

SUMMARY

More than 30 years of local government experience with expertise in the following areas:

- Operations and Project Management
- Labor Relations
- Customer Service
- Organizational Change and Development
- Economic Development
- Conflict Management
- Strategic Planning & Operations Analysis
- Fiscal Operations and Budget
- Program Design and Implementation
- Media Relations
- Community Redevelopment
- Team Building

An innovative leader with demonstrated organizational, analytical and communications skills. Experienced in managing change and well versed in privatization. Results-oriented with foresight: a dedicated team player who is able to work independently within the organizational framework.

LOCAL GOVERNMENT EXPERIENCE

City Manager, City of Harlingen, Texas (Retired)

2006-2009

Harlingen is a city of 75,000 located in the Rio Grand Valley in south Texas with 550 employees and an annual operating budget of \$92.9 million. Harlingen is a full service city with police, fire, sanitation, public works, library, health, leisure services, planning and zoning, 4A & 4B sales tax corporations and an airport with daily service from Southwest and Continental Airlines. Major achievements:

- Development and implementation of the city's first CIP,
- Implementation of voter approved single member district plan,
- Negotiated the city's first collective bargaining agreements,
- Implemented a program to annually improve 7% of city streets,
- Development and implementation of the Harlingen 100 strategic plan,
- Consolidation of two Economic Development operations for half the cost,
- Survival and repair of Hurricane Dolly damage,
- Voter approval of 4B sales tax,
- Negotiated with a Fortune 25 Company to create 700+ new jobs,
- Implemented a stalled bond program,
- Constructed a new Police Station, Fire Station and soccer complex,
- Implemented a performance based compensation and classification system,
- Implemented a new retirement system for employees hired after 10/1/07,
- Lowered the tax rate,
- Replaced of several key Department Heads for improved operations.

City Manager, City of Cedar Park, Texas**2004-2005**

Cedar Park is a fast growing community located on the northwest side of Austin, Texas with 300 employees and a \$55million annual budget. The city has issued nearly1000 single-family residential building permits each year since 1994. Cedar Park is a full service city, operations include police, fire, library, leisure services, planning and zoning, public works, sanitation, water and wastewater operations, and 4A & 4B sales tax corporations. Major achievements:

- Investigation and a plea bargain of a corrupt Mayor,
- Failure to negotiate a hockey arena management deal,
- Replaced several key employees to improve operations,
- Negotiated a town center site with a developer,
- Recruited a hospital to the city,
- Implemented a city staffed Economic Development operation,
- Implemented a city staffed Visitor's and Convention Bureau,
- Negotiated right of way and use agreements of the Highway183 toll road,
- Implemented a central city communications operation.

City Administrator, City of Conroe, Texas**1993-2004**

Conroe is located just north of Houston, has 400 employees and an annual budget of \$50.0 million. Conroe is a full service city; operations include civil service police and fire operations, sanitation, leisure services, planning, public works, water and wastewater operations, and community development. Major accomplishments include:

- Construction of three new major wastewater trunk systems,
- Construction of millions of dollars of water system improvements,
- Implemented of a performance based classification and compensation system,
- Revitalized downtown both aesthetically and with retail business development,
- Replaced a majority of the Department Heads for improved operations,
- Implemented an annual street improvement program,
- Revitalized every city park and built a new major athletic complex and amphitheater,
- Implemented 4B sales tax and Economic Development operations,
- Constructed new fire stations, a police station, service center, and city hall,
- Recruited numerous businesses and industries to Conroe,
- Expanded the city limits numerous times through annexations,
- Implemented a road TIRZ project to fund major road improvements.

City Manager, City of Corsicana, Tx.**1981-1993**

Corsicana is a full service city of 25,000 located 55 miles south of Dallas. The list of achievements is as long as my tenure there, 11+ years and can be provided upon request.

City Manager, City of Levelland, Tx

1979-1981

Levelland is a full service city of 14,000 located in west Texas, 30 miles west of Lubbock. A list of achievements can be provided upon request.

City Administrator, City of DeSoto, Tx

1977-1979

I was assigned to the City Manager for coordination of community based studies, special projects and management plans including the drafting of final reports. I served as liaison to City Council and Department Heads. At the time DeSoto was a fast growing city in the Dallas/Fort Worth Metroplex.

EDUCATION

Master of Public Administration-University of North Texas

B.A. Political Science-University of Texas at Arlington

PROFESSIONAL ASSOCIATIONS

- Texas City Management Association – Past President
- International City Management Association
- Region 10 – Texas City Management Association Past President

CIVIC AFFILIATIONS

- Harlingen Airport Board – Ex-Officio Member (2006-2009)
- Harlingen Utility Board – Ex-Officio Member (2006-2009)
- Past Member Cedar Park Chamber Board Member
- Past Member Greater Conroe/Lake Conroe Area Chamber Board
- 1999 Conroe Chamber Lobsterfest Chairman
- 1999 Montgomery County United Way Golf Chairman
- Leadership Montgomery County Board 1995-2001

SPECIAL RECOGNITIONS

- President Texas City Management Association 2004-05
- Texas City Management Association- Lifetime Achievement Award
- 1991 Chamber Achievement Award - Corsicana
- 1988 Arthur J. Keeney Industrial Development Award