

November 20, 2018

The Honorable Chris Vincent, Mayor  
Town of Lauderdale-By-The-Sea  
4501 North Ocean Drive  
Lauderdale-By-The-Sea, Florida 33308

Dear Mayor Vincent and Town Commissioners,

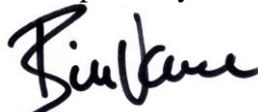
I am a local government manager dedicated to positively sustaining professional organizations dedicated to providing managerial support to its leadership and employees to fuel an operational emphasis focusing on perpetual professional development, provision of fantastic customer service, visionary community development practices, while keeping the needs of its employees and their families at the forefront.

I have extensive professional local government management experiences starting in North Carolina, Virginia, Florida (2004-2009) and Ohio since 1994. I have specialized in creating and maintaining professional local government organizations that have had to utilize stream-lined organizations where fewer employees have efficiently served growing populations while substantially increasing operational fund balances.

As an ICMA credentialed City Manager (since 1994) I have successfully prepared for and dealt with all aspects of (public education, clean-up, FEMA reimbursements, restoration of utilities) multiple hurricanes, a devastating 2007 tornado, and many flooding events. Between such worse-case weather events I prioritized maintaining clean, litter free communities with Staffs that have can-do attitudes who support positive change, additional investments, the elevation of tax bases, and finding ways to negotiate responsible and timely opportunities to say yes as opposed to the easy governmental no.

I last successfully managed Pickerington, Ohio from July 1, 2010 thru May 31, 2018. I left on good terms to take care of family priorities and thereafter pursue new local government management challenges and experiences elsewhere. I have herein provided numerous professional references to contact (and could provide more) to compliment your internet research of my 23+ years as a local government manager because as a can-do local government manager I was extremely fortunate to be part of fantastic professional local government Teams that produced historic and positive changes while responsibly discouraging work-place drama and negativity.

Most Respectfully Submitted

A handwritten signature in black ink, appearing to read "Bill Vance", written in a cursive style.

William (Bill) Vance

## **William M. Vance**

349 Flat River Street  
Pickerington, Ohio  
Cell 614-809-7216  
billmv8611@aol.com

### **QUALIFICATION SUMMARY**

- 23+ years of local government management experience with significant achievements in fiscal management and across-the-board local government infrastructure improvements.
- Experience in budgeting, project management, planning, finance, capital improvement, recruitment, personnel supervision and training, and public relations.
- Innovative, common sense leader with outstanding ability to motivate people and maximize available resources to achieve short- and long-term goals. ICMA certified local government manager in good standing since 1994.

### **PROFESSIONAL EXPERIENCES**

#### **CITY MANAGER, City of Pickerington, Ohio (7/1/10 – 5/31/18-\$143,263)**

Manage professional organization of 90+ employees that serves 18,500 residents. City Manager's Office responsible for providing managerial support/supervision to Finance, City Engineer, Police, Public Works; Water, Sewer, Streets, Parks and Recreation, Development Services, Economic Development, Building Inspections/Code Enforcement and Human Resources/Risk Management Departments. Community-wide beautification effort including daily City-wide litter collection efforts. Proponent of leading by example through the routine provision of positive and visible results while providing highest levels of customer service.

#### **Selected City of Pickerington Achievements**

- *Successfully re-created Team concept and professionally operating local government organization where serious professionals are provided the support and resources they need to ensure their success and in doing so the continual improvement of our local government and those it serves.*
- *Initiated individual multi-Staff supported development services meeting opportunities for potential local or outside investors designed to expedite investment in Pickerington. Goals to prioritize the collective negotiation of ways to say yes as opposed to no using necessary guidance from City Land-Development Regulations.*
- *Since July 2010 supported and coordinated responsible commercial and residential development activities exceeding 260 million dollars to include the established OhioHealth Medical Campus. Pickerington also actively serves/accommodates a 90% commercial retail occupancy retention rate.*
- *City sponsored Olde Village (Downtown Revitalization) public/private matching grant program stimulating exterior improvements to Main Street commercial properties.*
- *Established numerous TIF (tax incentive financing agreements in support of maintaining and providing for infrastructure improvements to sustain City-wide development. CRA incentive experience as well.*
- *Led efforts to successfully bring together 6 Central Ohio, City/County Utilities*

*to regionally negotiate individual multi-year water tank maintenance programs with the benefit of predictable fixed annual costs.*

- *Established 1st City Employee Safety Committee. Established 1st City Risk Management Committee chaired by 1<sup>st</sup> ever City Risk Manager.*
- *Realized multi-million dollars worth of water, sewer, storm-water projects.*
- *Comprehensive revision of City Land-Use Regulations (2013/2014)*
- *City successfully pursued and obtained 15M in ODOT Federal Transportation Safety Grant Funds to expand and enhance regional thoroughfares in Pickerington.*
- *Transformed City Development services utilizing contractual inspection and plan review services whereby building and engineering departments provided highest level of development support services possible paid for by developers and not taxpayers.*
- *Maintained stream-line City operations with CM providing active support.*
- *Established annual 1M neighborhood paving program ongoing since 2015.*
- *No property or income tax increases since 2000 yet City General Fund reserves have increased from 2M in 2010 to 5.8M at conclusion of 2017 fiscal year.*
- *City established 1M annual residential paving program in 2015.*

**TOWN MANAGER,** Town of Lady Lake, Florida (3/1/04 – 10/09)

Managed professional organization of 100+ employees that served 14,000 residents, whose local government priorities centered on the provision of timely and efficient customer service concurrent to perpetual maintenance of professional accountability. Administered annual twenty (20) million dollar budget: General, Utility & Special Revenue Funds. Administered Town provided services & Town contracted services included growth management – land use & commercial design standards negotiations, police, library, parks and recreation, streets, water, sewer, building inspections, solid waste and curbside recycling programs, active code enforcement, ongoing beautification and daily town-wide litter collection & the maintenance of an active democracy where anything is possible and one person can make a difference. Ensured responsible development activities maintained via establishing mutually beneficial and pro-active business relationships with St. John's River and Water Management District (negotiated 20 year Consumptive Use (Water) Permit w/Florida Department of Community Affairs.

**Selected Town of Lady Lake Achievements**

- *Creation of Team concept and introduction of professional accountability concurrent to re-establishing community pride – local governments must lead by example. Organizational foundation based upon professionalism.*
- *Successfully planned for response and then responded to aftermath of two hurricanes and one tornado (Ground Hog Day 2/2/07) services which included expedited debris removal, due to multiple debris contractors on retainer and under contract for immediate response following worse case scenario weather events, and achieved 90% FEMA reimbursement rate, or approximately two (2) million dollars in debris removal costs reimbursed by FEMA to Lady Lake between 2004-2007.*
- *Administered the construction of an ever-expanding wastewater treatment plant and the installation of 21,000 plus linear feet of water, sewer, reuse trunk line extensions opening up previously unserved commercial corridors.*
- *Negotiated public-private responsible development partnerships whereby private development interests successfully invested in excess of 1 million dollars into tax base enhancing CR 466 utility trunk line extensions and concurrent water/sewer capacity treatment upgrades.*
- *Enticed and provided foundation for realized high-end commercial development activities in excess of 100 million dollars.*
- *Instituted commercial design standards and water friendly landscaping*

*requirements whereby the expansion of Town commercial tax base was complimentary to pre-existing historic in-town commercial developments.*

- *Consecutive Fraternal Order of Police Labor Contract negotiation/contracts.*
- *Tree City USA Designation via National Arbor Day Foundation.*
- *Administrated 600K plus in local road improvements*
- *Establishment of Solid Waste Roll-out Container and Curbside Recycling Services.*
- *Commercial Development generated \$1,500,000 in Supplementary School Construction Impact Fees.*

**TOWN MANAGER, Town of Luray, Virginia (2/00 – 9/03)**

Responsible for all planning and operations for this town of 4,800 residents. Supervised a staff of (30+) full-time and part-time employees. Administered annual six (6) million dollar budget, which include General, Water & Sewer Funds. Town provided services & contracted services include: land use-planning, police, recreation, public works, water & wastewater treatment, economic development, significant annual paving improvements plus aggressive sidewalk installation, local cable access channel, active code enforcement, ongoing beautification & daily town-wide litter collection.

**Selected Town of Luray Achievements:**

- *Creation of team concept, re-introduction of accountability in local government, community pride.*
- *Increased fund balance reserves from 1.8 million (2/00) to 3.5 million (7/03).*
- *Enhanced Town employee compensation & benefits to competitive levels, instituted needed job descriptions and updated pay plan. Doing so improved employee moral, attention to detail, accountability, and production.*
- *Since 2/00 contributed to Luray successfully attaining & utilizing \$736,000 from VDOT in TEA-21 (80/20) Matching Enhancement Grants which have funded an ongoing restoration of Luray's historically recognized train depot station concurrent to the completion (6/03) of sidewalk improvements targeted for school-age pedestrians on First Street.*
- *Initiated ongoing Downtown Revitalization Activities; in 2003 attained \$25,000 CDBG Planning Grant geared towards Luray receiving anticipated \$750,000-\$1,000,000 in 2004 CDBG Downtown Revitalization Grants – Coordinated Luray's 2003 Downtown Historic District Designation as recognized by Virginia's Department of Historic Resources and the National Register of Historic Places – Coordinated Luray's 2002 formal affiliation with Virginia's Main Street Program.*
- *Creation of Luray Economic Development Committee that meets monthly and stimulates progressive local economic development and the retention of existing commercial and industrial businesses/jobs. This Town Committee instituted first Luray Farmers' Market (3/03 - Present).*
- *Creation of Luray Tree & Beautification Committee which meets monthly and coordinates ongoing attempts to improve community quality of life through progressive beautification and tree planting efforts. This Town Committee coordinated Luray's 3rd annual recognition as a Tree City USA concurrent to scheduling and hosting Annual Luray Arbor Day Celebrations since April 2000.*
- *Appointment of Town's first Safety Officer to administer Luray's first Safety Program which was recognized in 2003 by the Virginia Municipal League for its related merits.*
- *Coordinated all aspects (engineering, financing, construction) of \$1,000,000 worth of previous (2000-2003) water and sewer improvements which included waterline installations, gravity sewer extensions, sewer pump station replacement/upgrades plus telemetry equipment. 2004 Infrastructure improvements included an additional \$750,000 in water system improvements which included water (trunk line)*

*installation and construction of new booster pump station necessary to improve water quality and fire protection in western and eastern Luray.*

- *Initiated design of \$1,500,000 Town Hall Restoration Project.*
- *Recreational greenway project funded utilizing DCR grants.*
- *Established numerous professional resources within Virginia's Economic Development Partnership, Department of Environmental Quality, Department of Conservation & Recreation, the Virginia Resource Authority, USDA-Rural Development, Virginia Department of Housing and Community Development & Virginia's Department of Historical Resources.*
- *Coordinated creation of Luray's first website @ townofluray.com.*

**TOWN ADMINISTRATOR**, Town of Franklinton, North Carolina (7/94 – 2/00)  
Responsible for all planning and operations for this town of 2,200 residents.

**Selected Town of Franklinton Achievements:**

- *Creation of team concept, re-introduction of accountability in local government, community pride.*
- *Increased fund balance reserves over 400% (\$200,000 to \$800,000).*
- *Successfully coordinated passage of \$1,250,000 Bond Referendum in 1995 to make major water and sewer improvements (new sewer pump stations, sewer main outfall line installations, water treatment finished water storage improvements i.e. new clearwell-pumping station).*
- *Successfully attained in excess of \$1,000,000 in water and sewer grants from North Carolina's Revolving Loan/Grants Program (1998-2000).*
- *Initiated Curbside Recycling utilizing NC Solid Waste Grants to do so.*
- *Appointment of Franklinton's first ever planner-assistant administrator position to enhance local permit and code enforcement assistance.*
- *Creation of Franklinton Economic Development Committee which administrated pro-active downtown revitalization activities utilizing matching grant funds obtained from local industry dedicated to exterior and interior downtown building improvements.*

**ASSISTANT TO TOWN ADMINISTRATOR**, Town of Franklinton, NC (10/93 – 7/94) Began as a student intern, and then hired as a permanent employee. Oversaw code enforcement, served as community service supervisor, and as a grant writer.

**EDUCATION**

**APPALACHIAN STATE UNIVERSITY (Boone, North Carolina)**  
**B.S., Political Science Major, Public Administration Concentration (1993)**

**DURHAM JORDAN HIGH SCHOOL, Durham, NC (1986)**

**PROFESSIONAL REFERENCES:**

**The Honorable Lee A. Gray**  
Mayor of Pickerington, Ohio  
614-565-4282 (cell)

**The Honorable Jeff Fix**  
Council President, Pickerington Ohio  
614-668-3881 (cell)

**Seth Lawless, Village Manager**  
Village of Islamorada, Florida  
919-524-0020 (cell)

**The Honorable Ruth Kussard**  
Town Commissioner of Lady Lake, Florida  
352-348-4510 (cell)

**The Honorable Barry Presgraves**  
Mayor of Luray, Virginia  
540-860-9244 (cell)

**The Honorable Larry J. Kearney**  
Former Mayor of Franklinton, North Carolina  
919-426-3527 (cell)

**Mr. Derek Schroth**  
Town of Lady Lake, Town Attorney  
352-408-7494 (cell)