

OBJECTIVE

To obtain a challenging leadership position applying creative problem solving and innovative management skills with a growing county, city & community to achieve optimum utilization of local resources along with my 35+ years of local government experience. Always keeping in mind "To leave where you are better than when you found it."

EXPERIENCE

County Manager

May 2014 to September 2022

Chatham County, Savannah, GA

Served as Chatham County Manager, Georgia. Served a nine-member board, responsible for 2,250+ employees, served a community with a population of approximately 300,000 people in the county and regionally over 500,000 people with an annual growth rate of 17%. Was responsible for a \$998 million budget, development of a "zero based" budget process, developed local policy and laws for the Board and carried out and implemented these activities per the Board's priorities and direction. Developed a professional executive team whereby departments were divided into groups for each deputy manager and myself within the organization for appropriate reporting and supervision of specific areas such as public works, law enforcement, building/safety, code enforcement, judicial, finance, etc.

I was successful in establishing a new county police department with the mindset of "real" community policing. Successfully consolidated communications/E-911 system that had operated individually under seven municipalities to one system. Managed several financial referendums for projects such as infrastructure, new trial courthouse, new state of the art emergency operations center and multiple major recreation facilities. Initiated a strategic planning process involving several thousand citizens which ultimately brought forth the "Chatham County Blueprint for the future." Stabilized the finances of the County which lead to a higher bond rating reducing financing costs of major capital projects.

Managed the development of the Chatham County SPLOST (Special Local Option Sales Tax) of \$400 million for roads, recreation, capital and infrastructure. Several of the projects are now under construction.

County Manager/Chief Executive Officer

December 2001 to February 2014

Wayne County, Goldsboro, NC

I was responsible for all aspects of operations and finances for Wayne County, NC. These responsibilities included but were not limited to: Budget development and presentation, financial planning, strategic community planning, development of a executive team to oversee day to day operations, answer to a seven member elected board, develop board policies and recommendations. Operations included: health and human services, finance, tax, emergency services, solid waste, sewer, law enforcement, etc. Developed the county's first capital improvement plan and was instrumental in developing a public-private economic development agency recruiting over 2000 jobs in five years. \$175 Million Annual Budget & 1100+ employees. Managed the re-organization of the local airport to an executive jetport and merged a regional public library system to a county department for better oversight. Managed the development of a county-wide digital communication system including all county operations and law enforcement and all municipalities. Implemented a new county-wide emergency medical system 24-hour paramedics from a

volunteer system at a cost reduction to taxpayers including a state-of-the-art E911 system.

County Manager

July 1993 to November 2001

Washington County, Plymouth, NC

Served as County Manager. Responsible for all aspects of operations and budget of \$12+ million annually, answered to a five-member board. Operation responsibilities included: budget development and oversight, tax, finance, health and human services, personnel, water, etc. Developed the county's water system to a true self-supporting enterprise, developed the county's first zoning ordinance, established the first county wide transportation system and served for several months as both county manager and hospital administrator while transitioning the local hospital to a private entity and first profit in 10 years.

Executive Director

December 1990 to June 1993

Columbus County Economic Development Commission, Whiteville, NC

As executive director was responsible for the recruitment and retention of all industry in the county as well the development and oversight of an 1100-acre industrial park. This effort included: marketing for the county/city, extensive travel in the US and Europe. I was also responsible for the development of the first industrial park with all infrastructure including water, sewer, gas, rail, and interstate connection. This job created over 1,600 new jobs and millions of dollars in new tax base. I was also given the opportunity to manage a water bond referendum (successful) and project implementation.

Planner/Emergency Manager/Deputy Manager

March 1986 to November 1990

Pamlico County, Bayboro, NC

This position was responsible for: all emergency response (fire and rescue), preparedness, developed and implemented the county's first 911 system, community development including federal housing programs, tourism, zoning, mapping, etc.

EDUCATION

University of North Carolina at Wilmington, Wilmington, NC

1985 Bachelor of Science Business Administration (Cameron School of Business)

INTERESTS

Transportation - Involved in the development of a Highway 70 Corridor Commission to oversee the strategic corridor interstate project involving all of Eastern North Carolina including seven counties. The \$1.2 billion project was completed in 2015. Infrastructure - Heavily involved in regional water and sewer projects (infrastructure Summit 2008), etc. Actively involved in the Military Affairs Commission and Seymour Support Council for Seymour Johnson Air Force Base. Community - Have been majorly involved in Habitat for Humanity for over 20 years. The bulk of my time outside of the office is spent with my family and traveling. I am an avid gardener and wood worker and fly large kites at the beach on the weekends.

DISTINCTIONS

Recognized as County Manager of the Year for the Eastern Region in 2005 and Awarded Transportation Leadership Award in 2006. Certified/Accredited County Manager through ICMA since 2004. Chairman and Board member of the Year in 2012 by the North Carolina Mental Health Council. Received 30-year recognition as a member of ICMA. Manager of the Year 1999 by the Eastern NC Regional Commission.

PROFESSIONAL AFFILIATIONS

Developed the Chatham County "Calling All Manager's Group" including all local county city and county managers in the region of southeast Georgia and South Carolina. Previously an active member of the North Carolina City/County Manager's Association and ICMA and continue these activities in Georgia. Have served on several committees for the Georgia and North Carolina Association of County Commissioners including the NCPTS, Curriculum development and Productivity Awards Committee. Serve as the local Wayne County Development Alliance as Secretary/Treasurer, Wayne County Chamber Board of Directors, Downtown Goldsboro Development Commission, Wayne County Partnership for Children, Past Board of Director member of the Wayne County United Way. Chair of Eastpointe Mental Health MCO and Chairman of the North Carolina Department of Health and Human Services Mental Health Waiver Advisory Committee. Member/Secretary/Treasurer of the Highway 70 Corridor Commission. Have continued as a major advocate of mental health in the State of Georgia.

SALARY HISTORY

Chatham County - \$253,500 plus \$1200 car allowance per month all insurances paid by the county including family benefits, 401k max contribution, life insurance, employment contract with one yr. severance & fully vested retirement 4%.

Wayne County - \$215,500 plus \$1200 travel per month, individual/family insurance coverage, 401K, life insurance and employment contract.

Washington County - \$95,000 plus \$500 travel per month and employment contract. Columbus County - \$43,000 plus \$500 travel per month

REFERENCES

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