

CITY MANAGER RECRUITMENT

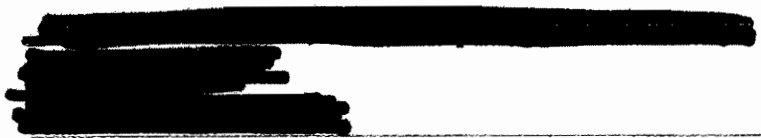
CANDIDATE

ERIC C. SWANSEN

CITY OF SUNNYSIDE

818 E. Edison Avenue
Sunnyside, Washington 98944

Eric C. Swansen



Summary

Energetic MPA-level city management professional and ICMA member with over 15 years of local government experience. Proven experience in fostering collaboration with community groups and other agencies to improve services and create value for customers. Adept at facilitating Council policy-making, effective communication and policy formulation. Known for strong interpersonal skills, decision-making and problem solving skills in difficult political and cultural environments. Respected by community, colleagues, neighboring cities and professional organizations.

Areas of Expertise

- Integrity and proven ethical commitment to the profession
- Outgoing leader with a genuine interest in the well-being of the community
- Executive-level decision making skills, being clear and consistent
- "Big Picture" visionary and problem solver
- Working effectively in culturally, economically and ethnically diverse communities
- Politically sensitive, while being impartial and forward thinking
- Ability to adapt communication styles to obtain the best from individuals, while still being direct
- Project management, including follow-through skills

Experience

Village of Yellow Springs, Ohio

2006-current

Village Manager

Lead a successful effort to address serious financial problems resulting from the loss of the Village's largest employer. The effort resulted in a 5-year emergency levy that provided funding for non-mandated services and funding for neglected infrastructure needs. Currently working to address new job losses related to the suspension of operations for the local college in 2008.

Key accomplishments include:

- Identified the Village's role in economic development with an emphasis on retaining existing jobs, creating new jobs and attracting new employers with a shovel-ready commerce park. Infrastructure for this effort was funded through Congressional earmarks.
- Developed a multi-year Capital Improvement Plan to ensure essential infrastructure can be provided for in the future.
- Created a new service model with acceptable service levels, while accommodating the successful separation of 5 positions, saving more than \$225,000 annually.
- Greatly improved relations with regional service providers to increase awareness of challenges facing Yellow Springs and demonstrate the ability of the Village to be an effective partner in regional affairs.

- Developed a low-cost plan and funding program to ensure the Village's compliance orders for Wastewater treatment were met within limited budget constraints. Successfully sought a critical grant by arguing why the scoring criteria needed to be looked at in a larger context.
- Created a long-term power supply plan aimed at reducing the exposure to market-priced power and increasing the amount of cost-based generation owned by the Village. This plan included the participation of the Village in a new Hydroelectric project, creating the Village's first owned renewable power source.

City of Farmersville, California

2003-2004

City Manager

Identified and addressed serious structural problems with the City's financial condition. Obtained voter approval for new sales tax revenues, established a new rate structure for enterprise funds to ensure self-sufficiency and adjusted staffing to balance revenues with expenditures.

Responsible for day-to-day operation of the City, capital project management and policy development.

- Responded to community concerns about discrimination and diversity, in an extremely volatile political environment.
- Conducted public education efforts aimed at increasing awareness the City's financial condition and the cost of providing services to each household.
- Responded to the City's fiscal condition by eliminating the 40% subsidy from the general fund to the enterprise funds, by successfully increasing rates.
- Right sized the City's general fund by eliminating a \$474,000 deficit (25% of the general fund).
- Oversaw state and federal infrastructure, housing assistance, housing rehabilitation and redevelopment programs.
- Developed a long-term view of infrastructure needs, so that debt service, operation and maintenance needs were accommodated to the best ability of the City, given its financial condition.
- Expanded Transit services in cooperation with neighboring Visalia.

City of Shoreline, Washington

1998-2003

Senior Management Analyst, Reporting to the City Manager

Joined the organization just two years after it incorporated as a City. Responsibilities for completing items on the City Council's annual workplan, supporting the City Manager and department leadership, and developing new programs.

- Fostered an organizational culture that works hard to meet the community's high expectations, resulting in an overall customer satisfaction rating of 83%.
- Led a team effort to transition public work services into a hybrid mix of public, private and in-house contracts, saving \$222,000 annually.
- Successfully negotiated new jail rates with a team of 40 other cities (including Seattle) and developed a new relationship for jail services that reduced costs, expanded inmate educational opportunities and created a model for future cooperative efforts in the region. The efforts saved the City \$250,000 annually.
- Created a pilot program that became a national model to reduce failure to appear rates in court, and related jail use. The efforts saved the City \$42,000 annually.
- Facilitated productive Council meetings by preparing meeting agendas and

- presentations, following up on resident concerns raised in meetings.
- Managed contracts for municipal services from other agencies and private firms
- Developed a collaborative effort to maximize customer satisfaction with service delivery and reduce operating costs by transitioning service delivery to a combination of public, private and in-house providers.

Deschutes County, Oregon**1994-1998**

Senior Management Analyst, Community Development Department

Recruited from out-of-state by one of Oregon's fastest growing and most livable Counties. Deschutes County experienced a 5% growth rate for the seven year period ending in 1998.

- Managed department administration and information systems
- Successfully managed the County's new \$3.8 Million administration building project, including design, financing, construction and commissioning
- Analyzed processes and procedures to streamline operations and re-engineer work processes, improving permit processing, timeliness and quality.
- Completed a revision to user fees to accommodate shared overhead costs and incorporate new building financing and maintenance costs.
- Assisted in development of countywide Financial Management, Digital Records Management and Payroll software.
- Negotiated a new labor agreement with a recently recognized bargaining unit.

City of Lacey, Washington**1991-1994**

Management Analyst, Public Works Department

Hired after graduation to assist with operating and capital needs for a rapidly growing City. Responsible for conducting specialized studies, developing policies and procedures aimed at reducing costs and increasing service.

- Completed new growth management requirements, including land-use, utility, transportation and environmental quality planning elements.
- Capital and operating budget preparation.
- Management professional services contracts, including a \$14.2 Million local improvement district.

Internships

City of Kirkland, Washington, 1989-1991
City Management Intern

Office of the Secretary of Defense, Summer 1988 and 1989
Washington, DC
Graduate Intern

Northwest Small City Services 1988
Seattle, WA
CIP Intern

Congressman John E. Porter, Summer 1987
Washington, DC
Congressional Intern

City of Lake Forest, Illinois Summer 1986
Administrative Intern

**Professional
Affiliations
&
Publications**

International City/County Management Association
Continuous Membership Since 1986

Washington City/County Management Association
Continuous Membership since 1998

Journal of Current Municipal Problems
Contributor March 1991

Education

Master of Public Administration (MPA) 1990
University of Washington
Seattle, Washington

Bachelor of Arts Political Science 1988
Public Affairs Minor
Don Jerke Student Leadership Award Finalist
Pacific Lutheran University
Tacoma, Washington

Lake Forest High School 1984
Lake Forest, Illinois

Continuing Education
ICMA University
Vancouver, British Columbia Conference
Salt Lake City Conference
Charlotte Conference
San Diego Conference

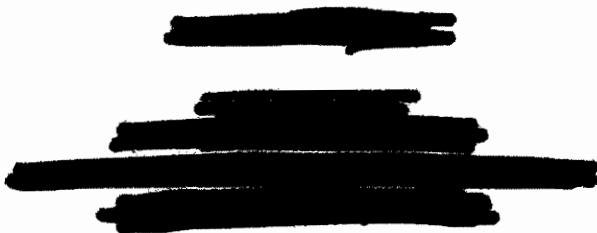
CITY MANAGER RECRUITMENT

CANDIDATE

MARK J. GERVASI

CITY OF SUNNYSIDE

818 E. Edison Avenue
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Objective: City Manager

Professional Accomplishments:

- Modernized the Tillamook City Charter.
- Incorporated a 95-year old independent Water Commission/Water Department back under the leadership of the Mayor and Tillamook City Council.
- Collaborated with Safeway Inc. to relocate the grocery store out of the flood plain area back into Tillamook's downtown as part of the city's downtown revitalization effort.
- Secured Department of Land Conservation and Development Grant Funding that updated city's zoning code and created a town center zone as part of the Downtown Revitalization Plan.
- Secured grant funding to incorporate Smart Development concepts into the city's zoning codes which led to greater infill opportunities in residential zones.
- Administered City's 2020 Visioning process.
- Secured FEMA funding for creating a flood mitigation plan for Tillamook, for elevating commercial properties and securing voluntary business buyouts in the flood zone.
- Coordinating the construction of an expanded waste-water facility leading to \$10.9 million dollar improvements to city's wastewater treatment and collection system.
- Administrated the annexation of 123 acres into the city for commercial, residential and public-semi-public land use.
- Coordinated the administration of over \$1.7 million of community development block grants for community facilities, housing rehabilitation and feasibility studies.
- Successfully negotiated back-to-back four-year labor agreements with city police bargaining unit.
- Negotiated new franchise agreements with City Sanitary Service and the local Tillamook People's Utility District (PUD).
- Coordinated the formation of an Urban Renewal District with the Tillamook City Council.
- Assisting the Tillamook County Transportation District with the implementation of a Connect Oregon grant of \$550, 000 for a new Transit Center in downtown Tillamook.

Professional Organizations:

- Past-President of Columbia Pacific Economic Development District (COLPAC). Boundaries include Columbia, Clatsop, Tillamook and Western Washington County. COLPAC also administers loans to start-up businesses.
- Current City representative to the Northwest Area Commission on Transportation (NWACT) which serves Columbia, Clatsop, Tillamook and Western Washington County.
- Current City representative to the Tillamook Bay Estuaries Partnerships which deals with water quality and environmental issues in Tillamook Bay.
- Current City representative to the Northwest Regional Partnership dealing with regional economic concerns.
- Current City representative to the Tillamook County Futures Council.
- Member of International City Managers' Association (ICMA)
- Member of Oregon City County Managers' Association. (OCCMA)
- Member of the yearly Mayors' Ball Planning Committee
- Member of Tillamook Lions Club

Education:

1980-1983	Brigham Young University	Masters of Public Administration
1969-1971	Florida Atlantic University Boca Raton, Florida	B.A. History
1967-1969	Miami Dade Junior College	A.A. Liberal Arts

Work History:

1997-present	City of Tillamook, OR (pop. 4,656)	City Manager Salary \$68,880
1994-1997	City of Lafayette, OR (pop. 1,800)	City Administrator Salary \$36,000
1991-1994	City of Jefferson, OR (pop. 1,825)	City Administrator Salary \$28,000

CITY MANAGER RECRUITMENT

CANDIDATE

MARK B. ROATH

CITY OF SUNNYSIDE

818 E. Edison Avenue
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MARK B. ROATH**RESUME OF QUALIFICATIONS**

[REDACTED]

Qualified by 24 years management experience working for very diverse communities, i.e. agricultural; Hispanic; manufacturing; military; prison; railroad; residential and university. Qualified by educational attainment including a Bachelor of Arts degree in political science; a Master of Arts degree in political science with an emphasis on public administration and a Juris Doctorate degree in law.

EMPLOYMENT HISTORY**City Manager, City of McAlester, Oklahoma**

2/2007-Present

The City of McAlester, with a population of 18,000, is a State prison community located in Southeastern Oklahoma. As Manager, I am responsible for 8 departments with 286 full and part-time employees and a budget in excess of \$34 million. In addition, I am directly responsible for labor relations.

Major Accomplishments

- Implementing a Reorganization Plan of City departments and senior management reshuffling that is placing more emphasis on development and public infrastructure. In addition, during this process, I initiated creation of a new Planning and Community Development Department and Utility Department.
- Implemented a Department Weekly Report to City Council and the general public via the City Website.
- Implemented a new Annual Operating Budget Process including development of a Budget Preparation Manual for use by City departments.
- Implemented a new Order of Business for City Council Meetings including a redesigned Agenda and Staff Report Form for use by City departments.
- Implemented a City's Hotel and Motel Tax audit that resulted in additional revenues owed the City by the local hotel and motel industry.
- Initiated numerous cost saving measures to improve the City's financial position including a change in investment procedures; a reassessment of department/division personnel needs and implementing new purchasing procedures.
- Developed and sought approval for legislation on such issues as a Classification and Compensation Study; a Not-for-Profit Donation Policy and others.
- Assisted the Choctaw Nation of Oklahoma and the McAlester Fire Department in applying for and securing a grant for a fire station.

City Manager, City of Wylie, Texas

8/2004-9/2006

The City of Wylie, with a population of 33,000, is a residential suburb in the Dallas metropolitan area. As Manager, I was responsible for 10 departments with 208 full-time employees and a budget in excess of \$64 million.

- Participated in an economic development initiative that brought 1 million square feet of commercial space to the community as a result of the large scale annexations.
- Participated in the Incident Command (Emergency Management) Process, which dealt with droughts; flooding and hurricanes.
- Served as the City liaison to the Executive Board of the local *Chamber of Commerce* and the *Council of Governments*.

City Manager, City of Oxford, Ohio

7/1997-6/2000

The City of Oxford, with a population of 22,000, is a university community and known as the home of Miami University. As Manager, I was responsible for 9 departments with 110 full-time employees and 78 part-time employees and a budget in excess of \$24 million. In addition, I was also directly responsible for the economic development program and labor relations.

Major Accomplishments

- Initiated the creation of an Engineering Department and an Information Technology Department.
- Initiated a Downtown Redevelopment Project that included a future City Hall site, a multi-tier parking structure; a park, and various other infrastructure improvements.
- Initiated site location, purchase and bond sale for a 114-acre tract of land to construct a community park.
- Initiated a Compensation and Classification Study.
- Negotiated agreements with the local Chamber of Commerce for support of a visitor's and convention bureau and Miami University for a telecommunications right-of-way lease.
- Served as a member of the Executive Board of each of the following entities: The *Ohio Downtown, Inc.* (a/k/a the Statewide Main Street Program), the *Ohio Heritage, Inc.* (a/k/a the Statewide Historic Preservation Program), the *Oxford Community Improvement Corporation* and the *Butler County HAZ-MAT Committee*.

City Administrator, City of North Platte, Nebraska

6/1994-6/1997

The City of North Platte, with a population of 24,000, is an agricultural community and home of the largest train switching yard in North America, which is owned by Union Pacific Railroad. As Manager, I was responsible for 9 departments with 257 full-time employees and a budget in excess of \$39 million. In addition, I was also directly responsible for the personnel system including labor relations and indirectly responsible for the City owned electric company.

Major Accomplishments

- Initiated the creation of a Community Redevelopment Agency to issue tax increment financing for various infrastructure projects.
- Initiated city projects including the first computer network system; recodification of the City's Code of Ordinances; construction of a new municipal golf course and a solid waste transfer station.
- Initiated, through the League of Nebraska Municipalities and later the State Legislature, a bill allowing municipalities to accept credit cards as a means of payment for municipal services.
- Negotiated a gas franchise agreement.
- Developed and sought approval for legislation on such issues as a Golf Course Advisory Board; a Library Board; Drugs and Alcohol Policy, Sexual Harassment Policy and others.

Law Student, University of Tulsa College Law, Tulsa, Oklahoma 1985-1988

OTHER EMPLOYMENT HISTORY

City Manager, City of Copperas Cove, Texas 1984-1985
City Manager, City of Weslaco, Texas 1982-1984
Municipal Manager, City of New Carlisle, Ohio 1980-1982
Director of Community Development, City of Ironton, Ohio 1979-1980
Community Development Specialist, City of Marietta, Ohio 1978-1979

EDUCATION

UNIVERSITY OF TULSA COLLEGE OF LAW, TULSA, OKLAHOMA
Degree Juris Doctor 1985-1988
Emphasis Law

OHIO UNIVERSITY, ATHENS, OHIO
Degree Master of Arts 1975-1978
Emphasis Political Science/Public Administration

UNIVERSITY OF MONTANA, MISSOULA, MONTANA
Degree Bachelor of Arts 1967-1972
Emphasis Political Science/Local Government

INTERNATIONAL SERVICE

PEACE CORPS VOLUNTEER, COSTA RICA, CENTRAL AMERICA 1973-1975
Intensive Spanish Language Training, Cultural Studies, Community Development Studies and Agricultural Basic Grains Research

FOREIGN LANGUAGE SKILL

SPANISH (FSI 2+ w/native speaker rated 4)

MILITARY SERVICE

UNITED STATES NAVY (Honorable Discharge) 1969

AWARDS AND RECOGNITION'S

- *City Key* from the City Commission for the City of North Port, Florida.
- Named by Florida Trend, April 2004 issue, as the "Person to Watch" in Sarasota County, Florida.
- Featured in Sarasota Magazine article, summer 2004 issue, as one of twelve "People to Watch."
- *Certificate of Appreciation* from the Officers of the North Port Police Department, North Port, Florida, 2003.

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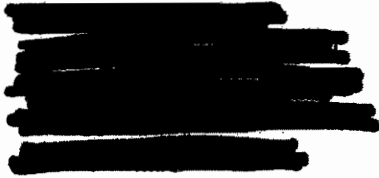
CANDIDATE

MICHAEL L. STAMPFLER

CITY OF SUNNYSIDE
818 E. Edison Avenue
Sunnyside, Washington 98944

RESUMÉ of

MICHAEL L. STAMPFLER



**PROFESSIONAL
EXPERIENCE:**

2005 – Present

CONSULTING EXPERIENCE

OWNER/MANAGING PARTNER, CIVICQUEST CONSULTING

Principal in consulting agency specializing in government performance improvement.

MGT OF AMERICA (FEBRUARY-JUNE 2007)

Senior Consultant addressing issues related to State and Local Government. Short-term experience to gain perspective in the operations of a major consulting firm.

2005 – 2006

CITY MANAGER, CITY OF CASSELBERRY, FL

Chief Executive Officer of dynamic Orlando Metro Area community of 25,000+ population, 290 full time employees and annual budget of \$42+ million. Significant work in economic/staff development and civic center/development with private developer Unicorp.

1985–2005

CITY MANAGER, CITY OF PORTAGE, MI

Chief Administrator of a full-service city. Population 45,000+. 225 full-time equivalent and 100 part-time employees. Budget approximately \$60 million. City is the principal commercial, premiere residential and primary industrial area of the Standard Metropolitan Statistical Area (SMSA).

MAJOR ACCOMPLISHMENTS:

Quality of Life Initiatives

- Doubled acres of parks to 750 acres
- Initiated Summer Entertainment Series (public/private funding)
- Led development of Celery Flats Historical Area
- Constructed first outdoor refrigerated ice skating rink in Southern Michigan
- Implemented annual planting of 250,000 tulips in City Centre area for beautification and marketing.
- Implemented city-wide bikeway/pedestrian trail way (from 0 to 50 miles in length)
- Implemented Consolidated Drain Project of \$7.5 million addressing storm water treatment, recreation and park development, as well as economic development opportunities.

Economic Development Initiatives

- Initiated public/private partnership to develop certified Industrial Parks totaling 70 acres
- Instituted 10 year Capital Improvement Programming Plan (\$147 million plan for 2003-13).
- Implemented Financial Trend Monitoring System
- American Public Works Association Project of the Year Award (Milham Pedestrian Overpass) July 2001
- Led creation of Downtown Development Authority resulting in over 640 jobs and \$36.5 million investment between 1998 and 2005.
- Privatized Water/Sewer Utility operations saving rate-payers \$750,000 annually
- Construction of over 6 miles of new boulevard roadways with sewer/water service
- STEP (South Westnedge Treatment Enhancement Project) to address storm water discharge pollution and economic redevelopment (\$5.5 million).

Regional Leadership Initiatives

- Initiated Local Development Finance Authority to secure major manufacturing facility (Stryker Corporation) \$100 million investment and 200 new/800 retained jobs in city.
- Successfully led city through consolidation of District Courts in Kalamazoo County
- Successfully worked to transfer Municipal Airport to county operation
- Participant in 911/consolidated dispatch deliberations
- Participant in "Fresh Start" regional economic development forum.

Professional Development Initiatives/Awards

- Distinguished Budget Award (Government Finance Officers Association) annually 1987 - 2005.
- Certificate of Achievement in Financial Reporting (Government Finance Officers Association) annually since 1986.
- 3CMA Savvy Award "Best Newsletter-External Audiences" 1998.
- Led staff team participation in ICMA/USAID sponsored International Resource Cities Program (Gabrovo, Bulgaria) 1998-2002.
- Outstanding Alumni Award 2003 Western Michigan University School of Public Affairs and Administration, College of Arts & Sciences (Pi Alpha Alpha).
- Attended Senior Executive Institute, University of Virginia, July 1988.
- ICMA International Exchange Program (Gronau, Germany) 1995.
- ICMA International Exchange Program (Engcobo, East Cape, South Africa) 2003-04.
- Occasional Adjunct Faculty Member teaching State and Local Government (Western Michigan University, Kalamazoo Valley Community College).

1981-1985

AIRPORT DIRECTOR – CITY/COUNTY OF KALAMAZOO, MI

Administrator of all-weather commercial air carrier and general aviation airport.

MAJOR ACCOMPLISHMENTS:

- Significant financial savings achieved through privatizing emergency services and automobile parking operations.
- Increased competition through addition of multiple air carriers.
- Successfully worked to transfer airport from municipal to county operation.

1977- 1981

CITY CLERK – CITY OF KALAMAZOO, MI

Conducted City Elections, served as custodian of official documents and vital statistics.

MAJOR ACCOMPLISHMENTS:

- Formed a Records Management Division to process documents of all City Departments in accordance with State requirements.
- Assisted Historical Commission in publication of book on historical structures in Kalamazoo.

1975-1977

**ADMINISTRATIVE ASSISTANT TO CITY MANAGER –
CITY OF KALAMAZOO, MI**

Involved in formulating and instituting policies and procedures and conducting organizational efficiency studies for the City Manager.

MAJOR ACCOMPLISHMENTS:

- Report resulting in consolidation of Parking Violations Bureau at considerable operational cost savings.
- Interim Director of Kalamazoo Convention Center.

EDUCATION:

1972

BACHELOR OF ARTS

Hope College, Holland, Michigan

Junior year at IES/University of Vienna, Vienna, Austria

1974

MASTER OF ARTS – INTERNATIONAL STUDIES

Western Michigan University, Kalamazoo, Michigan

1976

MASTER OF PUBLIC ADMINISTRATION

Western Michigan University, Kalamazoo, Michigan

AFFILIATIONS:

Current

INTERNATIONAL CITY/COUNTY MANAGEMENT ASSOCIATION

ICMA International Task Force Committee – 1999-2001