



Commission Memorandum

REPORT TO: Honorable Mayor and City Commission
FROM: Dennis M. Taylor, Interim City Manager
SUBJECT: Selection of Jeff Mihelich as the Bozeman City Manager

MEETING DATE: April 20, 2020

AGENDA ITEM TYPE: Action

RECOMMENDATION: Select Jeff Mihelich as the City's next city manager.

RECOMMENDED MOTION: I move to select Jeff Mihelich for the position of city manager.

BACKGROUND: After an extensive nationwide search for a new city manager conducted by the city commission, the interim city manager, the human resource director and Mr. Josh Jones, Senior Executive Recruiter with CPS-HR, the executive recruitment firm hired by the city of Bozeman to assist in the recruitment and selection of the next city manager, CPS-HR received over 83 applications for the position of city manager. The field of candidates for the position of city manager was narrowed by the City Commission to four semi-finalists for the position who were interviewed via Webex on April 3, 2020. The field of candidates was narrowed to one finalist to be interviewed by staff and citizen panels. On April 10, 2020, one finalist was interviewed and the City Manager requested that CPS-HR conduct additional due diligence on the finalist and report back to the City Commission.

The City Commission began the process of recruiting and selecting a new City Manager in December of 2019. On December 9, 2019, the City Commission took several items related to recruitment of a new city manager. The packet material from December 9, 2019 approval of the City Manager's class specification can be found [here](#).

The next item on this evening's agenda will be to approve an employment agreement with Mr. Mihelich.

FISCAL EFFECTS: None identified with this agenda item.

ALTERNATIVES: As suggested by the Commission.

Report Completed on: April 14, 2020

Attachments:

- Jeff Mihelich's application materials

City of Bozeman, MT

City Manager

Candidate Profile

JEFFREY J. MIHELICH

CURRENT POSITION:	Deputy City/Chief Operating Officer	Since 4/2014
	<i>City of Fort Collins, Colorado</i>	
PRIOR RELEVANT POSITIONS:	Assistant City Manager	7/2008 – 3/2014
	<i>City of Surprise, Arizona</i>	
	Assistant Village Manager	5/1996 – 7/2008
	<i>Village of Algonquin, Illinois</i>	
	Director of Planning and Community Development	6/1994 – 5/1996
	<i>City of Poquoson, Virginia</i>	
	Senior Planner/Planner	3/1991 – 6/1994
	<i>James City County (Williamsburg), Virginia</i>	
	Planning Assistant	9/1989 – 3/1991
	<i>City of Portland, Oregon Bureau of Planning</i>	
EDUCATION:	Master of Urban and Regional Planning	
	<i>Portland State University, Portland, Oregon</i>	
	Bachelor of Science	
	<i>University of Wisconsin, Oskosh, Wisconsin</i>	

Jeff Mihelich

Fort Collins, Colorado 80521

, 623- (m)

February 15, 2020

Josh Jones
CPS HR Consulting
2450 Del Paso Road, Ste. 160
Sacramento, CA 95834

Re: Bozeman, Montana – City Manager Position

Dear Mr. Jones:

There are very few, if any, new career opportunities that I am interested in pursuing. The City Manager position with Bozeman, Montana is the exception. My 28 years of experience working in large cities, small towns, and full-service counties demonstrates my deep commitment to public service. My leadership style is both collaborative and adaptive. This style has allowed me to develop high performing teams that are adept at creating successful private-public-partnerships. Throughout my career I've worked in partnership with elected officials in high growth communities to help shape the future of the communities we serve. I have a passion for enhancing the quality of life for every resident and stakeholder in an equitable and inclusive way.

I carefully reviewed the City Council's priorities. These priorities align particularly well with my career experiences and passions. Upon review of my resume you will see that I have significant experience leading in these areas with specific and measurable results. I currently lead an organization that is facing similar critical issues such as affordable housing, capital development, climate action planning, environmental stewardship, and explosive growth all within a highly engaged community - this is why I am so interested in the position because I'd love to lead an organization to address these challenges and opportunities. I have a demonstrated ability to lead in times of change, with great humility and compassion. My leadership approach would be to deeply embrace community engagement and co-creation at an organizational and regional level. In effect leading by example and affecting change throughout the greater Bozeman community.

I am also keenly interested in the Bozeman, Montana position because of the significant breadth of the job responsibilities. The opportunity to influence a City with so many diverse needs is intriguing. I am currently the Deputy City Manager/Chief Operating Officer in Fort Collins, Colorado. I personally manage both internal and external city operations and I facilitate interdepartmental coordination across all departments. Fort Collins is a complex, high performing, full-service municipality that has key community challenges and opportunities that are very similar to those in Bozeman. I work collaboratively, on a daily basis, with a diverse city council with significantly varied interests and constituencies. Throughout my career, I have managed innovative and award-winning organizations that emphasize excellent customer service, community engagement, partnership development, transparency, equity and inclusion, and bottom-line results.

I'd love an opportunity to talk with you further about my experiences and readiness for the City Manager role. I'm optimistic about the potential to lead the staff team in Bozeman and I'm so ready to be a part of work that makes a real difference. I am eager to relocate to Bozeman, especially to have an opportunity to have a wide-ranging impact that this position could offer.

Thank you in advance for your review and consideration of my resume. If you need additional information, please do not hesitate to contact me at (623) (cell) or via e-mail at .

Sincerely,
Jeffrey J. Mihelich

JEFFREY J. MIHELICH

Fort Collins, Colorado 80521

(623)

CAREER SUMMARY

Over 28 years of experience in all areas of city management and community planning including 13 years of executive level management experience working directly with elected officials. Significant experience developing and implementing progressive public policy in rapid growth communities. Career focus areas include Affordable Housing, Equity and Inclusion, Parks and Natural Areas, Growth Management, Land Use, Solid Waste and Recycling, Transportation, Mobility, Transit, Arts and Culture, Economic Development, Performance Management, Climate Action, Private-Public-Partnerships, Strategic Planning, Budget Development, Finance, Capital Development, Neighborhood Revitalization, Recreation Services, Sports Events and Tourism.

PROFESSIONAL EXPERIENCE

City Of Fort Collins, Colorado

April 2014 to Present

Deputy City Manager/Chief Operating Officer

The City of Fort Collins is located one hour north of Denver and is the fourth largest city in Colorado with a population of 170,000 residents. Fort Collins is a complex, high performing, full-service municipality with 2,400 employees and a \$1 billion bi-annual budget. Home to Colorado State University and several headquarter/regional offices including Hewlett Packard, Intel, Woodward and New Belgium. The City is routinely noted as one of the best places to live in the United States and received Time Magazine’s designation as the nation’s most satisfied City in America. Malcolm Baldrige National Quality Award recipient. AAA Bond Rating.

- Lead enterprise as Deputy City Manager and Chief Operating Officer within a unique corporate organizational structure. Manage internal and external city operations. Facilitate interdepartmental coordination across all departments. Routinely act as City Manager in their absence.
- Direct line authority and supervision over 1,400 employees, 3 Service Areas, 14 departments.
- Provide final review and staff recommendations related to City Council policy items in order to ensure alignment with strategic plan, fiscal responsibility, quality control, equity and inclusion.

Specific relevant accomplishments in Fort Collins:

- **Affordable Housing** –Developed affordable housing strategic plan. Partner with private and public entities to develop and implement affordable housing solutions including landlord rental programs, permanent supportive housing, shared housing, cluster developments, accessory dwellings, and mixed-use developments. Partners include Habitat For Humanity, Housing Catalyst (Fort Collins Housing Authority), Colorado State University and several private developers and builders. Innovative affordable housing solutions include healthy homes program, impact fee reductions, utility fee rebates and rate reductions, land banking and incentive zoning. Results include the creation of hundreds of affordable living units over the past five years, which is the most affordable unit creation in the history of Fort Collins.
- **Transportation Master Planning** – Provided executive leadership for the development of the City’s Transportation Master Plan that was unanimously adopted by City Council. Created innovative framework to enhance mobility for all Fort Collins residents emphasizing modal choice flexible and congestion management.

City of Fort Collins (continued)

- **Growth Management** –Oversaw multiple complex land use matters including controversial municipal code updates, high density transit-oriented development, large-scale mixed-use development (700+ acres), corporate headquarters/campus development, mall redevelopment, and Comprehensive Land Use Plan. National speaker regarding the implementation of successful economic health strategies to effectively manage growth.
- **Equity and Inclusion** –Developed Fort Collins Social Sustainability Strategic Plan which focuses on ensuring equity and inclusion for all Fort Collins residents. Goals include sustaining an environment where residents and visitors feel welcomed, safe and valued in the community. Facilitated a stakeholder group of community leaders, activists and business owners who developed strategies to ensure that Fort Collins is a welcoming community for everyone regardless of race, ethnicity, age, gender, sexual orientation or socio-economic status. Elevated the City's Municipal Equality Index score from 60/100 to 83/100. Developed transportation equity metrics for the Transportation Master Plan update. Developed and implemented an internal respect campaign to facilitate work group dialogues about ways in which the City can maintain an inclusive, respectful culture. Surveyed City boards and commissions to determine barriers to access and opportunities to diversify representation. Updated the City's purchasing policies to expand anti-discrimination language. Ensured the Bike Share program includes access for low-income users. Facilitated the City's historic first Pride and Transgender Day of Awareness proclamations. Grants received to hire equity fellow and integrate equity into resiliency and mitigation updates to Climate Action Plan. National conference speaker regarding effective social equity strategies.
- **Infrastructure** – Worked with multiple stakeholders, both internal and external, including Federal, State and County agencies regarding significant, large scale infrastructure projects including Interstate highway widening and interchange reconfiguration, bridge replacement, pedestrian underpasses, electric utility system upgrades and asset management, storm water management, sanitary sewer and water facility replacement, raw water and drought storage reservoirs, broadband, railroads, airport operations and capital impact fee assessments and modifications.
- **Innovation** – Executive lead for City's Innovation Team. Developed multiple innovation fund programs that provide opportunities for both internal and external funding of intelligent risk opportunities. Current programs provide significant capital resources to create Climate Economy enterprise initiatives. City of Fort Collins is prominently featured at the Smithsonian Institute as a place of invention and innovation. National conference speaker regarding introducing and sustaining innovation within organizations.
- **Transit Operations Planning** - Provided executive leadership for the development of the City's Transportation Master Plan that was unanimously adopted by City Council. Plan provides opportunities for expanded Bus Rapid Transit, flexible routes and transit coverage particularly in underserved areas of the city.
- **Engagement** – Leading organization with a policy development approach that utilizes an innovative "Co-Creation" model where we partner with citizens, business owners and university teams to collaboratively address community challenges. We use state of the art citizen outreach methods including social media, telephone town halls, multi-platform surveys, trained facilitators, bilingual interpretation, hard to reach population specialists and tailored face-to-face meetings that provide citizen engagement in a broad spectrum. Create Connected Communities program that fosters neighborhood engagement on a continual basis. National conference speaker and author regarding innovative engagement strategies. Kettering Foundation Fellow.
- **Performance Excellence** – Manage all city operations utilizing a performance excellence model which integrates strategic planning, budget development, annual work plans, performance metrics and employee performance reviews into one platform that results in coordinated, data-driven decisions. Extensive use of performance metrics with easy to understand outward facing dashboards that show progress and results. Malcolm Baldrige Performance Excellent Award recipient which is the nation's highest presidential honor for performance excellence through innovation, improvement, and visionary leadership. International and National conference speaker regarding performance excellence.

- **Nature In The City** – Developed a connected open space network accessible to the entire community that provides a variety of experiences and functional habitat for people, plants, and wildlife. Provides easy access to nature and ensures every resident is within a ten-minute walk to nature from their home or workplace.
- **Voter Approved Investment Measures** – Partnered with internal and external partners on multiple voter approved investment measures including “Keep Fort Collins Great” and “Building on Basics” which are dedicated sales tax initiatives passed by Fort Collins voters to fund critical services and programs for road improvement projects, bicycle trails, parks and recreation facilities, museum, performing arts, emergency responders and other community priorities.
- **Solid Waste and Recycling** – Developed Fort Collins “Road To Zero Waste” program. By investing in three key facilities to support Zero Waste, adopting new policies and implementing innovative, culture changing programs, the community is dramatically decreasing the need for a new landfill, shifting from focusing on waste management to a system that optimizes the use of discarded materials as resources to help the local economy.
- **Climate Action** – Executive lead responsible for implementing Citywide Climate Action Plan. Developed multiple interagency platforms related to energy efficiency, land use, transportation, renewable energy and climate economy initiatives that will lead to citywide carbon neutrality by Year 2050. Oversaw the construction of multiple LEED certified city projects. Metrics on target including reducing the city-wide carbon footprint by over 20% since 2005. International and National speaker regarding Climate Action planning and implementation.
- **Private-Public-Partnerships** – Developed numerous private public partnerships related to innovative land use developments, museum and science center, experimental energy center with Colorado State University, Poudre River White Water Park, recreation/innovation center and horticultural center.
- **Homelessness** – Significant collaboration with community partners to make homelessness in Fort Collins rare, short lived and nonrecurring. Use a “Compassion With Consequences” approach to homelessness and transients that include programs to help those in need while simultaneously creating initiatives that mitigated disruptive and unwanted behaviors. Programs include emergency weather shelter, day shelter, mental health and substance abuse, nutrition and hygiene, job training, clothing banks, alternatives to panhandling initiatives, obstruction ordinance, dedicated jail space and alternative sentencing.
- **University Relations** – Collaborate with Colorado State University, the largest university in Colorado, on a routine basis on a number of matters including new stadium construction, infrastructure development, transit, policing, community engagement, facility sharing, internships, fund raising, student relations, behaviors and housing, and intergovernmental agreement development and implementation.

City Of Surprise, Arizona

July 2008 - March 2014

Assistant City Manager

(Promoted From Community and Economic Development Director in 2011)

(Promoted From Community Development Director in 2009)

The City of Surprise is located 20 miles northwest of Phoenix and includes 120,000 residents. The City is a full-service, diverse community with 736 FTEs and a \$170 million-dollar annual budget. Economic development, capital improvements planning, growth management, and maintaining quality services as revenues decrease were the primary issues facing the City.

- Managed and directed all external city operations.
- Facilitate interdepartmental coordination across all departments for significant initiatives such as budget preparation and strategic planning.
- Line authority and supervision over the following departments:

Community and Economic Development – included the Economic Development, Neighborhood Services, Land Use Planning and Zoning, Development Services, Code Enforcement, Building Safety and Transportation Planning Divisions.

City of Surprise, Arizona (continued)

Public Works – included the Utilities, Engineering, Development Review, Streets, Solid Waste, Storm Water and Environmental Services Divisions.

Community and Recreation Services – included the Sports Tourism and Events, Aquatics, Campus and Park Maintenance, Recreation Center, Library and Recreation Programming Divisions.

- Provide final review and approval of each City Council agenda item and staff report to ensure alignment with strategic plan, availability of funds, consistency with city policy and quality control.
- Act as City Manager in their absence.

Specific Accomplishments In Surprise:

- **Job Creation** – Created over 2,000 new living wage jobs between 2010 and 2013. Successfully managed economic development initiatives that led to the re-location of five new U.S headquarters to Surprise. These companies include renewable energy, aerospace, medical supply and engine manufacturing enterprises.
- **Performance Management** – Developed detailed and comprehensive workload indicators for all departments. Indicators provide data needed for managing staff assignments, cross-training, staffing levels, budgeting and resource allocation. Developed performance management plans that align the City’s value and mission statement, strategic plan, department goals and individual employee goals used for performance evaluations.
- **City Wide Strategic Plan** – Managed the development of the City’s first ever strategic plan. Strategy components include Economic Development, Quality of Life, Higher Education, Transportation and Tourism. Plan development included significant public outreach initiatives. Plan adopted unanimously by City Council.
- **Budget Efficiencies/Department Re-Organizations** – Led the successful re-organization of three city departments – Community and Economic Development, Public Works and Community and Recreation Services. Significantly rightsized staffing levels while simultaneously maintaining and enhancing customer service. Reduced redundancy and middle management in all three departments successfully “flattening” the organizational structure. Re-organization activities created over \$2.5 million dollars of annual operating savings.
- **General Plan Development And Adoption** – Led the successful adoption of the City of Surprise General Plan (Comprehensive Land Use Plan). Facilitated efforts of citizen driven General Plan Advisory Committee utilizing innovative citizen engagement techniques. Plan adopted unanimously by Planning and Zoning Commission and City Council. Ratified by Surprise residents with a 72% vote in November 2013 referendum.
- **Capital Improvement Planning** – Coordinated development of 5-year and 20-year capital improvements plan. Plan includes transportation, water and wastewater treatment, and recreational services capital projects.
- **Succession Planning and Implementation** – Developed succession plans for three departments. Re-aligned key management positions to enhance leadership development opportunities. Provided opportunities for cross-training, internship, and job shadowing in order to facilitate future positive succession.
- **Budget Development** – Worked with City Manager and Chief Financial Officer to develop a balanced budget while facing significant revenue short falls in 2012. Final budget included \$3 million dollars in personnel reductions, \$1.3 million dollars of line item reductions, while simultaneously creating a \$1 million-dollar economic development incentive fund and a \$6 million-dollar reserve fund. Budget was adopted unanimously by City Council.
- **Affordable Housing/Neighborhood Stabilization** – Applied for and received \$2.1 million-dollar federal Neighborhood Stabilization Program grant. Administered grant and spent \$1.8 million dollars in property acquisition, housing rehabilitation and recipient qualification and counseling. Partnered with Habitat For Humanity to construct 3 affordable homes that were also LEED certified. Provided over 40 homes for income qualified families via this program.
- **Abandoned Foreclosed Properties Action Plan** - Developed comprehensive strategy to effectively deal with negative impacts of foreclosed and abandoned properties. Program components included counseling, property identification and mapping, community outreach, pro-active patrols and inspections, and civil and criminal penalties.

City of Surprise, Arizona (continued)

- **Parks and Trails Master Plan** - Created first City of Surprise Parks and Trails Master Plan. Coordinated plan development with Public Works and Community Recreation Services Departments. Extensive plan, with significant community outreach that extends parks, trails and open spaces over a 300 hundred square mile planning area.
- **Village Planning** – As part of the Surprise 2030 General Plan, created innovative Village plan concept. The Surprise planning area has been divided into 7 distinct neighborhood districts or villages. Worked closely with residents, business and property owners and other stakeholders to create long-range development patterns that create villages with unique character and development patterns. Provided business owners and residents with various housing, commercial, transportation and open space options for the future.

Village Of Algonquin, Illinois

May 1996 – July 2008

Assistant Village Manager

(Promoted from Community Development Director in 2002)

The Village of Algonquin was a rapidly developing community located 40 miles northwest of Chicago. Algonquin is a home-rule community with over 30,000 residents. The Village is a full-service, quality oriented suburban community with 222 employees and a \$39 million-dollar annual budget. Economic development, downtown revitalization, capital improvements planning, growth management, open space acquisition and park development were the primary issues facing the Village.

- Acted as Village Manager during their absence and managed all Village development matters and programs involving economic development, downtown revitalization, land use planning, open space coordination and environmental protection.
- Reviewed and coordinated these functions with other departments and with other municipal services. Acted as the principal staff liaison to the Planning and Zoning Commission, Economic Development Commission, Historic Commission, Public Arts Commission and Village Board regarding development matters.
- Headed up award winning Community Development Department which included 13 staff members with 5 core functions including Planning, Zoning, Economic Development, Code Enforcement, and Building Services.
- Created Village's first ever Economic Development Program, including:

Retail Marketing and Development Strategy – Prior to the development of this program, the Village's annual sales tax revenue was less than \$400,000. After the successful development of this award-winning program, the Village recruited, planned and developed over 4 million square feet of retail space, including Algonquin Commons – Illinois' largest lifestyle center. Generated annual sales tax revenues in excess of \$6 million dollars. This program made Algonquin a regional shopping destination.

Downtown Revitalization – Developed and implemented Algonquin's award-winning Downtown Revitalization Plan. Prior to the development of this program, the Village's downtown was in significant decline. Algonquin's Old Town District is now vibrant with dozens of new business startups, several new upscale residential developments, beautiful river walk, inviting public spaces, façade restorations and community events. This effort was accomplished through careful land use planning, public involvement, the development of a preservation code, the establishment of a façade rehabilitation loan program, land acquisition, sign control, entry corridor enhancements, the creation of a business improvement district, the organization of a Merchant's Association, and significant public and private investment.

Algonquin Corporate Campus – Developed and implemented a strategic plan that led to the development of the Algonquin Corporate Campus – a 1,000 acre planned mixed-use development that includes corporate headquarters. The Business Park Strategic Development Plan was created to foster the creation of living wage careers for residents. The strategy involved a market assessment, master plan, capital improvements plan, design and development standards and an aggressive, multi-year marketing campaign. The Campus now includes three development phases and a great mix of retail, residential, corporate office and light industrial tenants.

Village of Algonquin, Illinois (continued)

- **Capital Improvement Planning** – Coordinated development of 5-year and 20-year capital improvements plan. Plan includes transportation, water and wastewater treatment, and recreational services capital projects. Coordinated citizen outreach, master planning, land acquisition, facility design and financing for multiple capital projects including riverfront development, neighborhood and regional parks, trails, bike paths, water and wastewater facilities and public works administrative buildings.
- **Public Art** - Created and managed the Village's Public Arts Program. This award-winning program involved the temporary loan of artworks for public display throughout the community. Program development included the creation of a Public Art Code, Public Arts Commission, and art impact fee.
- **Conservation Community Program** - Created the Village's Conservation Community Program. This award-winning program was a compilation of all the Village's environmental initiatives including the Woods Creek Watershed Protection Plan, Water Conservation Plan, "Get With The Green" Village Operations Program, village wetland bank and conservation design planning.

City Of Poquoson, Virginia

June 1994 – May 1996

Director of Planning and Community Development

The City of Poquoson was one of the fastest growing cities in the Commonwealth. Located on the eastern seaboard in the middle of the 1.4 million Hampton Roads region which includes Norfolk, Virginia Beach and Newport News, Poquoson is an independent, full-service city. Economic development, capital improvements planning, growth management, and budget constraints were the primary issues facing the City.

- Head of Department of Planning and Community Development which included the Planning Division and Inspections Division. Supervised a staff responsible for all aspects of economic development, land use planning, building inspections, capital improvements planning, transportation planning, budget preparation, grants writing, zoning administration, citizen communication and outreach efforts, media relations, coordinating work performed by consultants, land use negotiations and project management. Regularly coordinated projects with the departments of public works, engineering, parks and recreation, finance and administration. Represented City on a number of regional management and planning committees regarding juvenile detention, job creation, transportation, land use planning and the environment. Regularly presented material to the City Council, Planning Commission and citizen groups.
- Developed a \$20 million-dollar Capital Improvements Program.
- Created a 200+ acre Master Plan for the development of a new Town Center. Project included rezoning, infrastructure extension and construction of a new City Hall/Library Complex. Master Plan opened-up over 100 acres of landlocked parcels for economic development opportunities.
- Secured over \$1.6 million dollars of competitive national highway funds for the construction of City roadways.
- Updated City's Comprehensive Plan which included the implementation of an aggressive citizen outreach effort including numerous public input sessions, video productions, surveys, newspaper editorials, and active citizen involvement.

James City County (Williamsburg), Virginia

March 1991 – June 1994

Senior Planner/Planner

One of two professional planners serving under the general direction of the Principal Planner. Responsible for all aspects of transportation related projects, Comprehensive Plan development, implementation and review, growth management strategy development, public facility planning, grants writing, recreation related planning projects and supervision of adjunct staff members. Assisted with handling development review cases, budget development and monitoring, and citizen outreach efforts.

Planning Assistant

Assisted Long Range Planning staff with a variety of projects including Light Rail Corridor Planning and Development, Capital Improvements Plan update, Environmental Protection Plans, Neighborhood Planning, Pre- and Post-Census Local Review, Comprehensive Plan Monitoring, and other projects requiring technical review, planning research, graphics, and report writing.

ACADEMIC RECORD/CERTIFICATIONS

PORTLAND STATE UNIVERSITY, Portland, Oregon

Masters of Urban and Regional Planning

UNIVERSITY OF WISCONSIN, Oshkosh, Wisconsin

Bachelor of Science

ICMA Credentialed Manager

RELEVANT HONORS/AWARDS

Awards Received by Jurisdictions During My Tenure:

Fort Collins:

- Malcom Baldrige Performance Excellence Award For Performance Excellence
- Bloomberg Mayor's Challenge, \$1 Million Dollar Award, for our innovative approach to providing health and equity benefits for low- and moderate-income renters by improving the energy efficiency of rental homes.
- America's Most Satisfied City, Time Magazine
- Number One City in America for Cycling, People For Bikes

Algonquin:

- DePaul University, Chaddick Institute For Metropolitan Development, Development Award, Village of Algonquin, Downtown Revitalization Plan and Implementation.
- Urban Land Institute, Village of Algonquin Public Art Program.
- American Planning Association, Illinois Chapter, Village of Algonquin Public Art Program.
- Illinois Tomorrow Award, Natural Resource Protection, Village of Algonquin Woods Creek Watershed Protection Program.

James City County:

- Lower James River Association, Friends of the River Award, for Commitment to Resource Protection and Innovative Lane Use through Comprehensive Planning, 1992.
- National Association of Counties, Achievement Award for Distinguished and Continuing Contributions to the Cause of Strong and Efficient County Government, Comprehensive Plan Update Process, 1992.
- Virginia Chapter of the American Planning Association, High Level of Excellence in a Professional Planning Project, Comprehensive Plan Update Process, 1992.

Individual Honors:

- Kettering Foundation, Richard S. Childs Fellowship, Citizen Engagement.
- ICMA, Excellence in Leadership Award (Assistant City Manager of the Year) Finalist.
- James City County, Commendation for Exceptional Performance, Zoning Ordinance Update Process.
- James City County, Award of Excellence in Recognition of Outstanding Service, Comprehensive Plan Update Process.

COMMUNITY SERVICE

- Board of Directors, Fort Collins Musician's Association
- Board of Directors, Fort Collins Innosphere (Business Incubator)
- Board of Directors, Fort Collins Museum of Discovery
- Board of Directors, Algonquin Chamber of Commerce
- Board of Directors, Toano Trace Affordable Housing Subdivision

RELEVANT PUBLIC SPEAKING/TRAINING

- European Union, Invited Guest Speaker to Belgium, Netherlands and Norway regarding Climate Action Plan Implementation.
- ICMA, National Conference Speaker, How To Celebrate Community Culture With Capital Projects
- ICMA, National Conference Speaker, How To Create A Municipal Broadband Utility.
- ICMA National Conference Speaker, Strategies To Deal Effectively With Homelessness.
- Government Finance Officers Association, National Conference Speaker, Effective Citizen Engagement Strategies For Budget Development and Capital Projects.
- Malcom Baldrige Performance Excellence, Upper Midwest Regional Conference Speaker, Creating A Culture of Performance Excellence That Leads To Results.
- Florida Association of Information Technology Professionals, State Conference Speaker, How To Use Technology To Implement Your Climate Action Plan.
- Federal Departments of Environmental Protection Agency, Health and Human Services, and Housing and Urban Development, Guest Lecturer, Successful Economic Health Measures Related To Growth Management.
- ICMA, National Conference Speaker, Creating A Sustainable and Climate Resilient Community.
- ICMA, National Conference Speaker, Introducing Innovation To The Organization.
- ICMA, National Conference Speaker, Demystifying Social Equity.
- ADKAR, A Model For Change In Business, Government and Our Community, Change Management Training.
- Government Alliance on Race and Equity (GARE), Leading With Race, Training.
- National League of Cities, Race Equity and Leadership 101 (REAL), Training.
- Let's Talk Race, White Fragility, Training.