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CITY OF HUNTSVILLE – Huntsville, TX
Deputy City Manager, 03/2021 – 10/2022

Huntsville is one of the fastest-growing communities outside of Houston. With a population of almost 46,000 and a forecasted population of 68,000 by 2040. Huntsville is poised to be a hotspot for years to come.

- Oversaw the design/construction of a new City Hall, new Service Center, new Community Center, and a new Animal Control Facility for Y 2022
- Oversaw the final punch list items on the newly completed Police Station and Fire Station
- Reviewed the feasibility of and the costs associated with relocating overhead utilities either underground or behind properties
- Assisted local non-profits through the use of American Rescue Plan Act funds
- Completed transit study and made recommendations for funding during FY 2022/2023 Budget
- Updated the City Development Code and Engineering Criteria Tech Manual for Y 2022
- Considered new zoning requirements for consistent development standards for new growth
- Oversaw the newly created MUDs and PIDs approved by the Council for economic development and community enhancement tool that finances the costs of qualified public improvements that confer a special benefit for a definable part of the city and/or its extraterritorial jurisdiction
- Implemented the newly approved 2040 Comprehensive Plan

CITY OF SNOQUALMIE – Snoqualmie, WA
City Administrator/Chief of Staff, 01/2020 – 03/2021

The city is ranked #4 “Best Place to Live in Washington” and #1 “Safest City” for three straight years. Snoqualmie operates under a “Strong Mayor” form of government. It is a full-service city.

- Successfully negotiated with the Fire Union for a new (1) year contract due to COVID-19
- Applied new mitigation strategies/policies due to COVID-19, kept essential city services while helping our community businesses stay open and sustainable during our state’s 4 phase plan
- Acting Community Development Director during the search for a new permanent
- Rebuilt morale and council/staff relations during my tenure
- Addressed “build-out” development concerns and new development for vitality and sustainability
- Evaluated utility rates, including the expansion of our wastewater treatment facility
- Continued EIS for the 261-acre Mill Site Development Project
- Completed Council Retreat with a new vision for development and sustainability
- Chairman of eCityGov Alliance Executive Board
- Alternative city rep and eCityGov rep for WCIA Board of Directors

CITY OF SAMMAMISH - Sammamish, WA
City Manager/CEO, 5/2019 – 11/2019

The city has 134 total allocated positions and is 22 square miles in size. The 2019-2020 Biennial Budget is \$250 million. Sammamish was ranked #9 in Money Magazine’s, “2018 Best Places to Live.” According to the Seattle Times, “Sammamish Leads the Country in Median Income.”

- At the council’s request, implemented the elimination of all City Council Committees in 2019
- Lead recruitment processes for Deputy City Manager, Director of Public Works, Director of Human Resources, Director of Community Development, and Police Chief
- Former representative on the King County Sheriff’s Office Oversight Committee
- Former Treasurer of the eCityGov Alliance Executive Board
- Under council direction, resolved concerns in the contract agreement between YMCA and the city
- Diligently worked on securing an independent audit of the council-approved Concurrency Traffic Model

COUNTY OF EDDY - Carlsbad, NM
County Manager/CEO, 10/2013 – 4/2019

Eddy County experienced a boom in economic growth and vitality due to the oil and natural gas industry returning in full force. The county had a stable population of approximately 70-75,000 and was growing rapidly. The daily population in and out of the county was over 100,000 and was rising rapidly as well. Eddy County was extremely fast-paced and still is one of the top revenue producers for the State of New Mexico. The county has 394 total allocated positions. FY18/19 budget is \$134 million and is 4,200 square miles in size.

- Implemented Incode & Eagle product suites, along with Kronos timekeeping software
 - Used strategic/tactical planning for continued economic vitality during this upturn in the economy
 - Affordable Housing, Master Transportation, Master Comprehensive Plan implementations
 - Implemented economic development processes, including IRB's, Bonding, Zoning/ETZ, housing for growth
 - Secured unmodified/clean FY 14/15, FY 15/16, FY 16/17, and FY 17/18 audits
 - Ordinance update and adoption: zoning, manufactured home, RV park, GRT, weed, trash, rural addressing
 - Volunteer Fire Department restructuring, reorganization, and possible life-flight EMS for exceptional service
 - Implemented first ever "Energy Advisory Board" with the Energy Industry and the community
 - Resolution with state/federal legislators on the highly extensive brine-well cavern remediation project
 - Implemented and secured additional LNG cryogenic plants with IRBs approaching \$2 billion
 - Risk Awareness Program Award (RAP) - reduced WC claims-28%, Auto claims-65%, Multi-line claims-91%
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- Vice Chairman for NMCIA Worker's Compensation Pool Board of Directors, Y 2018 to 2019
 - Instructor, NM EDGE through NMSU – Leadership, Ethics, Y 2018 to Y 2019
 - USFS Wildland Fire Meta-Review Focus Group Advising Member, Y 2018
 - Vice Chairman for NACo Environment, Energy and Land Use subcommittee – Land, Y 2018 to Y 2019
 - Vice Chairman and former Treasurer for NMCIA Multi-Line Pool Board of Directors, Y 2016 to Y 2019
 - NMCIA Worker's Compensation Pool Board of Directors Member Y 2016 to Y 2019
 - Treasurer of the NMAC Manager's Affiliate Y 2016 to Y 2017
 - NMCIA Multi-Line Pool Board of Directors Member Y 2014 to Y 2019
 - NACo Environment, Energy and Land Use (EELU) Steering Committee Member, Y 2014 to Y 2019
 - Chairman of REDA (Regional Emergency Dispatch Authority) Executive Board Y 2014 to Y 2019
 - Executive Member of Eddy County Fire Service – Fire Board of Directors Y 2014 to Y 2019
 - Carlsbad Department of Development Board of Directors Member Y 2014 to Y 2019
 - Lieutenant, La Huerta Volunteer Fire Department – Eddy County Fire Service, Y 2014 to Y 2019
 - Eddy County's designated Lobbyist, Y 2013 to Y 2019

COUNTY OF EDDY - Carlsbad, NM
Public Works Director, 04/2013 – 10/2013

Planned, organized, and directed the county's public works, waste disposal and road departments with a staff of 64 in two districts, landfill, and a \$15 million budget with 1,252 miles of roads. Responsibilities included: policy development, program planning/strategic planning, CIP, personnel, and budget. (Quickly promoted to County Manager).

- Provided a strategic analysis of the department
- Evaluation of personnel revealed: understaffed and recruitment difficult
- Existing policies were updated and their implementation successful
- Pavement management system (PMS) installed and implemented

CITY OF COLORADO SPRINGS - Colorado Springs, CO
Streets Division Manager (Deputy Director Equivalent), 1/2012 – 02/2013

This position entailed leadership to a staff of 130, which are divided between five districts and 16 grids in a city with a population of 445,000 and 197 square miles in size. Hired as a change agent to implement the strategy of the first strong Mayor form of governing in the history of Colorado Springs. Tasked to initialize outsourcing of the Streets Division, beginning with resurfacing operations and snowplowing.

(Co-Chairman of County EOC Disaster Committee. Given duties of Debris Manager).

- Transformed division's safety culture from a compliance enforcement program into a core value
- Decreased Worker's Comp claims: down from 26 claims/\$75,000 in 2011 to 11 claims/\$13,000 in 2012
- Led the design and implementation of an innovative 50/50 cost share concrete program citywide
- Help coordinate response activities related to the 18,427-acre blaze called the Waldo Canyon Fire that destroyed more than 350 homes and killed two residents, also led the enormous debris removal effort
- Successfully outsourced in-house resurfacing operations, which saved the General Fund \$500,000 annually

COUNTY OF MODOC - Alturas, CA

Director of Transportation / Public Works Director / Building Official, 12/2007 – 12/2011

Chief Administrative Officer (CAO) / Director of Admin Services / Trans, 11/2009 – 06/2011

Chief Administrative Officer (CAO) / Director of Admin Services / Transportation:

Promoted while serving as Director of Transportation / Public Works Director / Building Official to provide focused financial and administrative leadership amid the worst economic crisis in county history. Drafted and administered a \$70 million total annual budget and oversaw 280 employees to support the interests of 9,500 residents. Enacted measures that successfully prevented the county's bankruptcy.

- Functioned as the Interim County Hospital Chief Executive Officer to oversee a \$27 million budget and 150-member staff (position given to Chief Fiscal Officer after 11 months)
- Established budget incorporating major cuts in the general fund and a large reduction in staff and expenditures with a bond debt service of \$1.5 million and \$150,000 budgeted for the counties first "rainy day" fund
- Led a broad-based collaborative effort with the California State Treasurer, Attorney General, Controller, Finance Department, Senator, and the Governor's Office to develop short and long-term alternatives to the county bankruptcy option
- Successfully negotiated with the two union bargaining units to attain a reduction in benefits, for a cost savings of more than \$700,000 over a two-year MOU agreement contract

Director of Transportation / Public Works Director / Building Official:

Provided direction, management, and leadership to a staff of 40 members with 5 districts. Responsible for two distinct departments while properly administering a total budget of \$20 million. Serving a 4,000-square mile area, 1,000 lane miles of roads, engineering, projects, buildings, equipment, parks and recreation, utilities, and infrastructure.

Education/Training

- Woodbury University, Burbank, CA, Bachelor of Science - Business Management
- NM EDGE, Certified Public Manager - CPM
- NM EDGE, Certified Advocate for Public Ethics - CAPE
- ICMA, Credentialed Manager - ICMA-CM
- Eddy County Fire Service, Academy certified, IFSAC and other certifications
- Huntsville Leadership Institute - Graduate/CERT