

City Manager Dillingham, Alaska
City Manager Search 2023 - 2024

Applicants with prior City Manager Experience

Presented in Alphabetical Order

Applicant 1	Fonda Chronis County Administrator (former) Schuyler County, NY
Applicant 2	Paul Dyal City Manager / Executive Director of Utilities City of Lake City, FL
Applicant 3	Thomas S. Heck Town Manager (former) Town of Manalapan, FL
Applicant 4	Kimberly Johnson Interim City Manager City of Dillingham, AK
Applicant 5	Carlo M. Pilgrim City Manager (former) City of Weirton, WV
Applicant 6	Suzana V. Stinnett City Manager (former) City of Unalakleet, AK
Applicant 7	Kim D. Zimmerman Borough Manager Borough of Lewiston, PA

Applicants with For Profit Experience

Presented in Alphabetical Order

Applicant 8	Craig Breck Senior Program Project Manager Worstman & Associates Anchorage, AK
Applicant 9	Brandon Gosselin Founder & Private/Public Partnership Liaison The Empowering B.A.C.K. Foundation Burlington, OK
Applicant 10	Jacob Moniz Sales Manager Stanley Ford Anchorage, AK

Applicants with Nonprofit Experience

Presented in Alphabetical Order

Applicant 11	Adam Reilly Test Conductor / Engineering Technician Airspace Management RT&T Lusby, MD
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Applicant 1

FONDA CHRONIS, MPA

PROFILE

A results-driven leader specializing in managing organizations, developing people, streamlining operations, and over-delivering outcomes. After two decades as a business owner and corporate manager, I answered my calling and entered public administration. For the past six years I have utilized the skills and talents developed over the course of my career to drive public discourse, increase operational competency, drive productivity and performance in a municipality, and utilize data and analytics to improve the decision-making process. My goal is to innovate governance on the local level, advance the lives of the people in my community, and propel a municipal culture of productivity and engagement to make a real difference.

COMPETENCIES & PROFICIENCIES

- Leadership & Employee Development
- Management & Operations Expertise
- Budgeting, Accounting, Capital Planning
- Financial Management
- Analytics & KPI Systems
- Data-Driven Decisions
- Policy Implementation
- Economic Development
- Legislative Relations

PUBLIC SECTOR EXPERIENCE

COUNTY ADMINISTRATOR | SCHUYLER COUNTY (NY) | JUNE 2021 – JULY 28, 2023 (ANTICIPATED)

- Hired as Deputy Administrator for six months as part of succession planning. Position phased in over that period, officially appointed County Administrator in December 2021.
- Support 8-member policy-making legislature who has given day-to-day operational authority to the administrator; serve as chief administrative officer of a county with 18,000 people, 250 employees, \$60 million budget, 16 direct reports.
- Key focuses: budget and financial management designed to keep levies as low as possible, developing a comprehensive approach to addressing modern workforce challenges, leading a new vision process focusing on economic growth and operational efficiencies, leadership development, internal culture shift emphasizing engagement, long-term financial, capital, and organizational planning.
- **Accomplishments:** Clean budgets with minimal levy increases; Created ambulance (EMS) service; Upgraded compensation system for management; Strategic/Vision plan; Negotiated bargaining unit contracts; Developed leadership & management training program.

ASSISTANT TO COUNTY ADMINISTRATOR | SCHOHARIE COUNTY (NY) | 2017-2021

- Support the efforts of county administrator. Transformed position to be “de facto” deputy county administrator.
- Introduced professional management to the legislature, management team, rank-and-file employees.
- Focused on budget development, implementation, and financial analysis for governing board.
- Extensive union negotiation experience with a change in health insurance program for employees.
- Supported department heads in developing/managing financial plans, addressing workforce challenges, developing constructive legislative relationships.
- **Accomplishments:** Creation of economic development strategic plan for county; Revamping budget development process, Navigation of operations through COVID-19 pandemic; Streamlining of legislative processes; Add depth to financial knowledge of legislature and management team; Capital planning.

SELECTED PRIVATE SECTOR EXPERIENCE

PRESIDENT & CEO | XKC COMPANY, LLC | 1995 - 2007

- Owned and operated multi-unit hospitality business grossing over \$1 million per year and employing a team of 25 hospitality professionals.
- Oversaw all business operations, including human resources, in-house bookkeeping and accounting functions, cash management, marketing, customer relations, inventory control, and strategic planning.
- **Accomplishments:** Successfully operated business for over a decade with a strong reputation for customer service and products of the highest quality; Doubled sales in first two year and doubled again three years later; Reduced costs by 9% over a five-year period; Named “Business of the Year” in 2005.

DISTRICT MANAGER, PROCUREMENT MANAGER | SONBYRNE SALES, INC. | 2011-2017

- **District Manager (2011-2015):** Responsible for operations at multiple locations for company; focused on customer service, profitability; cost control; professionalization of staff and training; product development; oversaw bakery production facility.
 - **Accomplishments:** 10% reduction in costs with corresponding profitability increases; Developed system to share financial information with line-level staff to invest them in operations; Created a digital inspection system; Stabilized bakery operation; 5% margin increase.
- **Procurement Manager (2015-2017):** oversaw and responsible for all procurement, buying, and marketing of assigned product categories. Integrated movement and sales data, along with margin calculations, to select products and design placement strategies to drive sales and profit; Leveraged state-of-the-art systems & data analytics to maximize sales, placements, and profitability.
 - **Accomplishments:** Drove gross margin, gross profit dollars and overall sales volume in multiple categories; Contributed an additional \$1 million in year-over-year gross profit dollars to company in 2016; Trained staff on placement processes and product profitability; Managed inventories and bulk ordering to drive margin.

EDUCATION

MASTER PUBLIC ADMINISTRATION | 2015 | MAXWELL SCHOOL, SYRACUSE UNIVERSITY

- DEGREE: Master’s in public administration
- ADDITIONAL CERTIFICATES: Local Government Financial Management, E-Government Management

BACHELOR OF ARTS | 1992 | SYRACUSE UNIVERSITY

- Major(s): POLITICAL SCIENCE, POLICY STUDIES -- Magna Cum Laude, Phi Beta Kappa

CERTIFICATES & MEMBERSHIPS

- NEW YORK STATE COMPTROLLER TRAINING – ACCOUNTING I & ACCOUNTING II TRAININGS
- MEMBER, NEW YORK STATE ASSOCIATION OF COUNTIES
- MEMBER, NEW YORK STATE CITY & COUNTY MANAGERS ASSOCIATION
- MEMBER, WATKINS-MONTOUR ROTARY

REFERENCES AVAILABLE UPON REQUEST

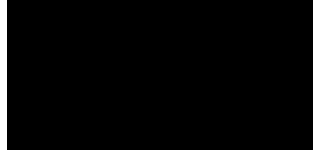
Fonda Chronis

Statement of Accomplishment: Dillingham, AK

Public servants dedicate themselves to aiding others. The highlight of my career in municipal management was spearheading the establishment of a novel ambulance service in Schuyler County. Previously, a mix of volunteers and one paid service handled ambulance needs, but the response times proved inadequate and deteriorating, and one of the volunteer services chose to discontinue service. Upon recognizing this issue, I orchestrated discussions with invested parties to uncover underlying problems and remedies. I maintained transparency with the legislature and eventually presented three potential solutions. Notably, one involved an inventive collaboration with the local health system, where the county would provide temporary financial support for the new service, and the health system would use their expertise to manage ambulance operations. The legislature chose this option and outcomes have been remarkably positive so far – average response times now meet national benchmarks for rural regions. This was all accomplished in eleven months.

Applicant 2

PAUL DYAL



SUMMARY OF QUALIFICATIONS

An accomplished professional with a wide-ranging background in leadership. Over thirty years’ experience working with state, federal, and local government agencies to get projects completed. I have a thorough understanding of the bureaucracy of different agencies that consist of over eleven years working strictly in municipal government and twenty-four years’ experience working in the utility and construction industry. Dedicated leader who performs well in different environments. Adept at managing all phases of project life cycle, from needs assessment through implementation. Hired, trained and was the leader of hundreds of employees during my career. Work well under pressure, on my own, or as part of a team. Hard worker, adaptable, quick learner, and ability to assume responsibility. Perform effectively despite sudden deadlines and changing priorities. Excellent record of dependability and reliability.

PROFESSIONAL EXPERIENCE

January 2023-Present City of Lake City Lake City, FL

City Manager/

Executive Director of Utilities

- Responsible for all City Departments: Police, Fire, Utilities, Finance, Human Resources, Procurement, Public Works, Information Technology, Growth Management, Community Development, Airport, and Customer Service.
- Daily communication to Management, Council, and Public on City issues.
- Budget preparation and goals for the fiscal year for all departments.
- Developed and implemented organizational goals, policies, and procedures.
- Prepared reports related to public policy, federal, and state governmental issues.
- Leader to 200+ dedicated personnel.
- Review and administer disciplinary action.
- Administer \$70 million budget.

December 2021-December 2022 City of Lake City Lake City, FL

Interim City Manager/

Executive Director of Utilities

- Responsible for all City Departments: Police, Fire, Utilities, Finance, Human Resources, Procurement, Public Works, Information Technology, Growth Management, Community Development, Airport, and Customer Service.
- Daily communication to Management, Council, and Public on City issues.
- Budget preparation and goals for the fiscal year for all departments.
- Developed and implemented organizational goals, policies, and procedures.
- Prepared reports related to public policy, federal, and state governmental issues.
- Leader to 200+ dedicated personnel.
- Review and administer disciplinary action.

- Administer \$60 million budget.

2018-Present City of Lake City

Lake City, FL

Executive Director of Utilities

- Responsible for all City Utility activities and personnel issues.
- Honest communication to Management, Council, and Public on City issues.
- Administer \$20 million budget.
- Liaison for citizens and city government.
- Building community relationships.
- Responsible for writing policies and procedures.
- Budget negotiations
- Grant Writing and submission.
- Grant Manager for \$5,000,000 grant for sewer expansion.
- Grant Manager for \$1,800,000 grant for wetland expansion.
- Grant Manager for \$1,000,000 grant for Effluent disposal.
- Grant Manager for \$200,000 grant for sewer capacity study.
- Increased economic development by working with our county leaders to expand utility services.
- Leader to 90 employees.

2017-2018 City of Lake City

Lake City, FL

Assistant City Manager- Utilities and Public Works

- Responsible for all day-to-day city utility/public works operations.
- Honest communication to Management, Council, and Public on City issues.
- Administer \$30 million budget.
- Building community relationships.
- Increased economic development by working with our county leaders to expand utility services.
- Land use initiatives for annexation to increase size of the city.
- Repair deteriorating infrastructure.
- Liaison for citizens and city government.
- Responsible for writing/enforcing policies and procedures.
- Leader to 120 employees.
- Contract/Grant submissions and budget negotiations.
- Responsible for the budget and construction of a new \$18,000,000 Water Reclamation Facility.
- Responsible for \$1,500,000 in repairs and upgrades to the city's Public Access Reuse System.
- Oversight of a new \$5,000,000 Spray Field to Wetland conversion.

2015-2017 City of Lake City

Lake City, FL

Executive Director of Utilities

- Responsible for all day-to-day city utility activities.
- Honest communication to Management, Council, and Public on City issues.

- Administer \$20 million budget.
- Building community relationships.
- Increased economic development by working with our county leaders to expand utility services.
- Land use initiatives for annexation to increase size of the city.
- Repair deteriorating infrastructure.
- Responsible for the budget and construction of a new \$18,000,000 Water Reclamation Facility.
- Responsible for \$1,500,000 in repairs and upgrades to the city's Public Access Reuse System.
- Oversight of a new \$5,000,000 Spray Field to Wetland conversion.
- Responsible for \$6,000,000 in ongoing repairs to the city's current Water Reclamation Facility.
- Submitted and awarded \$2,700,000 grant for sewer expansion.
- Liaison for citizens and city government.
- Responsible for writing/enforcing policies and procedures.
- Leader to 90 employees.
- Contract/Grant submissions and budget negotiations.

2014-2015 City of Lake City Lake City, FL
Assistant Executive Director of Utilities

- Responsible for all day-to-day city utility activities.
- Honest communication to Management, Council, and Public on City issues.
- Responsible for all personnel issues.
- Liaison for citizens and city government.
- Responsible for writing/enforcing policies and procedures.
- Leader to 90 employees
- Contract/Grant submissions and budget negotiations.
- Responsible for the budget and construction of a new \$18,000,000 Water Reclamation Facility.
- Responsible for \$1,500,000 in repairs and upgrades to the city's Public Access Reuse System.
- Oversight of a new \$5,000,000 Spray Field to Wetland conversion.

2012-2014 City of Lake City Lake City, FL
GIS / CAD Tech. / Crew Leader

- Collect GIS data on city assets.
- Update GIS address, zoning, land use, city limit boundary, political, and utility databases.
- Maintained and updated local, state, and congressional district lines.
- Maintained and updated fire and police dispatch 911 databases.
- Maintained National Census data.
- Annexations and other city acquired property changes.
- Created engineering drawings for city projects.
- Easements, permitting, and subordination submissions on behalf of the city.

- Collect and assimilate data for grant submissions.
- Attended Council and various city committee meetings to give updates.

1999-2012 Comm Tech. Inc. / P.E.A. Inc. Gainesville, FL

Project Manager / Engineering and Design

- Project management – design to stakeholder acceptance.
- Liaison for local, state, and federal agencies.
- Reviewed engineering practices for clients.
- Ensured company rules and regulations were followed.
- Budget preparation.
- Coordinated with stakeholders to understand their needs and troubleshoot problems.
- Maintained company standards and quality/quantity of work.
- Designed, inspected, and managed utility, cable, and pipeline projects.
- Designed specs for buildings and underground vaults.
- Designed right-of-way, permit, construction, and as-built drawings.
- Compiled GPS, GIS, State Plane and coordinate data for projects.
- Coordinated with federal, state, and local agencies to resolve any problems that pertain to permitting, design, placement, R/W, or acquisition issues.

EDUCATION

2016	Florida State University	Tallahassee, FL
	• Certified Public Manager	
	• Certified Supervisory Manager	
2016	Columbia Southern University	Orange Beach, AL
	• B.S. Business Administration	
	• Graduated Summa Cum Laude	
2005	Lake City Community College	Lake City, FL
	• A.A. Liberal Arts and Science Degree	
	• Graduated Magna Cum Laude	
2004	Lake City Community College	Lake City, FL
	• A.A.S. Business Administration and Management	
	• Graduated Magna Cum Laude	
1999	Lake City Community College	Lake City, FL
	• Computer Drafting II (Certificate)	
1998	Lake City Community College	Lake City, FL
	• Computer Drafting (Certificate)	

SELECTED AWARDS/HONORS/MEMBERSHIPS

- Member Phi Theta Kappa Honor Society
- Member of Who's Who Among College Students
- 2004 Business Student of the year
- Valedictorian 2004 Spring Graduating Business class
- 2014 Dale Carnegie Highest Achievement Award Winner

- Member of ICMA

INTERESTS

Spending time with family, church activities, scouts, gardening, working in the yard, and learning new software applications.

TIPS

My management style is collaborative and one that bolsters of a Team Leader/Facilitator. I believe in being visible to my team and keeping my employer informed with information they need to hear so that they can make sound decisions. I strive to learn something with each new task assigned and I am open to new ideas that make my job more productive. I pride myself on being a good listener who values and solicits ideas and feedback from others. My background includes budget management and administrative supervision within the public and private business sector. This gives me a unique understanding of public and private ways and has given me a better understanding of my interactions with both.

Paul Dyal

August 5, 2023

City of Dillingham Manager Search
c/o Pearson Consulting
P.O. Box 190694
Anchorage, AK 99519

Dear Recruiting Agency:

Some of my most significant accomplishments in municipal management are my abilities to build a team environment and respect among team members. When I first came to the city, the utility department was far behind in technology and the culture was one of fear and intimidation. Several individuals were removed from leadership, and we started a culture of inclusiveness and empowerment. We also implemented several technological features in the field to increase production and customer satisfaction along with response times. Some of my greatest strengths are my ability to solve problems, listening to others, treating people with respect, being a man of my word, and leading by example with integrity and good humor based in "Servant Leadership".

Sincerely,
Paul Dyal

Applicant 3

Thomas S. Heck



CAREER HIGHLIGHTS

- Over 35 years of leadership experience in both municipal and federal governments.
- Has a big picture focus, strong strategic planning skills, and the ability to produce on time results.
- Has been a Logistic Program Manager responsible for over 860 personnel; Town Manager, General Services Director, Public Works Director, Chief of Operations, and a Chief of Engineering with two 10 person multi-discipline design teams.
- Successfully developed and executed a myriad of large design and construction projects and programs – \$834M program with \$200M under construction.
- An approachable leader who fosters strong relationships while still making work fun.
- Developed and managed budgets, producing cost savings while doing more with the given resources.
- Demonstrated flexibility in developing meaningful relationships with special interest groups, stakeholders, citizen groups, and the press.
- Over 30 years of successful relationships with senior leaders, elected officials, unions, workforce members, and human resources.
- Consistent high achiever and visionary with a strong ‘can-do’ focus who has been routinely appointed to transform operations to produce benchmark results – exceptional turn-around agent!
- Strong, energetic situational leader who has a history of providing fast track, cost effective solutions for customers and project requirements.

EDUCATION

- Pepperdine University, Malibu, California: Executive Master’s of Business Administration (MBA).
- United States Air Force Academy, USAF Academy, Colorado: Bachelor of Science Degree (BS), General Studies: Civil Engineering/Math.
- Troy State University, Troy, Alabama: Master of Science Public Administration (MPA).
- George Washington University, Washington DC, Ed. S., Human Resource Development.

EXPERIENCE

Semi-Retired

2017 - Present

Chugach:

2012 – 2016

1. West Sound Project Manager

Silverdale, WA

2. Logistics Project Manager

Reagan Ballistic Missile Test Site

Kwajalein Atoll

- **West Sound:** Directed Base Operating Support for five remotely separated Naval bases and 17 satellite areas. Managed a \$70M budget and almost 400 personnel.
- **Reagan Ballistic Missile Test Site:** Directed the Logistics support operation for the entire atoll (7 islands & a launch facility), supporting the National Missile Defense program. Operations included responsibility for Public Works, Supply and Transportation, Airfield, Automotive, Fire Department (airfield and structural), Housing, Marine Operations, Project Controls, Finance, and HR.
- Manage over 860 personnel and a \$64M budget with savings of over \$3M .

- Responsible for all utilities to include providing primary power to seven different islands including fuel delivery; providing water and sewer distribution/collection to three islands.
- Managed the operation, maintenance and repair of 3M SF of failing 1950 vintage facilities.
- Provided regular supply and transportation throughout the atoll and internationally, including off-loading container ships.
- Managed daily inter-island and international flight operations (personnel and cargo) for commercial and military aircraft to include fixed and rotary aircraft for two major airfield and six helipads.
- Managed the maintenance and repair of over 500 vehicles and heavy equipment of which 58% was overage – on two islands.
- Managed the operation, maintenance and repair of 11 Marine vessels and four barges supporting mission operation and delivery of personnel and cargo throughout the atoll.

**Town Manager
Manalapan, FL**

2010

- Left Manalapan after supporting the commission's reorganization efforts to combine the Town Manager and Finance Director position to produce the required budget reductions.
- Responsible for providing leadership, direction and management of all municipal departments including the Finance Department, Human Resources, Police, the Town Attorney, the Town Clerk and the Town Library.
- Directed all municipal administrative operations through a staff of 35 and a \$9M budget.
- Managed a Water and Sewer Utility including budgeting, and a \$6M capital improvements program. Developed badly needed capital improvements program.
- Implemented a program based budgeting process with guiding metrics. Developed and monitored the Town Annual Budget; presenting it to a seven member Commission for approval.
- Represented the Commission at all interagency meetings with Federal, State, and local government officials.

**Director, General Services
El Dorado County, CA**

2008 – 2009

- Reluctantly agreed to take on this short term opportunity to resolve long standing department problems that 7 directors in five years could not fix – developed and implemented strategic action plan and corrected deficiencies.
- Managed 60 personnel and a \$25M budget for Capital Projects, Parks, Facilities, and Fleet.
- Successfully resolved long standing politically sensitive personnel and program issues within the department; improving customer responsiveness and department efficiency and effectiveness.
- Provided oversight and direction for all personnel functions including hiring, performance evaluations, progressive discipline, and termination.

**Interwest Consulting Group
Northern California Assignments**

2005 – 2007

- Extensive skills and abilities allowed me to fill numerous consultant leadership roles in different communities for development services, maintenance, design, and capital construction.
- Was assigned as the Engineering Manager in Yuba City, CA managing a troubled \$50M capital program and development projects for 18 months; later assigned as Lead Plan Check in Development Services, then Senior Project Manager and then Director of Operations – all in Elk Grove, CA based on need – versatility as a consultant highly valued!
- Managed a \$20M Downtown Revitalization and \$20M Park and Aquatics Center Project, which included consultant project management and contracting oversight, obtaining stakeholder input, facilitating community town hall meetings, resolved parking issues, as well as working with utility companies and state agencies. Successfully bid and awarded these two \$20M projects.
- Routinely collaborated with City Council, other city leaders, and community stakeholders providing technical assistance, problem solving, and action planning.

- Worked with and provided oversight to developers and construction contractors to ensure project compliance with local, state, and federal standards.
- Managed plan check, development conditioning, and adequacy of improvement plans, infrastructure, designs, and construction projects. Managed a staff of up to 20 plus consultants.

**Deputy Director of Public Works
Reno, NV**

2000 – 2005

- Lead operations of 170 personnel and a \$27 million budget for city maintenance (i.e., streets, traffic signal, sewer and storm systems, fleet, facilities, and a 4MGD treatment plant).
- Developed and implemented process improvement initiatives resulting in city savings of over \$3M annually and achieved improved outcomes for the City of Reno's maintenance functions.
- Implemented system transformation and organizational culture change to bring operations to national benchmark standards.
- Developed a \$100K leadership-training program for subordinate managers, supervisors and staff.
- Set goals and objectives for operations measured through a task management system.
- Routinely collaborated with the City Manager, City Council, Civil Service Commission, other city leaders, and community stakeholders.
- Managed financial and human resources allocations.
- Instituted Maintenance Management System for improved operational effectiveness and cost control.

**Director, Buildings and Grounds
University of Southern California
Los Angeles, CA**

1998 – 2000

- Lead operations of 80 personnel and \$9 million budget.
- Managed financial and human resources allocation in multiple geographically separate locations.
- Built, implemented, and monitored annual operating/capital requirements budget.
- Provided financial and operational analysis to USC leadership.
- Spearheaded organizational improvements for maximum productivity and customer responsiveness resulting in savings to the University of over \$150K annually.
- Established performance metrics and ensured compliance with federal, state, and local regulations.
- Resolved long standing but sensitive personnel issues.

**U.S. AIR FORCE – Retired LtCol
JUNE 1977 – SEP 1998**

**Director of Public Works
Los Angeles Air Force Base, CA**

1996 –1998

- Responsible for providing oversight and management of over 2.7 million square feet of base facilities, utilities, including industrial/administrative buildings, and 574 family housing units at four remotely separate locations.
- Lead 182 personnel and managed a \$27M operating budget, along with a \$1.2M capital budget.
- Spearheaded 5-year facility strategic planning efforts, generating operating budgets for each alternative.
- Developed and managed metrics quarterly to ensure the highest level of facility support and customer service to end users.

**Deputy Command Engineer
Southern Command Engineering, Panama**

1994 –1996

- Managed a \$50M military training construction program for nation building.
- Acting Command Engineer for 12-month period in the absence of the Command Engineer.
- Provided direction to staff; briefed general officers, and provided engineering expertise to decision makers.

- Supervised 17 professional and support engineering staff.

**Civil Engineering Operations & Chief Engineering
Travis AFB, CA**

1991 – 1994

- Responsible for directing the public works activities of almost 400 personnel who operate, maintain, and repair 10M SF of facilities; 500 plus facilities and all utilities including 2500 family housing units. Chief of Engineering Flight at the same time from Apr 93-Nov 93; managed five-year \$834M design/construction program and major area development planning effort. Managed multi-million dollar budgets.

**Civil Engineering Chief of SABER
Langley AFB, VA**

1990

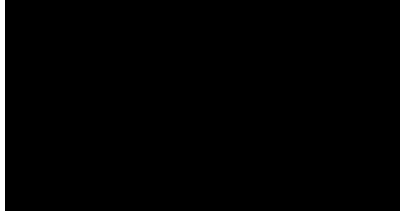
- Managing a \$3.5 million annual construction requirements contract for maintenance and repair of facilities and utilities, to include cost estimates, negotiations with contractors, and construction management.
- Personally developed a new contract and the source selection criteria.

Nevada EIT
Member ICMA

Other Air Force position information can be provide upon request.

Applicant 4

Kimberly Johnson



Education:

Master of Public Administration Tribal Co-Management, University of Alaska, Anchorage. 1997
Bachelor of Science Biological Sciences, University of Alaska, Fairbanks, 1995

Work Experience:

City of Dillingham, 6/5/23 to present Acting City Manager

Bidzy Ta Hot' Anna, LLC 12/10/17 to 1/7/2022 Business Manager

University of Alaska, Bristol Bay Campus 4/2019 – 5/2021

Acting Campus Director 10/20 to 05/21

Title III Grants Coordinator 4/19 to 10/20

Nunamta Aulukestai 5/10/2010 to 5/1/2017

Executive Director

Bristol Bay Native Association 12/23/2009 to 5/20/2010

SILC Coordinator

University of Alaska Fairbanks 09-2000 to 01-2010

Program Director, Alaska Tribal and Technical Assistance Center 06/30/2007 to 1/5/2010

Assistant Professor, Tribal Management, Interior Aleutian Campus 11/2005 to 06/30/2007

Land and Renewable Resources Coordinator, Bristol Bay Campus 2003 - 10/2005

Assistant Professor, Cooperative Extension, 2001 – 2002

Assistant Professor, Marine Advisory Program, SFOS 2000 - 2001

Alaska Sea Otter & Steller Sea Lion Commission, 1996 – 2000 Executive Director

Alaska Federation of Natives, 12/94 - 3/95

Part-time Research Assistant

Bristol Bay Housing Authority, 2/87 - 3/93

Executive Director 4/90 – 3/93

Deputy Director 9/89 – 4/90

Housing Manager 2/87 – 9/89

Other Related Qualifications:

- Dillingham City Council Member, 10/22 to 06/23
- Board member, Bristol Bay Native Corporation, 2015 to present
- Council Member, Curyung Tribal Council, 1986 - 1989; 1991 - 1993; 2003 – 2013; 2015 to present
- School Board Member, Dillingham Board of Education, 2002 to 2019
-
- Graduate, Bristol Bay Native Corporation, Training Without Walls, 1987
-
- Certificate, Alaska Native Leadership Project, Alaska Native Foundation, 1985

References:

Available on request

Kimberly Johnson



August 2, 2023

City of Dillingham Manager Search
c/o Pearson Consulting
P.O. Box 190694
Anchorage, AK 99519
Email: timpearsonak@gmail.com

Re: City Manager Search

Please find my attached resume for the City Council's review for the City Manager vacancy. I currently hold the title of Acting City Manager.

My most significant accomplishment is taking on the responsibility of Acting City Manager. Since starting the position, I have put in 12 to 13 hour days and worked weekends. I have worked at the Landfill, carried boxes out of the Territorial Building, submitted scopes of work, budgets and timelines to access funds designated to the City, met with an elder who has a sewer problem, and put together and published the Council packet for their August meeting. I've filed personnel paperwork, accepted an employee resignations and had to let go an employee who wouldn't show up for work after receiving his paycheck. The City Manager position requires flexibility and adaptation. Every day is different and the challenges are immense.

I was born and raised in Dillingham. I believe my skillset, education and experience makes me highly qualified for the City Manager vacancy.

Respectfully,

Kimberly Johnson

Applicant 5

City and Town Manager | Town Administrator

RESUME

I have over 20 years of experience in organizational management, communication, analysis, and leadership. My leadership skills are adaptable to any community's size, population, resources, or budget. My approach is compassionate, collaborative, and focused on creating agreements, making informed decisions, and acting. I can handle disruptions and challenges and have a clear vision for achieving success through commitment and leadership. I excel at guiding, evaluating, and ensuring departmental progress and service results while demonstrating exceptional budgeting, business, and communication skills. I have a proven track record of managing external and internal stakeholders, including government entities and breaking down communication barriers. Career Experience

Economic Development	Public-Private Development	Strategic planning/Implementation
Transparency/Accountability	Financial/Capital Planning	Performance Management
Human Resources	Labor Relations/ Negotiations	Community Development/Annexation
Utility/Water	Estimating Strengths/Weaknesses	Forecasting/Purchasing Officer

Sabbatical 6/2016-Present

I took an extended career break for the first time in 21 years, gaining experience traveling the countryside until COVID-19 intervened. But I haven't forgotten a thing since leaving Weirton; as a result, I'm much wiser, more knowledgeable, and more influential today than ever before.

City of Weirton, West Virginia 7/2015-8/2015

City Manager

I oversaw a team of 179 employees, a budget of \$21 million, and a population of 19,000. My superiors were eight council members and the mayor. However, I resigned after just six weeks of work. I will explain my departure later.

Town of Dover, Vermont 2/2014-6/2015

Town Administrator

I worked as a team member at a mountain resort that operates yearly and offers skiing. The resort has a population of 1400 and a budget of \$4 million. I was responsible for reporting to a Board of Selectmen comprising five members and presenting research and data assessment. I also prepared recommendations for the board. I completed my tenure of 16 months in this role—planned and scheduled events and appearances for the Board.

- Successfully negotiated and closed a deal between a local ski resort and the town, saving \$50,000 in legal fees.

- Researched and presented a medical package that resulted in cost savings and improved benefits.
- Enhanced accountability, increased employee morale, provided more extensive training and implemented a performance management program for yearly evaluations that piqued all involved attention.
- A Bi-Town Economic Development Board member successfully helped create a 6-mile walking trail connecting two nearby towns.

AWP, Inc, Hermosa, California

6/2012-7/2013

Finance Officer

- As part of establishing a successful company, developing a solid business model that includes accounts payable and receivable programs and determining staffing needs is essential. Other important responsibilities include managing billing, product marketing, budgeting, and making projections.
- Provided clients with expert guidance on advertising techniques, taxes for start-ups and expansion, and financial obligations.
- Enhanced cash flow and strengthened working capital.
- We converted check payments to ACH service, which resulted in lowered costs and reduced penalties. We were able to exceed the owner's expectations.

Senior Care, Boothbay Harbor, Maine

12/2009-5/2012

Caregiver

I supplied intensive care and support for my terminally ill mother, who could not care for herself—provided long-term home care, scheduling medical appointments, transportation, and financial custodianship. I managed the estate when she passed away in 2012.

City of Holbrook, Arizona

7/2008-11/2009

City Manager

I was honored to report directly to the mayor and a council of six members. My responsibilities included overseeing a population of about 7000 individuals, managing a budget of \$15 million, and supervising a team of 80 full-time and 30 part-time employees. I was also accountable for managing seven department heads. However, I left the position in 2009 after completing a 16-month work agreement. Although the Council wanted me to stay, I decided to go due to my mother's health issues and living conditions.

- We provided direction by setting clear goals and targets while ensuring efficiency and coordination.
- I managed the Council's policies, resolutions, and directives and supervised community development and various projects.
- We resolved complicated problems, developed strategies, and guided to prevent future issues.

- I effectively managed internal and external challenges and issues through solid communication, leadership, and influence.
- Supplied bus service for a sizable local college and resolved long-overdue transportation issues.
- By collaborating with FEMA and the Army Corps of Engineers, we addressed water flow issues in a six-mile levee system and saved \$50,000.
- We initiated action to receive a federal grant of \$600,000 to enhance security measures, resurface runways, and construct a restaurant and lounge area.
- We worked towards reducing urban blight by collaborating with a state college and housing authority.
- Promoted apartment/motel complex projects using social media and public relations techniques.
- Successfully persuaded the CEO of a \$100 million bottling company to relocate the plant to Arizona, which had a potential for \$300 million. Unfortunately, the CEO did not respond or return due to corporate issues.
- Carried out assertive initiatives for redeveloping downtown areas, which involved repairing, constructing, removing, and replacing abandoned properties.
- Implemented and enhanced utility project planning, equipment, and management practices to decrease costs.

Additional Experience

Town Manager | Tax Collector | Road Commissioner | Police Commissioner | Welfare Director

Education Master of Business Administration (MBA) Chaminade University, Honolulu, Hawaii

Bachelor of Science Degree East Tennessee State University, Johnson City, Tennessee

Course Work in Business Management, Financing, Accounting, and Advertising University of Dallas, TX

Technical Proficiencies Windows • Word • Outlook • Excel • Multi-Function Printer

PROFILE

After graduating college, I taught 8th and 9th-grade general science before attending Florida's Naval Aviation Officer Candidate School. I got my commission as an ensign and was later promoted to Lieutenant.

After serving four years of active duty, I opened two businesses in Florida, sold them, and moved to Texas. After that, I worked for two years as the lead budget technician for a \$25 million company, reporting to its president. That taught me to be tight, trim, and accountable.

I later joined the Navy Reserves and returned to active duty. First, they sent me to Guantanamo Bay, Cuba, for a year's tour. While there, I supervised over one hundred civilian and naval personnel. Then, they promoted me to Lieutenant Commander. After my tour in Guantanamo, they sent me to Montana, where I served as the Commanding Officer of a Military Entrance Processing Command for two years—it was the only naval command in Montana. After a two-year tour, they selected me to attend the Navy Postgraduate School in

California. Instead, I found myself in Pearl Harbor, where I served as the Assistant Human Resource Management Officer for a significant command for 34 months, handling research, policy, and analytical work. In Hawaii, I met my future wife and graduated from Chaminade University. I got an MBA in economic management and then moved to Great Lakes, Illinois, where I served as the Area Manager for the Navy's Junior ROTC Program for eight states. Because of my services there, they gave me the Navy Commendation Medal for meritorious service.

I was released from active duty in 1987 and moved to Maine, where I spent eight years in the reserves, drilling once a weekend and two weeks per year for training. Then, I served as the Administrative Officer for a Seabee Construction Battalion with 260 personnel. That lasted three years, then I retired in 1994 with an honorable discharge and received the Navy Achievement Medal for sustained performance and a letter of commendation.

My career in municipal management started in 1987 when Newport, ME, hired me as Town Manager. As of then, my focus has always been clear and motivated. I inspire and encourage improvements, showing others progress and momentum. I restored morale, built high-performance management teams, and restructured the existing staff and departments, making them more responsive to residents' needs. People should be at their best. I show respect, pride, and dignity, but also firmness. What I did in the Navy was critical for my professional development, approach, and character.

Throughout my career, I have held the position of Town Manager in several communities. Specifically, I served as Town Manager in Boothbay Harbor, ME, for five years and six months, from December 2001 to June 2007. Additionally, I served as Town Manager in Boothbay, ME, for six years and four months, from November 1993 to February 2000, and in Newport, ME, for five years and eleven months, from January 1987 to November 1992. Boothbay Harbor, Boothbay, and Dover, VT, were popular seasonal destinations.

ACCOMPLISHMENTS

Municipal and Military Highlights

- Served as a Bi-Town member on an Economic Development Board between two towns, Dover, VT.
- Organized, supported and coordinated the first Medical Emergency Clinic in Holbrook, AZ.
- Coordinated and worked with a state planning and housing authority to eliminate blight in Holbrook.
- Got a state planning grant to update a commercial, public fishing dock while exploring future usage as a terminal for cruise ships and ferryboats, Boothbay Harbor, ME.
- Partnered with a nonprofit company to create the first living and communal center for the needy in the state, Boothbay Harbor, ME.
- Promoted and coordinated a progressive economic development program and corporation in Boothbay, ME, involving four towns, Boothbay, ME.
- Created and administrated the first Tax Increment Financing District (TIF) to help local shipbuilders improve their shipyards, Boothbay.
- Planned and managed the first gasoline diesel refueling depot for two towns and a school district, saving more than 30% each year, Boothbay.

- Helped support and modernize the first water supply system for two cities and a school district, Boothbay.
- Worked with the Department for Environmental Protection to clean up and improve one of the worst polluted lakes in the country, Newport, ME.
- Served as Commissioner for the Little League Baseball Program, Guantanamo Bay, Cuba.
- Done one year as the Montana District Chairman for the Boy Scouts of America, Butte, MT.
- Created the first Joint Military Exchange Center for the Military Entrance Processing Command, Butte.
- Selected to attend the Navy Postgraduate School, Monterey, CA.
- Served as Assistant Human Resource Officer for a significant Pearl Harbor, Hawaii command.
- Awarded the Navy Commendation Medal for meritorious service as Area Manager for a Junior ROTC Program in eight states, Great Lakes Naval Base, IL
- Awarded the Navy Achievement Award for sustained performance as the Administration Officer for a Reserve Seabee Construction Battalion with 260 reservists, Brunswick, ME.
- Directed one of the Navy's first Drug Counseling and Assistance Centers, Pensacola, FL.
- Received a Certificate of Appreciation for service in the United States armed forces from the Commander in Chief.

ACTIVE-DUTY MILITARY SERVICE

Lieutenant Commander, USNR, Retired

- Director of one of the Navy's Drug Counseling Centers in Florida.
- Managed operations at Naval Air Station, FL, and Guantanamo Bay, Cuba.
- Commanding Officer of a Military Entrance Processing Center.
- Created the first Joint Military Exchange Center for a Military Entrance Processing Command.
- Assistant Human Resource Officer for central command.
- Area Manager for the Navy Junior ROTC Program in eight states.
- Administration Officer for a Reserve Seabee Construction Battalion with 260 reservists.
- Awarded the Navy Commendation Medal for meritorious service, the Navy Achievement Medal for sustained performance, and a Letter of Appreciation for my services from the Commander in Chief.

Carlo M. Pilgrim

The Port of Dillingham, AK,

I possess various exceptional qualifications, including financial management, robust communication and public relations, and outstanding leadership abilities. My experience with budgeting, grant management, and capital projects is unparalleled, and I maintain a strong work ethic and am purposeful and decidedly assertive. I excel at conflict resolution and possess an innate ability to collaborate well with people, motivate and build teams, and supervise others. Additionally, I am unwaveringly dedicated to developing and mentoring others while continuously striving to learn, grow, and manage innovation. Familiarity with Emergency Operation Centers and Bush Alaska is helpful, and while not required, municipal experience in management, planning, finance, project management, or related fields is preferred. I possess exceptional financial management, communication, public relations, and leadership qualifications—my experience in budgeting, grant management, and capital. My work ethic is strong, and I am purposeful and assertive in my projects, achieving excellent results. My resolve is a strength, and I have an innate ability to collaborate well with people, motivate teams, and supervise others. I am dedicated to developing and mentoring others while continuously striving to learn, grow, and manage innovation. Not only am I familiar with municipal executive experience in management, planning, finance, and project management, but there's nothing I can't do.

As a manager, I would oversee ten departments and approximately 52 full-time employees, including Administration, City Clerk, Finance, Fire & EMS, Library, Planning, Port, Public Safety, Public Works, and Senior Center. Your city has a population of 2,203 and is classified as a 1st Class City with a Mayor and six-member Council. The Port of Dillingham is home to over 400 commercial fishing boats with a total appropriation of \$13.0 million, including \$1.7 million in school funding. Dillingham is, without any doubt, beautiful, with plenty of recreational activities, including world-class fishing, hunting, snow-machining, and year-round recreation, and it doesn't surprise me it's the next largest state park in the U.S., and that people come from all over to experience the beauty of your region. After so many years, I want to be part of that experience; I lived in Alaska before it became a state.

My most significant accomplishments include being involved in a team effort that produced a specific result while reducing cost, increasing revenue, and helping others achieve their goals through our training and leadership. I would love to be a part of the positive experience that your city provides.

I look forward to meeting you soon.

Sincerely, Carlo

Applicant 6

SUSANA V. STINNETT

City Manager Applicant

Contact Information:



Qualifications:

- Eight (8) years local government experience in Alaska.
- Six (6) years Grants Project Management.
- Five (5) years leadership/management experience in banking.
- Engaged in providing excellent services to the public.
- Partnered with businesses, nonprofit organizations, and all levels of government.
- Visionary, Transformational, Participative, and Democratic style of leadership.

Education:

- Bachelor of Science in Business Administration, Major in Public Administration.
- Master's Public Administration -Student, on track for October 02, 2023, graduation.

Professional Experiences:

Assistant Finance Director
City of Dillingham

July 2021 -
December 2022

As an Assistant Finance Director, assisted the Finance Director with staff recruitment and training, reviewed bi-weekly payables, payroll, and receivables prepared by the account technicians for final processing. Balanced daily sales receipts and deposited collected funds to the bank. Assisted in reconciling bank statements. Maintained grant files. Submitted progress reports to Federal, State, and local grantor agencies. Assisted the Finance Director as directed and served as acting Finance Director during the Director's absence.

SUSANA V. STINNETT
City Manager Applicant

City Manager
City of Unalakleet
City of Saint Mary's

September 2019- March 2020
January 2012 – March 2016

During my eight years tenure in local government in Alaska, I managed city operations, managed capital projects, and managed a gravel pit operation. Implemented city ordinances and resolutions passed by the City Council as well as directives by the City Council. Led and motivated staff to ensure responsive delivery of services. Prepared the city's annual budget with the help of the Finance Director for the City Council's approval. Worked with federal, state, and local funding agencies in implementing, reporting, and closing of grant projects. Maintained and improved services provided to the public effectively and efficiently. Collaborated with department heads to ensure City Council's priorities become a reality. Collaborated with city leaders, tribal leaders, corporation leaders, and city employees in serving the public. Partnered with businesses and welcomed guests.

In addition to managing city operations and project implementation, I managed a gravel pit operation with 14 employees producing gravel and delivering gravel to the city dock for barge loading and two (2) heavy equipment mechanics maintaining 4 Volvo articulated dump trucks, (2) D9 dozers, two (2) loaders and two (2) rock crushers, a jaw crusher and a Tesab for smaller rocks, an excavator, and a grader. Negotiated and contracted with barge companies regarding price and delivery of gravel. There is a mechanic in the shop for city vehicles and trucks.

Prepared for annual audit and worked with auditors during the audit. Performed all other duties necessary to perform the duties and responsibilities effectively and efficiently as a leader, listening, and responding to residents' concerns, suggestions, and all other duties as assigned by the City Council.

City Clerk/ Bookkeeper/Grant Project Manager July 2009- Nov 2011
City of Alakanuk

Prepared meeting packets, attended City Council meetings, and took minutes. Maintained city records, and processed payroll, payables, and receivables. Implemented, reported, and closed grant projects with FEMA, the funding agency for road restoration and water/sewer realignment projects. Served and assisted residents over the phone and in the office.

Susana V. Stinnett
City Manager Applicant

Assistant Branch Manager
Teller, Branch Supervisor
AlaskaUSA FCU

February 1993- November 2008

Coached, led, and motivated branch employees in serving Credit Union members. Secured branch assets and followed procedures to ensure safety in the branch for employees as well as members and guests. Coordinated with the Branch Manager on personnel functions, training, and policy compliance. Assumed responsibilities for the branch in the absence of the Branch Manager.

Worked with internal audits and yearly surprise audits by outside auditors in compliance with Federal Banking Regulations.

Susana V. Stinnett

Accomplishments as City Manager and Project Manager

Successfully managed the challenging financial situation of the City of Saint Mary's by increasing revenues and reducing expenses. In 2012, I learned how to manage a city and a gravel pit. Negotiated sales contracts for production and gravel delivery to the city dock. Secured and increased gravel sales contract and equipment rentals. By 2014, all outstanding city debts were paid and credits with vendors were restored. The city was restored to financial stability.

Before the year 2014 ended, recommended to the City Council to approve paying off the 170 acres Mission Property for clear title to begin planning for housing and economic development. Today, on the property, a Bulk Fuel Tank Farm project is in progress for an Electric Company in exchange for a fuel storage tank for the city. The boy's dorm was renovated to house a crew of 30 for a construction company and residential lots have been platted and recorded for a new subdivision.

Completed Capital Projects: I am passionate and driven to completing projects for community improvements. Interacted and built working relationships with design consultants, construction supervisors, funding agencies, and city departments in completing and closing the following projects: (1) Continued work with CE2 Engineering on Water and Sewer Main Replacement Project from 4" PVC pipes to 6" HDPE arctic pipes to include Fire Hydrants. (2) Worked with FEMA on Water and Sewer Lines Re-Alignment Project and (3) Road Restoration Project damaged by Flood. (4) Other federally funded projects such as ARRA and CDBG.

Unserved Homes: Presented and discussed with John Hutchinson, a Senior Engineering Project Manager with Alaska Native Tribal Health Consortium (ANTHC) regarding the unsanitary conditions of honey buckets. With John's help the city secured \$1.6 million grant to connect the unserved homes to the water/sewer pipe system.

Built a motivated city team by working and learning with each other on how to be more effective and efficient in providing services to our people.

Susana V. Stinnett



Certificate of Appreciation

AWARDED TO

Susana Stinnett

In Appreciation for all your Compassion and Hard Work in bringing financial stability, and especially for acquiring the Mission Property, to the future of St. Mary's.

Quyana Susana!!!

Awarded this 6th day of December, 2014





<i>Record of:</i> Susana V Stinnett
<i>Student Number:</i> 8905309141 / ***.**.****
<i>Birthdate:</i>
<i>Enrollment Status:</i> Active-Full Time
<i>Enrollment Status Effective Date:</i> 03/08/2023

BSB/PA Program GPA : 2.96
MPA Program GPA : 3.83

Prior Schools Attended

Prior Schools Attended	Credits	Degrees
WESTERN INTERNATIONAL UNIVERSITY	60.00	

Credit By Exam

Mo/Year	Course ID	Course Title	Grade	Credits Attempted	Credits Earned	Quality Points	Rep
01/2010	TCBZ01TG	TAGALOG LANGUAGE EVALUATION	P		12.00		
01/2010	TCBZ02TG	TAGALOG LANGUAGE EVALUATION	P		3.00		

UNIVERSITY OF PHOENIX

Mo/Year	Course ID	Course Title	Grade	Credits Attempted	Credits Earned	Quality Points	Rep
	BUS/415	Business Law	WC	0.00	0.00	0.00	
	ECO/365	Principles of Microeconomics	WC	0.00	0.00	0.00	
	FIN/370	Finance for Business	WC	0.00	0.00	0.00	
	MGT/344	Organizational Behavior and Ethical Responsibility	WC	0.00	0.00	0.00	
09/2007	GEN/300	Skills for Professional Development	A-	3.00	3.00	11.01	
10/2007	MGT/330	Management Theory, Practice, and Application	A	3.00	3.00	12.00	
12/2007	MGT/350	Critical Thinking: Strategies in Decision Making	C-	3.00	3.00	5.01	
02/2008	RES/341	Research and Evaluation I	C+	3.00	3.00	6.99	
04/2008	RES/342	Research and Evaluation II	F	3.00	0.00	0.00	R
06/2008	CIS/319	Computers and Information Processing	W	0.00	0.00	0.00	
09/2008	CIS/319	Computers and Information Processing	A-	3.00	3.00	11.01	
11/2008	ACC/300	Principles of Accounting	A-	3.00	3.00	11.01	
12/2008	MKT/421	Marketing	A-	3.00	3.00	11.01	
02/2009	MGT/434	Employment Law	B+	3.00	3.00	9.99	
04/2009	BPA/401	Foundations of Public Administration	A-	3.00	3.00	11.01	
05/2009	BPA/302	Politics and Citizenship: the Public Policy Environment	C+	3.00	3.00	6.99	
07/2009	BPA/404	Human Resources and Labor Relations in Public Service	C	3.00	3.00	6.00	



Mo/Year	Course ID	Course Title	Grade	Credits Attempted	Credits Earned	Quality Points	Rep
09/2009	BPA/405	Public Finance: Sources, Management, and Reports	C-	3.00	3.00	5.01	
10/2009	BPA/303	Public Programs: Implementation & Eval in a Dynamic Environ	W	0.00	0.00	0.00	
11/2009	BPA/303	Public Programs: Implementation & Eval in a Dynamic Environ	C+	3.00	3.00	6.99	
01/2010	BPA/406	The Public Leader: Integration and Application	W	0.00	0.00	0.00	
02/2010	BPA/406	The Public Leader: Integration and Application	A-	3.00	3.00	11.01	
04/2010	RES/342	Research and Evaluation II	C+	3.00	3.00	6.99	
06/2010	BUS/475	Integrated Business Topics	B+	3.00	3.00	9.99	
02/2011	MGT/521	Management	F	3.00	0.00	0.00	
02/2021	MPA/503	Public Administration Institutions and Processes	A	3.00	3.00	12.00	
04/2021	COM/PA523	Communications for Public Administrators	A	3.00	3.00	12.00	
11/2021	LAW/PA513	Law and Public Administration	A-	3.00	3.00	11.01	
12/2021	HRM/PA534	Human Capital Development in Public Administration	B	3.00	3.00	9.00	
02/2022	MPA/534	Leading Organizational Change in Public Administration	A	3.00	3.00	12.00	
03/2022	MPA/543	Data Analysis for Public Policy and Management	W	0.00	0.00	0.00	
09/2022	MPA/543	Data Analysis for Public Policy and Management	A	3.00	3.00	12.00	
10/2022	MPA/573	Program Evaluation	A-	3.00	3.00	11.01	
03/2023	MPA/TM544	Leveraging Technology in Public Administration	A	3.00	3.00	12.00	
04/2023	MPA/564	Budgeting in Public Administration	A	3.00	3.00	12.00	
05/2023	MPA/554	Finance in Public Administration	A	3.00	3.00	12.00	

GPA

	GPA	Credits Attempted	Credits Earned	Quality Points
Total Cumulative Credits:			93.00	
UOPX Cumulative:	3.17	84.00	78.00	257.04

DEGREES, CERTIFICATES

DEGREES, CERTIFICATES	COMPLETED	CONFERRED
BACHELOR OF SCIENCE IN BUSINESS/PUBLIC ADMINISTRATION PUBLIC ADMINISTRATION	07/20/2010	07/2010

graded assignment.



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Scheduled 6

Not Scheduled 0

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----- Forwarded message -----

[REDACTED]

Subject: City Manager Application
To: Tim Pearson <timpearsonak@gmail.com>

Hello Mr. Pearson,

I hereby submit my resume and enumeration of accomplishments during my tenure as City Manager. I have enclosed a Certificate of Appreciation awarded to me by the governing body and the people of Saint Mary's for the city's acquisition of a parcel adjacent to the city boundary to be used for future housing and economic development. This acquisition is for the public's benefit today and for future generations. Additionally, turning the city's challenging financial situation into financial sustainability is an accomplishment that was made possible through dedication and focus on serving the public.

Finally, I have enclosed information to confirm the projected completion of my master's in public administration program this coming October 02, 2023.

Looking forward to your consideration for me to be on a list of contenders for an interview to discuss and confirm to you my dedication and professional purpose, which is serving the public.

Sincerely,
Susana Stinnett

Applicant 7

KIM D. ZIMMERMAN



Professional Experience:

Borough Manager

March 2021 to Present

Borough of Lewistown
2 East 3rd Street
Lewistown, PA 17044

Serves as the chief administrator of a town of 8,500 citizens consisting of 4,000 homes, a full-time staff of 50, and part time staff of 40 throughout the year. Directly responsible for the wastewater treatment plant, refuse and recycling department, public works department, and the annual \$11M dollar budget and investment portfolio. Provides the direct link between the citizens and the Council through the coordination of all committee and council meetings. Works directly with Federal, State, and County agencies on a daily basis.

Operations Director

MAR 2018 to SEP 2020

Privatized Military Housing (Corvias Air Force Living)
663 Kodiak Street
Eielson Air Force Base, Alaska 99702

Responsible for leading all installation-level property management employees and the day-to-day operation of a multi-family home management portfolio; for identifying and elevating new business responsibilities and marshaling resources within the organization to remove obstacles and deliver positive results. Directly responsible for developing and maintaining a solid, positive partnership with the United States Air Force and Base Leadership in all levels of command, as well as with the 3,000 military and government family members in the 910 homes on base and portfolio. Accountable for the fostering of an environment of team-work, efficiency, and superior customer service for the 30 full and part time employees. Directly managed and responsible for the annual \$20,000,000 budget, the largest base and budget in the portfolio of six United States Air Force Bases in the company. Achieved and maintained the highest performance statistics in the portfolio of six military bases.

Gunsmithing Student, TSJC

JAN 2016 to DEC 2017

600 Prospect Ave

Trinidad, Colorado 80182

Full time gunsmithing student seeking an Associate's Degree in the fine art of gun-making, repair, restoration, stocking, checkering, coating, and bluing of all manner of firearms. Completed in December 2017.

Borough Manager

OCT 2013 to JAN 2016

108 Main Street
Ridgway, PA 15853

Served as the chief administrator of a town of 4,100 citizens consisting of 1,700 homes, a full time staff of 26, and part time staff of 50 though-out the year. Directly responsible for town's water treatment plant, wastewater treatment plant, refuse department, public works department, and the annual \$10M dollar budget and investment portfolio. Provided the direct link between the citizens and the Council through the coordination of all committee and council meetings. Worked directly with Federal, State, and County agencies on a daily basis.

Director of Government Contracts and Sales

AUG 2012 to SEP 2013

Patriot Outfitters, LLC
Saint Marys, Kansas 66536

Directly responsible for building, training, and developing the company's government contracting section and for pursuing major Federal and State Government contracts valued from \$750,000 to \$5,700,000,000. Provided direct input and professional advice to company executives on Special Operations and Military Equipment and all Armed Forces matters.

United States Army Logistics Officer

FEB 1989 to SEP 2012

Served at all levels of leadership positions of the Army Officer Logistics Corps, from Platoon Leader to Deputy Brigade Commander throughout my 24-year career. Specialized in logistics and sustainment operations, to include government contracts, fiscal management, maintenance operations, personnel management, engineer operations, base / garrison management, combat operations, and training.

- Served as a Logistics Sustainment Chief for Army's Mission Command Training Program providing professional training to Army Corps and Division Headquarters Commands deploying into combat operations
- Served as the Deputy Commander of 3,000 combat Soldiers for two years in Alaska
- Managed the operations, maintenance, and property accountability for 49,972 pieces of property valued in excess of \$141,000,000
- Rated #1 of his 4 Deputy Brigade Commanders by the Commanding General
- Rated as #6 of his 42 Lieutenant Colonels in his Command
- Served as the Chief Logistics Officer / Mayor / Garrison Commander of a 455 acre Forward Operation Base in Baghdad, Iraq for 15 months, supporting 12,000 military of

all branches; directly responsible for the expenditure and accountability of \$220,000 cash and \$70,000,000 worth of contracts

- Selected over 23 Majors to serve as the Deputy Commander of a Brigade Support Battalion responsible for all logistics and sustainment operations for an Infantry Brigade of 5,000 combat Soldiers
- Maintained 100% accountability for all assigned equipment valued in excess of \$42M
- Rated #1 of 23 Majors in the Brigade by the Brigade Commander
- Managed a \$34,000,000 budget to within .1% of use; closest of all units on Fort Riley
- Served as Chief Logistics / Sustainment officer supporting the 2nd Infantry Division in Korea within range of hostile forces near the Demilitarized Zone

Military Education

- Quartermaster Officer Basic Course
- Airborne
- Aerial Delivery / Parachute Rigger School
- Captains' Career Course
- Command Armed Services Staff School (CAS3)
- Command and General Staff College (CGSC)

Civilian Education

- Bachelor of Science Degree (Biology), Clarion University of Pennsylvania 1988
- Masters of Science Degree (Geography and Regional Planning), California University of Pennsylvania 2000
- Associates Degree (Gunsmithing), Trinidad State Junior College 2018 (.5 credit short)

References: Available on Request

07 August 2023
Kim D. Zimmerman



SUBJECT: Dillingham, Alaska City Manager Essay

With 30 years of management experience, you would think something easily stands out as a “most significant accomplishment” in my career as a manager. But it doesn’t. Is it successfully completing 24 years in the active-duty Army managing people, money, equipment, property, families, etc. around the world in peace and combat? Is it the various City Manager jobs in the municipal and private sectors in Alaska and Pennsylvania? I am sure I could pick into the past in each of these arenas and pull significant items of importance and meaning that surely qualify.

But I think I will focus on teambuilding, vice economic development or saving money, or even contracting successes. Why? Because you need teamwork in the building process to get to the end game and victories. Working with Councils, economic development agencies, the different state staffs, and all politicians means you have varied backgrounds, personalities, lifestyles, and personal beliefs in the mix which can muddy the waters and make things very challenging. I have done very well, in my opinion, in building teams throughout my career. Especially at the local Council level as that is where most of the trials can be before a common objective can be developed and agreed upon for future action. Getting a team built at this level is indispensable to future successes in dealing with the succeeding and lateral levels of government. It can be challenging, but when treating all council members the same, providing them constant communication, listening to their needs and wants, and following thru with the directives and promises, it always seems to build into a solid team...and that means a lot of successes down the road. The end 😊

Applicant 8

Breck Craig

Education

- 2016 MBA in IT, Western Governors University
- 2007 MS Candidate, Interdisciplinary Telecommunications Program (ITP), University of Colorado Boulder
- 2000 BA, Political Science, University of Colorado Denver

Certifications

- 2014 Project Management Professional (PMP)

Overview

Breck has over 23 years of hands-on experience in successfully managing large complex operations, budgets, and teams. His program and project experience is global in reach with successful strategic multi-million dollar software and telecommunications infrastructure programs delivered to municipal governments, utilities, Oil & Gas, telecommunications broadband providers, and submarine cable clients.

Breck is an excellent communicator at all stakeholder levels, from the council chambers to the individual citizens. He has the ability to explain complex topics in easy-to-understand terms.

Breck is also an excellent team builder and motivates employees to perform at their best. He is also a keen observer who excels in solving problems so that challenges can be addressed effectively, and the businesses can optimize their performance.

He excels at managing budgets and operations and programs/projects to completion within scope, budget, schedule while maintaining the highest quality assurance standards. Identifying and mitigating risk and removing blockers through creative solutions that meet multiple objectives while accelerating program and project success is a core skill.

Areas of Expertise:

- Creative Solutions Provider
- End-to-End Strategic Program/Project Execution
- Complex ERP Implementations
- Resilient Focused Driver
- Excellent Team Builder & Motivator
- Self-Starter
- Outstanding Leadership
- Excellent Communicator at all Stakeholder levels

Experience

2020 – Present	Wostmann & Associates	Anchorage, AK
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Sr. Program/Project Manager: Client and results focused consultant specializing in managing complex software implementations for clients, ensuring their interests are represented when dealing with the software suppliers and implementors.

Recent work includes:

- Sr. Project Management support that successfully drafted a RFP for a new ERP solution for Alaska Electric Light & Power (AEL&P) in Juneau, AK. Included documenting critical workflows and providing regular reports and updates to Sr. Stakeholders, developing vendor score cards, identifying short list of qualified vendors, and other duties as requested by the client. Project methodology: Hybrid Agile Sprint/Waterfall.
- Sr. Project Management support of a project team who successfully implemented a multi-year, multi-million-\$ state student loan outsourcing project for the Alaska Commission for Post-secondary Education (ACPE). Included providing Risk & Issues management, oversight of multiple project vendors, maintaining a master schedule, overseeing scope reviews, change orders, budget, project QA, stream lead management, and internal project communications and reporting to Sr. Stakeholders. Project methodology: Hybrid Agile Sprint/Waterfall.
- Sr. Project Manager for the IT-component of an electronic State Transportation Improvement Program (Estip) implementation for the State of Alaska replacing a legacy custom solution. Support client working with vendor delivery and performance.
- Sr. Project Management of a successful custom gas management software solution for an Alaska-based public gas utility company. Included working with a team of client and Wostmann-based developers and business analyst. Project methodology: Agile Sprints.
- Sr. Project Management successfully supporting a Microsoft Teams Voice deployment across multiple State of Alaska agencies for their Office of IT (OIT). Included overseeing the supplier, telecom providers, tracking project schedules and managing reporting, overseeing meeting, tracking Risk & Issues, QA, and supporting client as needed. Project methodology: Hybrid Agile/Waterfall.

2019 - 2020	Oil Search Alaska, LLC	Anchorage, AK
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Sr. Project Manager: Successfully managed implementation of an SAP S/4HANA Enterprise Resource Program (ERP) project that included four core streams (Finance, Supply Chain, HR, Portfolio & Project Management), 9 stream leads and oversaw a project team numbering 50+ Business Analyst, SAP consultants, Subject Matter Experts (SME's) and Power Users dispersed around the globe from Sydney to PNG, Manilla, Singapore, US, and Europe with-in the project. Project streams management also included Change Management & Training, Master Data, Security, Business Readiness, Process, and Technology streams. Managed project Scope, Change Request, Schedule, Budget, and oversaw resourcing requirements to ensure on-time delivery and a successful Go-live and enhanced post Go-Live support ("Hypercare"). He cultivated an award-winning team that received multiple awards and recognitions

from the client as well as SAP Global as a model for how to successfully implement remote global ERP solutions by outperforming customer expectations at every phase of the project. The project successfully went live in May 2020 with an exceptionally low number of issues to report, none of which were critical or high priority.

2017 - 2019	Resource Data, Inc. (RDI)	Anchorage, AK
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2017 – 2019: Sr. Project Manager/Business Analyst - IT: Provided Project Management and Business Analysis services to clients, primarily in the Alaskan market.

- Led a major Asset Management Software (AMS) upgrade and integration project between MAXIMO Asset Management and new municipal SAP ERP for the Anchorage water utility (AWWU).
- Successfully managed custom and Commercial off the Shelf (COTS) software projects, IT security assessments, technology roadmap creation, and 4P Business Intelligence Dashboard projects.
- Managed implementation of a new cloud-based ESKER Accounts Payable (AP) solution, integrated into the clients existing ERP solution for a large Alaska native corporation that reduced operational expenses, including resource requirements, in the Finance department by 10%. In addition, managed a follow-on project to deploy a customized cloud-based application, with AI-capabilities, that automated credit card expense processing that reduced employee expenses review & approval times by 20%, while improving accuracy and audit pass rates.

Other successful assignments included management of a custom ERP development project focused on distribution for the Temporary Assistance for Needy Families for a large local Alaskan native corporation, oversaw business analysis for a new alcohol licensing software RFQ for the State of Alaska, and managed implementation of a new Learning Management Systems (LMS) and Freight Management billing system for the Alaska Railroad Corporation. Also participated in numerous business development engagements with the sales team to win new business and grow company revenue.

2013-2017	GCI	Anchorage, AK
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2013 – 2017: Sr. Program Manager – Broadband & Related IT: GCI School Access: Successfully managed the implementation of the Broadband Access Grant program (USAC) to school districts in Alaska, increasing internet broadband speeds 5 to 10-fold for most school districts. Also managed the daily operations of the business unit, reporting to the Sr. VP School Access. Other duties included sales contract reviews, project business case creation, and handling escalated customer issues to ensure successful resolution. Oversaw a team of 6-12 project managers to deliver reliable broadband and related IT and software services across the state of Alaska. Also supported the client’s IT systems engineering and software upgrades, migrations, and decommissioning efforts when needed. Helped grow business unit ROI by 50% over a 3-year period, with a corresponding increase in EBITDA, while reducing OpEx on projects by 15-25% and improving project success rates to 95% from 50%.

2009 - 2012	Rwanda Development Board (RBD)	Rwanda
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2019 - 2012: Sr. Technology Consultant/Project Manager: Successfully managed implementation of a \$150mm national broadband network for the Government of Rwanda’s Development Board (

www.rdb.rw). Duties included managing and training a team of Rwandan ICT Engineers on effective project management implementation practices. Also managed the turnkey supplier and drafted business plans and operational planning documents to aid the client in establishing the operating company, Broadband Systems Corp. (www.bsc.rw). Successfully completed the project on-time and on budget.

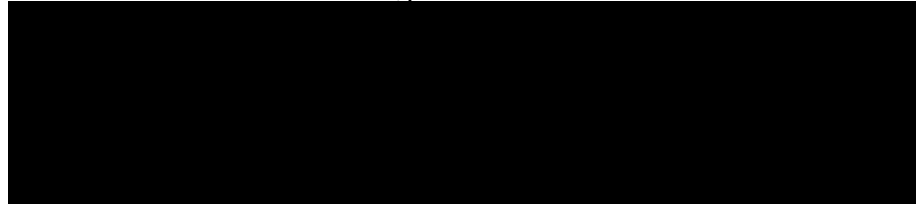
2007 - 2008	Ethiopian Telecommunication Corp	Addis Ababa, Ethiopia
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2007 – 2008: Sr. Technology Consultant/Network Operations Consultant: Provided consulting services to the Government of Ethiopia on a \$1B national broadband fiber optic network build as part of a team of 12 consultants. The build included a major mobile phone network upgrade to 1st generation 4G, a new national data center, and new national network operations centers. Also consulted on operational management and business processes to optimize the new broadband network using tools like TMForum’s eTOM process mapping. Facilitated improved communications between the client and turnkey supplier and refined project reporting to the responsible Ministers so they had better strategic decision-making capabilities.

1997 - 2005	Previous Assignments	Various Locations
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- **2000 – 2005: West Indies Network – 1 (WIN-1):** Founder and Developer of a regional submarine cable system linking Trinidad to Puerto Rico via West Indies Island nations.
- **1999 – 2000: Alcatel Submarine Systems:** Cable Station Manager for Pacific Crossing-1 (PC-1), Mukilteo, WA., owned by Global Crossing.
- **1998 – 1999: Tyco Submarine Systems:** Network Operations Specialist / Technology Trainer for Atlantic Crossing-1 (AC-1), Baltimore, MD. Owned by Global Crossing.
- **1997 – 1999: Lucent Technologies:** Sr. Technology Trainer on Fiber Link Around the Globe (FLAG).

----- Forwarded message -----



Dear Mr. Person & Dillingham City Council,

Please find attached my CV for your consideration for the City Manager position.

I am an experienced Sr. Manager with dynamic leadership skills that foster exceptional results from the teams I am fortunate enough to lead.

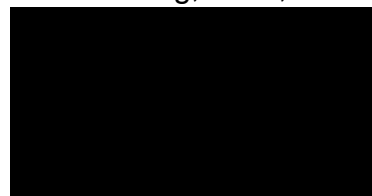
I've lived and worked all over the world delivering complex technology and development programs to government and commercial clients with exceptional results. I am also a skilled administrator and excellent communicator at all stakeholder levels, from the town hall meeting to the one-on-one with a fellow citizen.

I have solid finance and budgeting skills and understand the importance of working to prescribed budgets and fiscal targets and KPI's. I also have an undergraduate degree in Political Science, in addition to my MBA

In closing, I believe I would make an excellent City Manager for your beautiful and dynamic city, if given the opportunity. The future of Alaska cities, like Dillingham, are bright, and I would love to be part of it.

Respectfully,

Breck Craig, MBA, PMP



Applicant 8

Brandon Gosselin

Experienced Team Lead, First Gen Professional

I have led a diverse team of 15 engineers to build my patented technology, founder of a public/private partnership that is building leadership skills and career paths in high school youth, and I am an International speaker who is speaking to an audience of 500,000+ in India this October. Since serving the American People as a White House intern, I am ready to serve the American People again.

WORK EXPERIENCE

Founder & Private/Public Partnership Liaison The Empowering B.A.C.K. Foundation

04/2020 - Present

Oklahoma

Empowering B.A.C.K. is creating a high school leadership conference to retain top talent and showcase career opportunities that lie within Oklahoma.

Achievements/Tasks

- Developed a team of 25+ politicians, entrepreneurs, education administrators, and others to establish the first of its kind high school leadership conference, career show called the Begging of YOU high school leadership conference
- Spearheading the team facilitating the logistics for the Beginning of YOU conference scheduled to host 3,500+ high school students in September 2024.
- Creating partnerships between companies, non-profits, and governmental organizations ranging from the Zig Ziglar Corporation to Oklahoma Association of Student Councils, as well as some of the most influential corporations and nonprofits in Oklahoma.
- Raised \$100,000+ of scholarship through the sales of my best selling book.
- Negotiated with PPP suppliers during the pandemic to procure 10,000+ masks to 4 hospital systems and 40+ churches
- *Note: Beginning of 2023, I will switch to an advisory role for the Empowering B.A.C.K. Foundation.

Contact : www.BeginningOfYou.com

Team Lead

The BG AI Holding Company

08/2019 - 07/2022

Oklahoma

The BG AI Holding Company assists startups in their infancy to succeed by providing workspace, seed funding, mentoring, and training.

Achievements/Tasks

- Led a team of 17 engineers, 3 administrators, and 5 lawyers—all with different religious, cultural, and ethnic backgrounds— to successfully develop a patented technology.
- Overcame budgetary setbacks through innovation, motivating our team, and securing partnerships to ensure the overall success of the project.
- Managed to bring a startup technology company to a \$10 million valuation in under 2 years.
- Raised and deployed \$250,000+ in seed capital.
- Ensured we were morally/ethically representing our investors and assets through working with business mentors and legal counsel.
- Restructured one of BG AI's former company's spending practices to eliminate unnecessary allocation of resources—saving approximately \$35,000 in a \$100,00 budget that was \$20,000 over budget.

SKILLS

Integrity/Honesty

High-Level Collaborator

Flexibility & Self-Management

Community Outreach

Interpersonal Skills

Oral Communication & Reasoning

Supporting Diversity

Attention to Detail

Public/Private Partnerships

EDUCATION

Master of Business Administration, International Business

Florida Atlantic University

01/2019 - 12/2020

Boca Raton, FL

3.88 GPA

- First Generation
- Student Leader of the Year '20

Bachelor of Business Administration, Management

Freed-Hardeman University

01/2015 - 04/2017

Henderson, TN

Summa Cum Laude, 3.92 GPA

- First Generation
- Scholar of the Year '17

WORK EXPERIENCE

Corporate Trainer & Youth Speaker The Aspiration Corporation

10/2016 - Present

United States

The Aspiration Corporation delivers dynamic speeches to encourage youth and corporate workshops to equip teams to be high performing and effective.

Achievements/Tasks

- Keynote speaker at 8 Youth Leadership Conference, 7 Universities, 6 Religious Organizations, and 15 Schools, reaching over 10,000+ students.
- Trainer of 20+ teams on how to have high-performing, effective teams, improve communication/productivity, and facilitate energized/creative environments.
- Led a team of 8 Americans and Haitian Diaspora, focusing efforts to develop an initiative to allow the economic independence and sustainability of Haiti (Ultimately ceased efforts after 2.5 years of efforts).
- Developed a training manual to aid in the hiring of new employees.

White House Intern

White House Internship Program (WHIP)

05/2017 - 08/2017

Washington, D.C.

WHIP is a public service leadership program that provides a unique opportunity to gain valuable professional experience and build leadership skills.

Achievements/Tasks

- Engaged with intergovernmental Federal agencies on behalf of the President to address the needs of individuals who requested assistance from the President
- Coded 1,000's of incoming mail daily by reading each letter and meticulously assigning to the correct Federal agency.
- Interacted with the American people via the White House Comment Line, where I documented and responded to 1,000's of comments, inquiries, and feedback for the President.

BOARD OF ADVISORY ROLES

The 917 Society (05/2018 - Present)

- A grassroots campaign, The 917 Society was born out of a mission to celebrate Constitution Day in our 8th-grade classrooms. This year, The 917 Society will be in all 50 states, reaching 1.2+ million students. We have the goal of reaching over 5+ million 8th grade students every year.

Coalition of Hope (10/2018 - Present)

- The COH Foundation (COH) seeks to provide a ship-based humanitarian assistance / disaster-relief (HADR) platform. The ships involved will incorporate state-of-the-art hospital facilities, an array of coalition (military) medical personnel, extensive air-lift capability, heavy equipment and emergency supplies in the context of a multinational, nation-state sponsored, public-private partnership.

VOLUNTEERING EXPERIENCE

Committee Member

Florida Atlantic University Technology Advisory Committee

01/2019 - 05/2021

Boca Raton, FL

Preliminary Judge for FAU's Business Plan Competition

Florida Atlantic University, College of Business

03/2019 - 11/2020

Boca Raton, FL

SPEAKING ACHIEVEMENTS

Speaker to Audience of 500,000+ (2022)

I was selected as one of the fifteen speakers from across the world that will be speaking to an audience of 500,000+ entrepreneurs, business professionals, and business owners in Amravati, India on October 2022.

World's Top 300 Speaker Club (2016)

This award recognizes the Top 300 Public Speakers in the World. This is identified and recognized by competing in the Toastmaster's International Speaking Competition and placing at least 3rd place in the District Competition.

BOOK ACHIEVEMENTS

Best Selling Author (2021)

I wrote a book at the beginning of the pandemic that raised \$100,000+ of scholarship through the sales of my book: "My Path to the Presidency: An Action Plan to Realizing YOUR Aspirations"

Featured in a NY Times Best Selling Author's Book (2019)

Jim DeFelice and Taya Kyle's book released April 2020 "American Spirit," which featured my story, as one of their inspirational anecdotes.

CERTIFICATES

Zig Ziglar Certified Trainer (2017)

Ziglar Certification provides you with the knowledge and skills necessary to go out and teach the transformational success pillars of Zig Ziglar.

Entrepreneurship BootCamp (2019)

Learned how to create valuable marketing and business plans, while also understanding how to successfully run a startup business.

PUBLICATIONS

Blog

White House Blog

August 15, 2017

White House

"If You Want to Know: White House Blog"

PATENT

Interactive Content Distribution System with Mobile Charging Device Interface (03/2021 - Present)

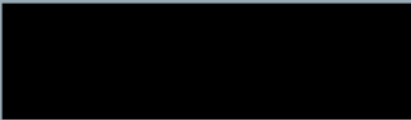
United States Patent Office

- US 10,949,371
- An interactive content distribution system with handheld charging device and docking station

Applicant 10

JACOB J. MONIZ

SALES MANAGER



CERTIFICATIONS & TECHNOLOGY

- OSHA 10 certified
- ADP Payroll
- Dealerslink appraisal tool
- Dealertrack DMS
- Elead CRM
- Recon Advisor
- Route One

SKILLS AND ATTRIBUTES

- Ability to consistently follow processes
- Excellent communication skills
- Internet lead management
- Strong closing skills
- Strong coaching and leadership skills
- Strong ethics and values

EDUCATION

Courses in Political Science
Alaska Pacific University
Anchorage, AK

PROFILE

Sales Manager with 9+ years of experience in the automotive industry. Proven track record of ensuring customer retention and significantly increasing profitability through effectively managing people, processes, and inventory.

EXPERIENCE

Sales Manager

Stanley Ford - Sweetwater, TX | 10/2020 - present

- Oversees deal structures and approvals to maximize profitability and ensure customer satisfaction.
- Played a significant role in leading the dealership to profitability for the first time in 12 years.
- Processed deals averaging \$4,927 a copy with an average front-end gross of \$2,601.
- Increased store average from 30 sales/month to 55 sales/month.
- Achieved Number One store in the company twice under my leadership.
- Oversees and manages vehicle inventory.
- Prices and appraises vehicles according to current markets.
- Leads daily meetings to ensure productivity each week.

Sales Manager

Lithia Honda of Abilene - Abilene, TX | 2019 - 2020

- Recruited to help restructure the struggling store. Increased store sales and finance gross profits by \$200,000/month and more than doubled the number of units sold per month within four months of becoming Sales Manager.
- Managed a team of 10 sales consultants. Led the hiring process. Trained new staff members, conducted continuing education on products, and modeled the sales experience by interacting with customers on every deal personally desked.
- Responsible for reworking deals with banks to maximize profits on the front end and back end.
- Appraised traded vehicles and priced units according to the market.
- Averaged \$1,702/copy and 38 finance turns/month.

Product Specialist

Patriot Subaru - Attleboro, MA | 2018

- Specialized in customer relations.
- Tracked leads, demonstrated vehicles, and closed profitable deals.

Product Specialist

Lithia Subaru of Clear Lake - Clear Lake, TX | 2015 - 2018

- Achieved third highest sales in Southern Region Subaru Sales in 2015.
- Selected and trained in Finance.
- Trained by Lithia and Subaru in all aspects of sales. Used ELead CRM System, product trim levels, vehicle demonstration and technology, and strong customer relations techniques.
- Developed and managed online eBay sales for the dealership.

Sales and Leasing Consultant

Mastria Subaru - Raynham, MA | 2013 - 2014

- Met and exceeded sales goals by establishing strong customer relationships and having superior product knowledge.

----- Forwarded message -----



Subject: Jacob Moniz Resume (Dillingham)

Greetings Mr. Pearson,

My name is Jacob Moniz. I am reaching out to you about the great opportunity that you have listed for City Manager of Dillingham. I do not have any direct experience in city management, however I do have direct experience in managing dealerships budgets, sales, personal and public relations. I have lived in Alaska and hold it very dear to my heart so I see this as a great opportunity make a difference and bring a positive impact to a bush community.

My largest accomplishment in my career would be rebuilding a large dealership from the ground up. The store had been in a deficit of over a million dollars for over ten years. When I was brought in we started with changing the people and culture of the store. After this we focused on building our name in the community and rebuilding our reputation. With these positive changes and focus on doing what's right we were able to bring the store to profitability for the first time. That's store still stands profitable today. With this experience I went on to do this with two more stores in a similar situation.

I appreciate the time that you have taken out of your day to read this Mr. Pearson. Any consideration is truly appreciated. I look forward to hearing from you.

Thank You,

Jacob Moniz



Applicant 11

Adam Reilly

Work Experience:

RT&T: 3/2022-Present

Test Conductor/ Engineering Technician Airspace Management

Supervisor: Tyler Minder

As an engineering technician for the Atlantic Test Range (ATR) I provide flight test project management as well as traffic de-confliction and advisory services to aircraft utilizing the ATR offshore restricted airspaces. The primary focus is providing direct support to ongoing aviation testing and test pilot training operations as well as all UAS testing and operational programs (both small platforms based from Webster outlying field and the MQ-9 and RQ-4 Triton programs.). As a test manager I coordinate communication between several facilities and end users to accomplish the objectives of individual test programs. Additionally I serve as a subject matter expert on air traffic, ATCALs, and aviation related matters as necessary.

In 2022 I was awarded for rewriting the emergency procedures manual for the NAS Patuxent River testing airspace. I was also awarded for my support of the Blue Water UAS testing program serving in the role of test conductor.

Serco NA 10/2020-3/2022

Bethel Airport

Bethel AK

Air Traffic Control Tower Manager

Supervisor: Gerardo Alverado

As an Air Traffic Manager I managed up to seven Air Traffic Control Specialists in handling the air traffic operations at the busiest Air Traffic Control tower in western Alaska: Bethel Airport. I also worked with regional and national level FAA personnel coordinating all matters relating to air traffic in the Bethel airspace. Including, but not limited, to: Creation of new directives and Letters of Agreement between aviation entities both public and private, dissemination and application of new FAA laws and directives pertaining to flight and airport operations, creation and implementation of runway safety action plans on an annual basis, response to incident occurrences and investigation assistance for Flight Standards Data Office (FSDO), and subject matter expertise for airport replacement and expansion programs.

As manager I designed and implemented a training program to bring newly hired controllers up to standard as well as provide recurring training to controllers to maintain their skills and improve their knowledge and expertise. I also organized, managed, and executed the runway replacement plan involving the creation of procedures for the use of existing runway infrastructure to continue operations while in a reduced runway configuration.

Additionally I served as an Air Traffic Control Specialist providing services in the Bethel Airspace on a daily basis.

Midwest ATC 7/2018-10/2020

Kandahar Airfield Afghanistan

Air Traffic Control Specialist/Watch Supervisor

Supervisor: Matthew Buell

As an Air Traffic Control Specialist and Watch Supervisor deployed in support of the global war on terror (GWOT) I guaranteed the safe and expeditious flow of aircraft and personnel in direct support of civilian and military operations. My duties included the sequencing and separation of aircraft arriving in the local airport area as well as supporting training activities and coordinating rapid response to attacks and troops in contact (TIC) situations. As a result of my experience at Kandahar Air Field I am familiar with the ICAO Doc. 4444 and have obtained ICAO Aerodrome control certification.

As part of my daily operational responsibilities I gained proficiency with close parallel operations in a dynamic environment involving different aircraft types. Including, but not limited to, fixed wing aircraft of all sizes including heavy, rotor wing aircraft, tilt rotor aircraft, special mission aircraft, and UAS platforms (specifically the Aerosonde, Scan Eagle, RQ-5, RQ-7, MQ-1, and MQ-9.) All operating in close proximity to each other and active restricted operating airspace for air to ground, artillery, and ground to ground missile operations.

Anchorage Community Works (ACW) 10/2014-11/2016

345 East Ship Creek

Anchorage AK 99501

Grants, Projects, and Performance Art Director (Board of Directors)

As a member of the board of Directors I helped steer the organization to create maximum community impact. I was personally responsible for several community partnerships and education programs including Wounded Warrior Project Art therapy events, Spinners and Weavers Guild seminars, and the Alaska Coffee Cup barista competition and awards ceremony. I also created an after school arts program serving the local youth community.

As Director of Performance art I lead a team of personnel in creating multiple concert series and other art events. The efforts of my team created a nearly 100% increase in shows hosted by the venue portion of the organization. As well as a complete remodel of the performance space itself.

Federal Aviation Administration 5/2014-7/2018

Several locations

Air Traffic Control Specialist Tower/RADAR

Supervisor: August Carlson

As an Air Traffic Control Specialist I guaranteed the safe and expeditious flow of aircraft and personnel through our national airspace system. My duties included the sequencing and separation of aircraft arriving in the local airport area in both the Tower and Radar environment. Because of the nature of Air Traffic Control I am extremely proficient and highly experienced in rapidly solving complex problems in real time under pressure.

Missouri Air National Guard 1/2011-Present

Rosecrans Air National Guard Base

St. Joseph MO

Supervisor MSgt. Brian Lewis

Air Traffic Control Specialist

As a Staff Sergeant in the Missouri Air National Guard I fulfill all duties of Air Traffic Control Specialist outlined above as well as additional duties as required. In 2015 I helped to create an Air Traffic Control Mobile team concept in coordination with my unit Chief personally creating and establishing a mobile weather observation equipment and training package. I am a combatives instructor for unit training and have been awarded multiple commendations including the German Armed Forces Proficiency badge. I also served additional duties as an interpreter and QRF team member during disaster relief operations in

Ponce, PR following hurricane Maria in 2017 involving being attached to a US Army CH-47 unit to provide de-confliction services while repairing electrical power infrastructure in the interior mountain region. I also served as watch supervisor and team leader while deployed to Al Udeid Air Base Qatar in 2023.

Education:

Air Traffic Control Specialist RADAR (FAA) Anchorage, AK

Air Traffic Control Specialist Tower (USAF) St. Joseph MO, Kandahar AFG, Bethel AK

Thomas Edison State University Trenton, NJ, Air Traffic Management

University of North Dakota Grand Forks, ND,

FAA Private Pilot License

Next Generation Threat Simulation (NGTS) Patuxent River MD, Power User Certification

Red Cross Twin Cities MN, First Aid, CPR, AED, Emergency Oxygen Certification



EXECUTIVE SESSION

NEW BUSINESS