

NAPOLEON HANEY, M.P.A.

Homewood, Illinois 60430

Home: [REDACTED]
[REDACTED]
Cell: [REDACTED]
[REDACTED]

HIGHLIGHTS OF CAREER SUCCESSES

- Highly versatile and proven adaptability and success in managing and serving in both small communities, and large model city.
- Proven success and experience with ethnically and economically diverse communities and Town & Gown communities.
- Successful background in negotiating long term utility and waste disposal agreements, various collective bargaining contracts, municipal debt settlements and development agreements.
- Substantial economic development experience in retail, commercial and industrial development
- Substantial experience in managing projects and budgets for millions in new capital improvement and economic development initiatives.
- Success in major neighborhood and downtown redevelopment/revitalization initiatives.
- Successful management and leadership of high performing teams including department-head level teams, intergovernmental teams, consultant teams and blue ribbon community groups.
- Proven background in the identification and implementation of alternative revenue sources and cost saving opportunities for municipal governments.
- Demonstrated record of supporting and implementing policies affecting municipal operations as a highly responsive customer driven organization that recognizes both citizens and elected officials as customers.
- Intricate understanding of all functional areas of municipal government through the oversight of financial and budget processes, planning and zoning departments, economic development operations, redevelopment and community based programs including public works, neighborhood revitalization and a number of well-being initiatives.
- Experience in executive level managing and support to small, large and intermediate sized municipal government with budgets ranging from \$3M to \$557M.

PROFESSIONAL EXPERIENCE

August 2017 – Current

VILLAGE OF HOMEWOOD

Homewood, IL

Assistant Village Manager

- Lead union negotiator for Management Team (MAP, Teamsters, AFSCME, IAFF)
- Initiated and completed various technology and efficiency initiatives: Completed the digitalization and streamlining of Board Agenda process and various other municipal processes; successful implementation of Village-wide Enterprise Resource Planning system for finance, building department, and human resources.
- Completed and initiated various Brownfield Initiatives including completion of two Environmental Site Assessments (Phase I & II); oversaw the removal of underground tanks as part of a redevelopment process.
- Worked with department heads, implemented successful COVID-19 Response Protocols for Police, Fire and Public Works Departments.
- Successful completion of new initiatives, policies and practices: Developed and implemented Village's first comprehensive work from home protocol and policy; recently completed redraft of Village's Personnel Manual.
- Oversee all risk management functions; collective bargaining negotiations, personnel and human resource functions, and information technology division.
- Team member for of Village's fully funded \$11M Metra Station Rehabilitation Project.
- Team member of Village's \$12M Water Main Transmission Line Project.
- Oversee all Human Resource Functions (FMLA, Training, COVID-19 Protocols, Recruitment and Hiring, etc.).

July 2013 – August 2017

VILLAGE OF ORLAND PARK

Orland Park, IL

Manager in Transition

Assistant Director, Public Works

- Team Leader for various executive level teams (Acquisition of Palos Health & Fitness Center- acquisition of a 79,000 sq. ft. facility; Facilitator for High Performing Organization - HPO Village-wide initiative and leadership team member for newly implemented Village-wide Safety Team.
- Oversaw various efficiency and process teams resulting in cost saving efficiencies in the Street, Utility and Building Maintenance Divisions.
- Through the implementation of HPO concepts, Public Works realized intrinsic and positive changes in productivity, morale and employee engagement and trust.
- Successful oversight of various Village-wide capital improvement projects including multi-million-dollar storm-water mitigation projects, road reconstructions, and water/sanitary sewer lining program.
- Provided oversight of 5 divisions of the Public Works Department; 75 full-time staff
- Preparation and management of the departments \$21M operation and capital budget

July 2010 – July 2013

VILLAGE OF ROBBINS

Robbins, IL

Village Administrator

- Oversight of the successful functioning of all municipal departments and divisions (Administration, Economic Development, Police, Fire, Public Works, Building, Code Enforcement, Human Resources and Water Department)
 - Implemented first municipal budget process
 - Successful in budget cuts of nearly \$500k in first year while able to sustain a balanced level of municipal personnel and services
 - Renegotiated and restructured over \$5M in past due arrearages
 - Negotiated law suit settlements on behalf of the Village with a savings to the Village of over \$3M
 - Recovered and obligated \$1.6M in federal grant funding slated for rescission
 - Implemented Village-wide safety program that lowered Village's police liability deductible from \$100k to \$25k
 - Provided proactive recommendations, leadership and guidance for the creation of financial strategies, long term planning, debt reduction, while increasing revenue generation and cost savings

June 2009 – October 2009

VILLAGE OF MATTESON

Matteson, IL

Village Administrator

- Recruited to serve as Chief Administrative Officer
- Responsible for all municipal departments (Police, Fire, Parks & Recreation, Community & Economic Development, Human Resources, Public Works, Finance)
- Oversaw successful forensic audit of municipal finances

April 2006 - June 2009

CITY OF RENO

Reno, NV

Special Assistant to City Manager

- Managed and provided direct oversight and leadership to various areas of municipal government
- Directed special projects/initiatives of major concern to the City Manager and City Council
- City Manager's Office liaison to the City's Redevelopment Agency
- Member of City Manager's Executive Management Team
- Managed budgets for City Manager's office and multiple projects and initiatives
- Directed department level teams for major projects and initiatives
- Served as lead representative on a wide range of intergovernmental agencies and committees
- Member of management's labor negotiation team for fire department's collective bargaining process
- Developed and implemented Special Service Districts and Downtown Tax District.

January 2005 - April 2006

VILLAGE OF PARK FOREST

Park Forest, IL

Assistant to the Village Manager/Director of Personnel

- Assisted in budget preparation and the creation of the Board's Fiscal Goals
- Responsible for all Village departments and the Board of Fire & Police Commission with all aspects of recruitment, hiring and personnel-related issues
- Responsible for all aspects of employee insurance including the negotiation and oversight of health, dental, life, flexible spending and supplemental coverage programs
- Village's Safety Coordinator and Director of Risk Management
- Staff Liaison to the Park Forest Board of Fire & Police Commissioners
- Coordinated local access television programming in Park Forest
- Administrator of Village's cable government access channel
- Served as a member of the Village's Economic Development Team
- Lead negotiator for police and fire labor contracts

March 2000 - December 2004

VILLAGE OF ROBBINS

Robbins, IL

Village Planner/Director of Economic Development

- Responsible for all economic development functions including housing demolition program; capital improvement programs, infrastructure improvements, grant writing and administration
- Community Development Block Grant (CDBG) Project Manager
- Provided technical support and assistance to the Village Administrator in the development and implementation of planning and economic development programs and projects including new development application review and basic plan review
- Initiated and managed Village's No-Cash-Bid submission and acquire 1,200 tax delinquent parcels
- Managed Village Tax Reactivation Project acquiring 82 tax delinquent commercial parcels
- Project Manager for various capital, economic development and infrastructure projects

May 1999 - January 2000

BOWLING GREEN STATE UNIVERSITY

Bowling Green, OH

Coordinator of Multicultural Student Services for the Center for Academic Initiatives

- University Center that provided academic assistance to students
- Responsible for overall student retention
- Managed budgets for university academic programs
- Co-authored chapter in nationally published course book
- Authored New Initiatives Grant for Bowling Green State University Mentoring Program

OTHER GOVERNMENT EXPERIENCE

1998-1999

TOLEDO FAIR HOUSING CENTER

Toledo, OH

Investigator Insurance Systemic Unit

- Investigated discriminatory redlining practices of insurance companies
- Participated in the investigation of the landmark Nationwide Insurance Company settlement
- Participated in the class action suit against Met Life Insurance agency for "Redlining" practices
- Worked with community organizations and insurance companies to resolve unfair housing insurance practices

1997-1998

STATE OF OHIO AUDITOR'S OFFICE

Toledo, OH

State of Ohio Auditor's Office Performance Auditing Division

- Assisted in the state-wide auditing of the Ohio Public School System
- Prepared monthly progress reports tracking the completion of key sections of the audit process
- Interviewed teaching personnel and school board officials

1996-1997

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Norfolk, VA

Investigator

- Assisted in office and field work investigations to determine the validity of employment

- discrimination allegations
- Independently performed case work for actual discrimination suits that were later litigated
- Responsible for creating detailed reports that summarized months of investigative activity
- Researched case law that pertained to specific discriminatory intake complaints

MILITARY LEADERSHIP EXPERIENCE

1993-1997 **NAVAL RESERVE TRAINING CORPS (NROTC)** Norfolk, VA
Naval Reserve Officer

- Served four years as a Midshipman in the NROTC program
- Demonstrated capable leadership by serving as Student Company Officer for Naval Reserve Officer Training Corps (NROTC)
- Served as Company Commander during senior year (Responsible for 50 student midshipmen)
- Participated in Ship/Submarine/Flight summer exercise programs
- Successfully completed additional college curriculum of Calculus I-II, Physics I-II and naval navigation
- Graduated as United States Navy - Naval Flight Officer Candidate

1989-1994 **UNITED STATES MARINE CORPS** Havelock, NC
United States Marine Corps Active Duty

- Completed tours of duty in, California, North and South Carolina, Tennessee, Arizona, Oklahoma, Saudi Arabia and Japan
- Participated in active combat and support services during Operation Desert Shield and Desert Storm
- Received Good Conduct Medal, Meritorious Unit Citation, Southwest Asia Service Medal, Kuwait Liberation Medal, and Overseas Service Medal
- During tour of duty in Japan, was recommended and endorsed by superiors to apply for Naval Officer Commissioning Program
- Accepted into officer training program: Broadened Opportunity for Officer Selection and Training (BOOST)
- Graduated and attended Norfolk State University as Naval Reserve Officer Training (NROTC) Midshipman
- Accepted Officer Commission as Ensign in the United States Navy

EDUCATION

- BOWLING GREEN STATE UNIVERSITY** Bowling Green, OH
- Master of Arts Degree in Public Administration (M.P.A.) 1999
 - Area of MPA specialization: Local Government
 - Accepted into Bowling Green State's Ph.D. program in Higher Education Administration

- NORFOLK STATE UNIVERSITY (HBCU)** Norfolk, VA
- Bachelor of Science Degree in Political Science (B.S.) 1997
 - Member of Student Leadership Council
 - Member of 1996 NROTC Eastern Region championship basketball team

PROFESSIONAL MEMBERSHIPS AND CONTINUING PERSONAL DEVELOPMENT

- International City/County Management Association (ICMA)
- Illinois City/County Management Association (ILCMA)
- American Association of Notaries
- Six-Sigma Yellow Belt Certificate (February 2016) - College of Engineering & Technology, Northern Illinois University
- Six-Sigma Green Belt Certificate - College of Engineering & Technology, Northern Illinois University (April 2017)

ADDITIONAL LEADERSHIP EXPERIENCE

- Former Member - Board of Trustees, 2nd Vice-President: Reno/Tahoe Blues Festival
- Former Member - Board of Directors, Vice-President Northern Nevada Black Cultural Awareness Society (NNBCAS)
- Former Member - Board of Directors, Advancing Community Cultivation & Enhancing Progressive Transformations (ACCEPT) an Aids Awareness/Education/Prevention Non-Profit
- Co-Chairperson for ILCMA's Diversity and Inclusion Committee (2020-2022)