining service levels.  
 Lobbied on behalf of local interests at the Wisconsin State Legislature.

Village of Suamico, WI	Suamico, WI
Village Administrator	2010 - 2012

Similar to Village of Kimberly above.

#### Accomplishments

Oversaw construction of 4 municipal buildings totaling \$6 million ( on schedule and under budget ) .  
 Reduced labor costs while maintaining service levels and worked with staff to handle increased workload.  
 Restructured debt saving the Village over \$300 ,000.  
 Worked with local developers to add millions in new tax base.  
 Worked with State Legislators as Chairman of a Legislative Affairs Subcommittee to draft Multijurisdictional Tax Incremental Financing legislation. I believe the first of its kind in the nation.

City of Elroy, WI	Elroy, WI
City Administrator	2008 - 2010

Similar to other administrator positions contained herein.  
 General Manager of Elroy Electric, Water and Wastewater Utilities.  
 Emergency Government Director.  
 Regional Municipal Court Commission Chairman.

#### Accomplishments

Initiated budget cuts and improved efficiency in all departments resulting in significant savings, improved services, and a balanced budget for the first time in years.





2004-2005 Goetz Award for outstanding senior in Political Science Dept. at Montana State University.

June, 2019 Guest Speaker at a Building Resilience Summit held at the Stockton University Campus in Atlantic City, New Jersey on Targeted Violence Against People of Faith

#### Certifications/Training

Advanced Certification in Mediation and Negotiation - December 2007  
Univ. of MT School of Law - Missoula, MT

Certified Public Manager ( CPM ) - December 2009  
University of Wisconsin - Madison, WI

IEMC : All Hazards Preparation and Response - October 2009  
Emergency Management Institute, MD

IEMC : All Hazards Recovery and Mitigation - October 2009  
Emergency Management Institute, MD

Emergency Management Certifications  
ICS 100 , 200 , 300 , and 400

ICMA : Credentialed Manager - April 2016  
International City/County Management Association

## Admin Uploaded Files

There are no admin uploaded files for this applicant.

## References

Please fill out the information below regarding references.

---

### John Olson

Relationship: Colleague  
Years Known: 12

Phone: (262) 728-3471

### Bill Dial

Relationship: Whitefish Police Chief  
Years Known: 3

Phone: (406) 863-2420

### Paul Goldenberg

Relationship: Crisis Management Consultant for Whitefish  
Years Known: 2

Phone: (848) 459-4051

## Job Questions

Clty 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>The most important elements of the City Management position are relationships and communication. The city manager must have great working relationships with the city council, staff, and the general public. The city manager must also be able to effectively communicate to all efficiently, consistently, and honestly. Any attempt to bypass or minimize these efforts will have a negative impact on the position. These are things I do well.</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 believe my best professional accomplishment to be establishing an affordable housing program in Whitefish, MT. This program tested my commitment to and ability to establish relationships and provide honest communication to all stakeholders. I felt my outreach, information dissemination, and relationship efforts were timely, honest, and inclusive. The city, community, and businesses came together in a way I have not seen before to make this program become a reality.</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 attachment as you would your resume or cover letter) *</p>	<p>If there is consensus across the council to move forward with the policy, then I take it on as my own. If I feel there are legal, ethical, or morale issues, I can make those know away from the council meeting. I do not like to run contrary to the council in a public setting.</p>	
<p>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) *</p>	<p>My leadership philosophy has always been more akin to macromanagement. However, this does not mean that I do not manage or that I manage from afar. I work on a daily basis with department directors to assist and support them in goal setting and accomplishing efforts, but I do not micromanage them. Some directors may need more assistance than others and I am adaptable to their needs.</p>	
<p>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</p>	<p>I am very adept at establishing and cultivating relationships; communicating with the council, staff, and general public; economic development; emergency services and crisis management; finances; budgets; affordable housing; open an inclusive governance; public</p>	

attachment as you would your resume or cover letter) \* speaking; municipal law; caring for the whole individual, not just the employee; and building an open and honest work environment.

### Additional Questions

#### Employment |

Question	Answer	Disqualifier?
Have you previously filed an application? *	No	
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? *	April 1st, 2020	
Can you travel if the job requires it? *	No	
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. *	Advanced Certification on Mediation and Negotiations Certified Public Manager ICMA Credentialed Manager Emergency Management coursework taken at the Emergency Management Institute	

Describe any job-related training received in the United States military. \*

N/A

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 of various boards including board chair.

**Additional Information |**

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

Question	Answer	Disqualifier?
Knowledge and Specialized Skills: *	12 years city management experience BA, MPA, and JD	
What type of computers and software have you used? *	Microsoft	
Other qualifications specific to this position? *	All requisite qualifications.	
List any certifications you have received: *	Mediation and Negotiation Certified Public Manager	
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 *	All requisite information is contained in my cover letter, resume, and this application.	
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: Adam M. Hammatt  
Date: 2020-01-29 12:23:23pm  
IP Address: 50.52.5.91

---

---

Signature

---

Date





# Adam M. Hammatt

186 E Blanchard Lake Rd  
Whitefish, MT 59937

[adamhammatt@yahoo.com](mailto:adamhammatt@yahoo.com)  
(406) 885-2576

## Education/Credentialing:

- Bachelor of Arts (B.A.) – Political Science, December 2004**  
Montana State University – Bozeman, MT
- Master of Public Administration (MPA) – May 2007**  
University of Montana – Missoula, MT
- Juris Doctor (JD) – December 2007**  
University of Montana School of Law – Missoula, MT
- Advanced Certificate in Mediation and Negotiation – December 2007**  
University of Montana School of Law – Missoula, MT
- Certified Public Manager (CPM) – December 2009**  
University of Wisconsin – Madison, WI
- ICMA: Credentialed Manager – April 2016**  
International City/County Management Association

## Work Experience:

City of Whitefish, MT

Whitefish, MT  
2017 – 2019

### *City Manager*

- Chief Executive Officer over all City functions and services for a community of 7,000 year-round residents; 1,100 businesses, and 1.2 million annual visitors, all with 106 FTE's/dozens of PT & seasonal employees.
- Supervise, support, and assist 8 Department Heads: Police, Fire, Public Works, Parks and Recreation, Finance, Human Resources, Planning and Building, and City Clerk.
- Manage a \$50+ million-dollar budget with over 29 dedicated, self-balancing funds.
- Research and make policy recommendations to City Council.
- City representative to state legislature and several local organizations.

### *Accomplishments*

- Completed \$17 million City Hall and 212 space Parking Structure Project on time and on budget.
- Managed change and transition of departmental structure to maximize efficiencies and oversight.
- Restructured finances to avoid debt, better fund capital projects, and increase investments and fund balance.
- Created affordable housing plan and implemented several key initiatives.
- Created Inclusionary Zoning and Zoning for Affordability plans and policies.
- Lobbied for and received \$6.75 million in affordable housing tax credits for a 38-unit low-income housing apartment project (just had groundbreaking ceremony).
- Reduced utility water loss from over 40% to under 20% in just over two years.
- Created and implemented Short-term Rental Compliance Plan improving compliance from 25% to 90%.
- Created quarterly newsletter for dissemination of information to over 8,700 businesses and homes.
- Created an Emergency Operations Plan, Crisis Communications Plan, and held emergency planning training and tabletop exercises with key city, county, state, and federal agencies.
- Created training days for all staff (not happening previously). Trainings held thus far: Run, Hide, Fight; Employee Assistance Program; Hate Crime Training, Awareness, and Prosecution; Civil Unrest; and Emergency Operations Tabletop Exercises.
- Established key relationships with Rutgers University: Miller Center for Community Protection and Resilience and the Department of Homeland Security for assistance with hate crimes and civil unrest.
- Established important relationships with key community, state, business, and local non-profit leaders.
- Started "Coffee with the City Manager" for monthly face-to-face informal meetings with the public.
- Created culture of citizen engagement through increased public outreach, multiple open houses, and an annual State of the City address.
- Lobbied on behalf of local interests at the Montana State Legislature.

**Village of Kimberly, WI**

**Kimberly, WI**

***Village Administrator***

**2012 – 2017**

- Chief Administrative Officer over all village functions and services.
- Supervise department heads: Police, Fire, Street, Water, Park/Rec, Finance, and Facility Maintenance
- Prepare and administrate over village budgets.
- Research and make policy recommendations to village board.
- Human resources director over compensation, union negotiations, hiring, firing, and discipline.
- Village representative to state legislature and several local organizations.

***Accomplishments***

- Created Master Plan for development of 90 acres along Fox River. (\$150 million in projected tax base)
- Instrumental in Fox Cities area initiative to construct a \$31 million Exhibition Center involving 10 municipalities. (Fox Cities is a fast-growing urban center with over 400,000 population)
- Restructured finances to increase return on investments and paid off all debt (except TID debt).
- Amended and created TIF Districts to further development efforts.
- Created and successfully implemented a Pay for Performance Plan.
- Created facility maintenance strategic plan to remodel and maintain facilities long into the future.
- Reduced labor costs, while maintaining service levels.
- Lobbied on behalf of local interests at the Wisconsin State Legislature.

**Village of Suamico, WI**

**Suamico, WI**

***Village Administrator***

**2010 – 2012**

- Similar to Village of Kimberly above.

***Accomplishments***

- Oversaw construction of 4 municipal buildings totaling \$6 million (on schedule and under budget).
- Reduced labor costs while maintaining service levels & worked with staff to handle increased workload.
- Restructured debt saving the Village over \$300,000.
- Worked with local developers to add millions in new tax base.
- Worked with State Legislators as Chairman of a Legislative Affairs Subcommittee to draft Multijurisdictional Tax Incremental Financing legislation. I believe the first of its kind in the nation.

**City of Elroy, WI**

**Elroy, WI**

***City Administrator***

**2008 – 2010**

- Similar to other administrator positions contained herein.
- General Manager of Elroy Electric, Water and Wastewater Utilities.
- Emergency Government Director.
- Regional Municipal Court Commission Chairman.

***Accomplishments***

- Initiated budget cuts and improved efficiency in all departments resulting in significant savings, improved services, and a balanced budget for the first time in years.
- Administrated over the worst flood in Elroy history, worked with state and federal agencies on flood recovery efforts to reconstruct flood and storm damaged property.
- Developed a facilities maintenance program to better care for and maintain city property.
- Worked to lower debt and pay for projects with cash, resulting in less overall debt, an improved financial outlook, debt free in 5 years, and a much-improved capital improvement budget.
- Developed a community improvement plan to improve the park and overall city aesthetics.
- Established relationships with school and local civic groups to further city goals and objectives.

## **St. Patrick Hospital**

### ***Emergency Medical Technician/Safety Officer***

**Missoula, MT**

**2005 – 2007**

- Conducted investigations and reported on drug diversions, vandalism, theft, unauthorized access, hazardous materials, and fire incidents.
- Responded to and assisted with hospital emergencies and proactively worked to develop safety and security strategies.
- Ensured a safe and secure environment for patients, staff, and visitors.

## **Great Falls Fire Rescue**

### ***Firefighter/Paramedic***

**Great Falls, MT**

**1997 – 2003**

- Fought fire to protect life and property, drove and operated fire apparatus, provided advanced life support to the sick and injured, and taught EMS and fire safety classes.
- Coordinated all EMS training as our Emergency Medical Services Training Coordinator.
- Designed and implemented all EMS training schedules.
- Managed a 3-person engine company and coordinated all daily activity as needed.

## **Volunteer Work:**

- Coached softball and soccer.
- Participated in the Boy Scout Program as a Scout Master.
- Organized and created various church service projects and activities.
- Volunteered with Heart of the Valley Prevention Partnership (HOVPP) to educate youth and parents about the dangers of drugs, alcohol, and other risky behaviors.
- Volunteered as a board member of the Abbie Shelter in the Flathead Valley area to assist victims of domestic and sexual violence.

## **Honors and Awards (Civic and Professional):**

- **Certificate of Valor** from the mayor and city commission of Great Falls, MT for the life-saving actions taken in the face of a life-threatening injury.
- **Certificate of Commendation** from the mayor and city commission of Great Falls, MT for the life-saving actions performed at a structure fire.
- **Heroes of Today** award from the American Red Cross for an act of bravery in the fire service.
- **2004-2005 Goetz Award** for outstanding senior in Political Science Dept. at Montana State University.
- **June, 2019 Guest Speaker** at a Building Resilience Summit held at the Stockton University Campus in Atlantic City, New Jersey on Targeted Violence Against People of Faith

## **Certifications/Training**

### **Advanced Certification in Mediation and Negotiation – December 2007**

Univ. of MT School of Law – Missoula, MT

### **Certified Public Manager (CPM) – December 2009**

University of Wisconsin – Madison, WI

### **IEMC: All Hazards Preparation and Response – October 2009**

Emergency Management Institute, MD

### **IEMC: All Hazards Recovery and Mitigation – October 2009**

Emergency Management Institute, MD

### **Emergency Management Certifications**

ICS 100, 200, 300, and 400

### **ICMA: Credentialed Manager – April 2016**

International City/County Management Association



## **Adam M. Hammatt**

186 E Blanchard Lake Rd - Whitefish, MT 59937 - (406) 885-2576

January 29<sup>th</sup>, 2020

To whom it may concern,

Thank you for this opportunity to apply for the City of Homer, AK City Manager position. I believe that I possess the skills, abilities, and experiences necessary to be highly effective in this position. I have almost 18 years of local government experience beginning with the fire and emergency service and working my way up to my fourth City Management position. I have built an extensive background in municipal management including management of resort and tourism-based communities and organizations. I believe I am fully capable, experienced, and ready to take on my next challenge.

I have a rich educational background including a BA in Political Science, a Master's in Public Administration, and a Doctorate of Law, with advanced certifications in mediation and negotiation. I am also a Certified Public Manager through the University of Wisconsin, Madison and a Credentialed Manager through the International City/County Management Association. I feel that these degrees, certifications, and credentialing are a nice mix for a well-rounded municipal manager. Combine this education with my many varied experiences in municipal management and I feel that I would be a valued asset for Homer.

I have worked with planning and community development professionals bringing in hundreds of millions of dollars in new tax base. I have worked tirelessly to create and sustain public/private partnerships to develop and revitalize downtowns, urban cores, and affordable housing. I was on the board of directors (Board Chair for a time) of the Fox Cities Convention and Visitors Bureau. Here I learned much about area attraction, event solicitation, and working as a team to bring attention to the area. As a former public safety professional and in my roles as a City Manager I have helped to improve all aspects of public safety from police and fire to emergency management preparation, response, and mitigation. Having worked in a community with national press on white supremacist issues, I have worked to foster relationships with people from all walks of life in order to befriend, understand, and better protect their ways of life. I have been a part of constructing two new City Halls, DPW and Parks and Recreation facilities, and a 212-space parking structure. I can relate to and often visit with employees at all levels and have received much praise from employees for my efforts. I have created and used many public outreach efforts to improve communication between cities and their residents and businesses. These efforts include newsletters, "Coffee with the City Manager", open houses, public forums, and weekly emails to the media and general public, all of which have been positively received. I have created, maintained, or enhanced many "quality of life" initiatives from water quality and environmental concerns to urban forestry and bike/ped enhancements. I have worked through affordable housing planning and initiative implementation in an effort to increase affordable housing stock by 1,000 units. I have created, implemented, and improved numerous capital improvement programs. I have markedly improved the financial condition of every community I have managed. I have developed stakeholder relationships from local organizations to state

and federal agencies to improve the community's standing for future assistance, cooperation, and grant funding efforts. Many of these relationships enable me to bring these benefits to any city I manage.

I use "I" quite a bit, but I could not have accomplished the things I have without a wonderful family support system and the dedicated teams of professionals I have worked with over the years. I am sure the City of Homer has a similar dedicated team of professionals that I can learn and grow with as we accomplish great things together. I look forward to meeting with you for an interview to discuss these experiences and see if I would be a great fit for your management team.

Sincerely,

Adam M. Hammatt



Homer Departments Government



Documents Jobs Openings Helpful Links

### Employment Application | Submitted: 03-Jan-2020

AAA

**Michael Bork**

☎ (907) 750-7010  
✉ mike@laughtership.net  
🏠 PO BOX 83461  
FAIRBANKS, AK 99708  
United States

**City Manager**

Job Location - Homer, AK  
Department - Administration  
Source - LinkedIn

### Employment History

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

#### Fairbanks North Star Borough - Current Employer

**Job Title:** Parks and Recreation Director

**Dates Employed From:** Nov/2011  
**Dates Employed To:** Currently Employed  
**Employment Length:** 8 years, 2 months

**Duties:** Direct the operations of a complex park and recreation department, serving 100,000 people. This included an \$8.4 million budget and over 100 full-time employees.

**Reason For Leaving:** Currently Employed

**Supervisor Name:** Jim Williams, Chief of Staff

**Address:** Fairbanks, AK, UNITED STATES

**Phone:** (907) 459-1069

**Ending Rate of Pay:** \$122,500/year

**May We Contact?** No

### City of Moberly

#### Job Title: Parks and Recreation Director

Dates Employed From: Sep/2009

Dates Employed To: Oct/2011

Employment Length: 2 years, 1 month

Duties: Direct operation of a medium-sized municipal park and recreation system, serving a population of 25,000

Reason For Leaving: Return to Alaska

Supervisor Name: Andrew Morris

Address: Moberly, MO, UNITED STATES

Phone: 660-269-8705

Ending Rate of Pay: 89,000/yr

May We Contact? Yes

### City of Monte Vista

#### Job Title: Parks and Recreation Director

Dates Employed From: Nov/2006

Dates Employed To: Sep/2009

Employment Length: 2 years, 10 months

Duties: Manage and direct operation of a small rural park and recreation department, serving a population of around 8,000 people.

Reason For Leaving: Move to Missouri

Supervisor Name: Don Van Wormer

Address: Monte Vista, CO, UNITED STATES

Phone: 719-852-2692

Ending Rate of Pay: 75,000/yr

May We Contact? Yes

### City of Valdez

#### Job Title: Director of Parks, Recreation, and Cultural Services

Dates Employed From: Feb/2003

Dates Employed To: Nov/2006

Employment Length: 3 years, 9 months

Duties: Manage and direct operations of the municipal parks and recreation department, civic center, and Carnegie Library.

Reason For Leaving: Move to lower 48

Supervisor Name: John Hozey

Address: Valdez, AK, UNITED STATES

Phone: 907-835-4313

Ending Rate of Pay: 72,000/yr

May We Contact? Yes

### Village of Lincolnshire

#### Job Title: Recreation Supervisor

Dates Employed From: Jan/2001

Dates Employed To: Nov/2003

Employment Length: 2 years, 10 months

Duties: Manage programs and parks for a small suburban community.

Reason For Leaving: Promotion, move to Alaska

Supervisor Name: Lydia Scott

Address: Lincolnshire, IL, UNITED STATES

Phone: 847-883-8600

Ending Rate of Pay: 42,000/year

May We Contact? Yes

### United States Marine Corps



**Job Title: Air Support Operations Operator (MOS 7242)**

**Supervisor Name: Captain Lawrence**

**Dates Employed From: Aug/1993**  
**Dates Employed To: Nov/1995**  
**Employment Length: 2 years, 3 months**

**Address: Camp Pendleton, CA, UNITED STATES**  
**Phone: (760) 725-3253**

**Duties: Combat Air Traffic Control**

**Ending Rate of Pay: E-3**

**Reason For Leaving: Honorable Discharge**

**May We Contact? Yes**

### 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.

#### Western Illinois University | College or University

**Degree: Bachelor of Science**  
**Major: Recreation, Park, & Tourism Administration**

**Graduated? Yes**

#### St. John's Military Academy | High School or Equivalent

**Degree:**  
**Major:**

**Graduated? Yes**

#### Walden University | Graduate School

**Degree: Master of Science**  
**Major: Industrial & Organizational Psychology**

**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

Bork Resume 11-19.docx

[Q Preview](#) [Download](#)

#### Text Only Resume

No Text Only Resume on File

#### Admin Uploaded Files

There are no admin uploaded files for this applicant.

## References

Please fill out the information below regarding references.

### Jason Avery

Relationship: Former Colleague/Subordinate  
Years Known: 17

Phone: 907-590-9351

### Matt Steffy

Relationship: Colleague/Former Employee  
Years Known: 17

Phone: 907-750-6304

### Donn Hayes

Relationship: Current Employee  
Years Known: 7

Phone: 907-799-5004

## 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 believe that knowing how to consolidate information, and synthesizing that data into usable and relevant decision-making tools is one of the most important elements to a City Manager. A City Manager needs to be an authentic, collaborative, encouraging, and visionary leader who relies on the expertise and trust of all they work with and for the specific purpose of the improvement of those they serve.</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 have spent the past eight years as the Parks and Recreation Director for the Fairbanks North Star Borough, and in the time I have been at the helm, I am proud to say that employee morale is high, turnover is low, the public is wholeheartedly in support of what the department offers, and we consistently provide high-quality recreation programming. The FLiP (Fairbanks Loves its Parks) program is something I am particularly proud of in starting. It is an online branding and</p>	

advocacy campaign that just surpassed 1,000 members in just 2 years. The campaign is centered around area-specific "Did You Know?" facts that become a central part of all of the messaging we do. These free-to-join members not only get regular email newsletters and program information, but access to VIP events and other members-only benefits. Additionally, this easy-to-implement system has created a powerful advocacy group that is informed and passionate about their issues. The FLiP program has gotten the community engaging in meaningful and fact-based dialogue; not just about WHAT we do, but WHY we do it, and what the community and personal BENEFITS are of the programs. As we train our staff when developing our "Did You Know?" facts, we want to answer the "What?" and the "So What?" I believe that, while not perfectly suited for everything, this model is an effective public engagement, education, and advocacy process that could be applied to the residents of the City of Homer, with equally amazing, engaging results.

**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 attachment as you would your resume or cover letter) \***

If a new policy is passed by the City Council, I will assume that it has gone through the public meeting process, allowing for competing viewpoints, arguments, and support. So long as it is a lawful and properly vetted policy, my job as the Chief Administrator of the municipality is to put the policy into effect, to the best of the City's abilities. There will be many times that my opinion is different than the City Council's, the same as it will be with the employees who work for the City, or even my spouse of 20 years. Disagreements are healthy, so long as they are handled in a constructive, positive manner; and so long as due diligence in decision-making has been done to ensure the best data is used to make the decision. I am not averse to plainly making my opinion known, and advocating for that position passionately; but I will also strive to do so in a respectful, "active listening" framework. I will always try to clearly communicate the factors I considered in my opinion, but at the end of the day, the

power to promulgate policy is the City Council's authority, and my job is to carry it out; with no feet dragging, grumbling, or undermining. My overall goal, though, would be to create a respectful, positive, and authentic relationship with the Mayor, City Council, and others, which would go a long way to preventing a lot of future conflicts.

Basketball Coach John Wooden said: "Whatever you do in life, surround yourself with smart people who'll argue with you." So I have always tried to do just that. I am an authentic leader that uses elements of applied positive psychology. In fact, I teach professionals around the world about how to use Authentic Leadership in the workplace. Authentic leaders, as defined by Harvard Business School's Bill George, share five key traits: -Authentic Leaders do not ascribe to a particular leadership style; instead, they have the ability to change styles as needed. -Authentic Leaders compassionately lead with both their head and their hearts. -Authentic Leaders create connected relationships & networks. -Authentic Leaders ensure that their values align with their actions. -Authentic Leaders are aware of and admit to, their faults. I believe in authentic leadership because it works; especially when combined with an Applied Positive and Organizational Psychology framework. I am a consistent and dependable leader who knows how to hire, retain, motivate, and inspire staff. I am also a visionary leader, always looking to the horizon and the potential of individuals and organizations. Finally, I am an approachable leader, who can create strong relationships with nearly anyone. My overall leadership goal is to help those that I work with be the best version of who they can be; which makes the organization the absolute best it can be.

**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) \***

**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**

I bring a well-rounded set of municipal skills and experience, gained over the last 20 years, all over the country. I have enjoyed working in communities of very similar size to Homer; but as a department head, working for a City Manager. My current position as the Parks and Recreation Director for the

resume or cover letter) \*

Fairbanks North Star Borough is similar in size to Homer. I oversee over 100 full-time benefited employees and manage an \$8.4 million Operating Budget. Specifically, I bring knowledge and at least some experience in all of the typical duties listed. My particular strengths include employee management, municipal budget planning, professional communications, human resources, strategic planning, capital planning, and organizational behavior. Because I believe in surrounding myself with people smarter than me, I am not intimidated or ashamed to admit when I do not know something, and I am a lifelong learner. There is not one particular skill or bit of knowledge that makes me your best candidate. It is my dedication to public service, my passion to positively lead and change organizations, and the justified confidence I have gained through over twenty years of managing municipal systems that make me an excellent fit to be your City Manager.

### Additional Questions

#### Employment |

Question	Answer	Disqualifier?
Have you previously filed an application? *	No	
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, After April 1, 2020	
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. *	International public speaker Adjunct faculty for School of Management at UAF Leadership and Organizational Consulting and Coaching	
Describe any job-related training received in the United States military. *	Leadership, communication	
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. *	President, Alaska Recreation and Park Association Commandant, Marine Corps League	

**Additional Information |**

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

Question	Answer	Disqualifier?
Knowledge and Specialized Skills: *	Expert in organizational behavior and industrial psychology, skilled communicator, arbitrator, collaborator, and educator.	
What type of computers and software have you used? *	All PC desktop systems. Office 365, Windows 10, OneSolution, NovaTime, MyRec, NeoGov	
Other qualifications specific to this position? *	I am dedicated to Alaska and creating happy people!	
List any certifications you have received: *	Certified Parks and Recreation Professional Certified Laughter Yoga Teacher Certified MentorCoach	
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	n/a	

the employee; a parent, step-parent, sibling, or grandparent of the employee or a parent or sibling of the employees' spouse. \*

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 applied? \* Yes

### 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: Michael A. Bork

Date: 2020-01-03 02:40:11pm

IP Address: 216.115.120.4

---

Signature

---

Date



# **Michael A. Bork, MS, CPRP**

[mike@laughtership.net](mailto:mike@laughtership.net)

PO Box 83461

Fairbanks, AK 99708

(907) 750-7010

## **Professional Experience**

### **Parks & Recreation Director, Fairbanks North Star Borough, Alaska 2011-Present**

- Direct the operations of a \$10 million dollar operating budget, \$25 million dollars in annual capital projects, 75 full-time equivalencies, and five divisions.
- Manage over \$250 million dollars in park and facility assets, including three indoor swimming pools, two ice arenas, 25 parks & playgrounds, over 5,000 acres of developed property, a 44-acre historic-themed park, a 6,000-seat event center, cross-country ski facility, multi-use recreation areas, and over 800 miles of trails.
- Provide strategic planning and leadership for the department and borough, serving a community of 100,000, in multiple communities in the Alaskan interior.

### **CEO, Laughtership LLC**

**2016-Present**

- Organizational Leadership Development Consulting
- International Keynote Speaker, Authentic Leadership Educator, and Coach

### **Parks and Recreation Director, City of Moberly, Missouri**

**2009-2011**

- Managed a workforce of over 50 employees, 30 park properties and facilities, and an operational budget of more than \$7 million dollars. This position served a community of 35,000 residents.

### **Parks and Recreation Director, Monte Vista, Colorado**

**2006-2009**

- Directed the operations of 5 full-time employees, 17 park properties and three recreation facilities, which served a population of 14,000 people.

### **Director of Parks, Recreation & Cultural Services, Valdez, Alaska**

**2003-2006**

- Served a community of 5,000 people, directing the operation of the recreation and park department, which included the Valdez Carnegie Library and cultural arts functions of a small coastal Alaskan cities.

### **Recreation Supervisor, Lincolnshire, Illinois**

**2001-2002**

- Entry-level special event and program supervisor

### **United States Marine Corps, Air Support Operations**

**1993-1995**

- Combat Air Traffic Control

## **Education**

### **Walden University, Minneapolis, MN**

**2016**

Master of Science, Industrial & Organizational Psychology

### **Western Illinois University, Macomb, IL**

**2000**

Bachelor of Science, Recreation, Park and Tourism Administration

### **St. John's Northwestern Military Academy, Delafield, WI**

**1993**

College Preparatory

*Continued...*

# **Michael A. Bork, MS, CPRP**

[mike@laughtership.net](mailto:mike@laughtership.net)

PO Box 83461

Fairbanks, AK 99708

(907) 750-7010

## **Memberships/Leadership/Awards**

- **National Recreation and Park Association**
  - Annual presenter (Speaker score 6.9/7.0) for last five years
  - Graduate of NRPA Director's School
  - Member of the Public Policy Committee
- **Alaska Recreation and Park Association**
  - Current At-Large Board member, Past President
  - Conference Committee Chair 2014, 2018, 2019
  - Bob Robertson Service Award, 2017
  - Professional Award, 2015
  - New Professional Award, 2006
- **Laughter Yoga International University**
  - Awarded title of global "Laughter Ambassador"
- **National Speakers Association (NSA)**
  - Professional Member

## **Certifications**

- Certified Parks and Recreation Professional (CPRP)
- Level 1 Coach Certification - MentorCoach
- Certified Laughter Yoga Teacher (CLYT) 2017 – Laughter Yoga University
- Certified Laughter Yoga Leader (CLYL) 2015 – Laughter Yoga University
- Competent Communicator (CC) 2016 – Toastmasters International
- Advanced Leader Silver (ALS) – 2016 – Toastmaster's International

## **Recent Presentations**

- *"Set Sail" Aboard the SS Laughtership!*
  - CHATCOLAB - Northwest Leadership Laboratory - Rathdrum, ID
- *Lead With Laughter!*
  - Play Craft Professional Development Training - Medford, OR
- *Laughing for the HELP of it!*
  - National Recreation & Park Association Annual Conference - Baltimore, MD
- *Applied Laughter & Purposeful HAppiness (ALPHA) Training*
  - Full Lives Disability Access Conference - Anchorage, AK
- *Health, Happiness, & World Peace through Laughter*
  - TEDx Talk – Fairbanks, AK
- *If You're Happy & THEY Know It, Happy Staff!*
  - National Recreation & Park Association Conference – Indianapolis, IN