

HOMER CITY COUNCIL  
491 E. PIONEER AVENUE  
HOMER, ALASKA  
[www.cityofhomer-ak.gov](http://www.cityofhomer-ak.gov)



**SPECIAL MEETING**  
**5:00 P.M. MONDAY**  
**FEBRUARY 2, 2015**  
**COWLES COUNCIL CHAMBERS**

MAYOR BETH WYTHE  
COUNCIL MEMBER FRANCIE ROBERTS  
COUNCIL MEMBER DAVID LEWIS  
COUNCIL MEMBER BRYAN ZAK  
COUNCIL MEMBER BEAUREGARD BURGESS  
COUNCIL MEMBER GUS VAN DYKE  
COUNCIL MEMBER CATRIONA REYNOLDS  
CITY ATTORNEY THOMAS KLINKNER  
CITY MANAGER MARVIN YODER  
CITY CLERK JO JOHNSON

### **SPECIAL MEETING AGENDA**

- 1. CALL TO ORDER, 5:00 P.M.**
- 2. AGENDA APPROVAL** (Only those matters on the noticed agenda may be considered, pursuant to City Council's Operating Manual, pg. 5)
- 3. TELEPHONIC INTERVIEWS FOR CITY MANAGER CANDIDATES**

|                  |         |
|------------------|---------|
| Jeffrey Trinker  | Page 3  |
| Chris S. Johnson | Page 9  |
| Douglas Isaacson | Page 25 |
| Carey S. Meyer   | Page 37 |
- 4. Memorandum 15-015**, from City Clerk, Re: Request for Executive Session Pursuant to AS 44.62.310 (A-C)(2) Subjects That Tend to Prejudice the Reputation and Character of Any Person, Provided the Person May Request a Public Discussion (Merits of City Manager Candidates). Page 49
- 5. COMMENTS OF THE AUDIENCE**
- 6. ADJOURNMENT**

Next Regular Meeting is Monday, February 9, 2015 at 6:00 p.m., Committee of the Whole 5:00 p.m., and Worksession 4:00 p.m. All meetings scheduled to be held in the City Hall Cowles Council Chambers located at 491 E. Pioneer Avenue, Homer, Alaska.



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# Employment Application

Job Applied For: City Manager / Administration / Homer, AK

Date Submitted: 09-Oct-2014

Trinker, Jeffrey

## Employment History

### City of Sugar Land, TX

Address: 2700 Town Center Blvd. North, Sugar Land, TX, UNITED STATES

Phone: 281-275-2700

Supervisor Name: Karen Daly

Job Title: Management Assistant Dates Employed: 07/2008-03/2010 Ending Rate of Pay: \$40,000

Duties: Provided management and policy assistance.

Reason For Leaving: Professional advancement

May We Contact?: Yes

### City of Rosenberg, TX

Address: 2110 4th Street, Rosenberg, TX, UNITED STATES

Phone: 832-595-3300

Supervisor Name: Robert Gracia

Job Title: Executive Director of Support Services Dates Employed: 03/2010 - Present Ending Rate of Pay: \$80,000

Duties: Oversight of three departments, several City contracts (including solid waste services) and special projects as assigned. Responsible for approximately \$8 million of combined budget funds and 22 employees.

Reason For Leaving: Still employed

May We Contact?: No

## Education

### University of Tennessee Knoxville

Name: University of Tennessee Knoxville

Graduated? Yes

Degree: M.A. Major: Political Science (Public Administration)

### Florida State University

Name: Florida State University

Graduated? Yes

Degree: B.S. Major: International Affairs

## Resume

**Resume Files**

*Click on the link to open the resume file if you wish to print the formatted resume.*

[Trinker\\_2014.pdf](#)

**Text Resume**

No text resume on file

## Admin Uploaded Files

File

No Admin Uploaded Files

## References

**Reference 1**

**Name:** Matt Fielder **Relationship:** Former supervisor **Phone:** 817-617-3700  
**Years Known:** 5

**Reference 2**

**Name:** Karen Daly **Relationship:** Former supervisor **Phone:** 512-759-4030  
**Years Known:** 6

**Reference 3**

**Name:** Pat Pollicoff **Relationship:** Former colleague **Phone:** 281-275-2700  
**Years Known:** 6

## Job Questions – City Manager

| Question   | Answer | DQ? |
|--|--------|-----|
| Do you have a Bachelor's Degree in business or public administration or a related field? | Yes    |     |

## Additional Questions

### Employment

| Question   | Answer     | DQ? |
|--|------------|-----|
| Have you previously filed an application?<br>If yes, Please give dates applied   | No         |     |
| Have you ever been employed with the City?<br>If yes, Please give dates:   | No         |     |
| Are you prevented from lawfully becoming employed in this country because of VISA or Immigration Status? (Proof of citizenship or immigration status will be required upon employment) | No         |     |
| On what date would you be available for work?  | Negotiable |     |
| Can you travel if the job requires it?   | Yes        |     |

Have you been convicted of a felony within the last 7 years? (Conviction will not necessarily disqualify an applicant from employment) No  
 If yes, Please explain  
 Are you 18 years of age or older? Yes

### Education

| Question   | Answer   | DQ? |
|--|--|-----|
| Describe any specialized training, apprenticeship, skills and extra-curricular activities.   | Extensive training related to city management.             |     |
| Describe any job-related training received in the United States military.  | N/A  |     |
| List any professional, trade, business or civic activities and offices held. (You may exclude membership that would reveal gender, race, national origin, age, ancestry, disability or other protected status. | Texas City Management Association board member (2009-2010) |     |

### Additional Information

| Question  | Answer   | DQ? |
|---|--|-----|
| Knowledge and Specialized Skills:<br>What type of computers and software have you used?   | Extensive knowledge of municipal governance.<br>Windows and Apple operating systems. |     |
| Other qualifications specific to this position?   | N/A  |     |
| List any certifications you have received:  | NIMS training.   |     |
| List any family members employed by the City, family members means the spouse of the employee; a life partner or person cohabitating with the employee; a child, including stepchild and/or an adopted child of the employee; a parent, step-parent, sibling, or grandparent of the employee or a parent or sibling of the employees' spouse. | N/A  |     |
| State any additional information you feel may be helpful to us in considering your application  | Passionate about city administration and Alaska.                                     |     |
| Note to Applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE READ THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING.  | Yes  |     |
| Are you capable of performing in a reasonable manner, with or without reasonable accommodation, the activities described in the job description for which you have applied?   |  |     |

### Applicant Statement

I certify the information provided in my application and resume (if attached) is true and complete to the best of my knowledge.

I expressly authorize, without reservation, the employer, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, resume or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees or representatives, for seeking, gathering and using truthful and non-defamatory information, in a lawful manner, in the employment process and all other persons, corporations or organizations for furnishing such information about me.

I understand that the City of Homer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or eliminating any applicant from consideration for employment on any basis prohibited by applicable local, state or federal law.

This application for employment shall be considered active for a period of time not to exceed one year. If the applicant is not selected for this position they must submit a new application for consideration for other positions that may be advertised.

I also understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and the federal immigration laws require me to complete an I-9 Form in this regard.

The City of Homer does not tolerate unlawful discrimination in its employment practices. No questions on this application is used for the purpose of limiting or excluding an applicant from consideration for employment on the basis of his or her sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status under applicable federal, state, or local law. The City of Homer likewise does not tolerate harassment based on sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status. Examples of prohibited harassment include, but are not limited to, unwelcome physical contact, offensive gestures, unwelcome comments, jokes, epithets, threats, insults, name-calling, negative stereotyping, possession or display of derogatory pictures or other graphic materials, and any other words or conduct that demean, stigmatize, intimidate, or single out a person because of his/her membership in a protected category. Harassment of our employees is strictly prohibited whether it is committed by a manager, coworker, subordinate, or non-employee (such as a vendor or customer). The city of Homer takes all complaints of harassment seriously and all complaints will be investigated promptly and thoroughly.

In the event of employment, I understand that false or misleading information given in my application, resume (if attached) or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the City of Homer.

DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE APPLICANT STATEMENT. I certify that I have read, fully understand and accept all terms of the foregoing Applicant Statement. Please type your name below to confirm that you have read and accept this Applicant Statement.

I agree to the above. Signature: Jeffrey D. Trinker Date: 09-Oct-2014 IP Address: 107.1.121.201

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date of Birth

Jeffrey D. Trinker

**Education**

Master of Arts, Political Science, May 2007  
The University of Tennessee, Knoxville (GPA: 3.93)  
Areas of Study: Public Administration/Comparative Politics

Bachelor of Science, International Affairs, August 2004  
Florida State University, Tallahassee (GPA: 3.7)

**Professional Experience**

**Executive Director of Support Services**, City of Rosenberg, TX (June 2013 – Present)

**Budget**

Manage a combined budget of approximately \$8,000,000.

**Civic Center**

Manage the Rosenberg Civic Center department of seven (7) employees.

**Contracts**

Provide oversight for the City's janitorial, solid waste/recycling and mosquito control contracts.

**Facilities Maintenance**

Developed a multiyear plan to identify, fund and implement maintenance, repairs and renovations to City facilities. Developed and secured funding for a separate Facilities Maintenance Division.

**Facilities Master Plan**

Developed the criteria used to select an architecture firm that will create a Facilities Master Plan for the City. This plan will be utilized to plan and fund large capital projects such as building renovation and the construction of new City facilities.

**Fleet Services**

Manage the Fleet Services division of five (5) employees and 122 rolling stock assets.

**Parks and Recreation Department**

Managed a Parks and Recreation Department consisting of ten (10) employees and 450 acres located within nine (9) parks. Also provided oversight for the City's recreational programs and special events.

**Strategic Planning**

Developed a process to determine priorities and work objectives at the department level.

**Assistant Economic Development Director**, City of Rosenberg, TX (2010-2013)

**Communications**

Wrote the Rosenberg Development Corporation's (RDC) monthly economic development article for the City newsletter. Maintained the Rosenberg Development Corporation's website. Developed and maintained the RDC's Facebook page. Wrote the Mayor of Rosenberg's public presentations and led the planning of his State of the City event.

**Community /Professional Relations**

Maintained professional working relationships with local agencies, businesses, developers, citizen groups, private consultants and others. Represented the City at various professional events and conferences.

### **Contract Management**

Managed the RDC's contracts related to community development efforts.

### **Economic Development:**

Experience with tax abatements and infrastructure incentives. Researched and provided information for prospective companies seeking to relocate their operations to Rosenberg. Planned and coordinated special and public meetings related to economic development. Marketed Rosenberg as a business-friendly location. Assisted businesses with state and local statutes and regulations compliance. Facilitated an improved searchable commercial land database on the RDC website.

### **Intergovernmental Relations**

Served as the City's liaison for the Houston-Galveston Area Council (H-GAC), an organization that conducts regional planning and distributes state and federal funds to local communities.

### **Planning**

Served as the Economic Development liaison regarding planning matters. Member of H-GAC's Subregional Planning Initiative steering committee.

### **Transportation Planning**

Worked closely with a consultant to develop and implement a Transit and Pedestrian Plan.

### **Management Assistant, City of Sugar Land, TX (2008- 2010)**

#### **Emergency Management**

Participated in numerous crisis management projects associated with the Hurricane Ike recovery.

#### **Policy / Management Analysis**

Provided policy and management analysis for the Public Service (operations) departments.

#### **Utilities**

Member of the utility franchise renewal strategic project team, which was responsible for the renegotiation of the gas and electric franchises. Conducted an analysis of the annual costs budgeted for City electricity use.

### **Graduate Intern, Department of State, Washington, D.C. (2006)**

Worked in the Department of State's Office of Weapons Removal and Abatement (WRA), specifically on the collection, destruction and management of land mines, small-arms and light weaponry. Prepared presentations on office activities for use before US House Representatives and Senators.

### **Library Clerk, University of Tennessee Map Library (2005-2007)**

Provided a variety of map and GIS related assistance to students, faculty and outside visitors.

### **Professional Organization Affiliations**

**International City Management Association (2008-Present)**

**Texas City Management Association (2008-Present)**

- o State board Representative (2009-2010)

**Texas Economic Development Council (2010-Present)**

**Urban Management Professionals of Southeast Texas (2008-Present)**

- o President (2010 – 2011)
- o Vice-President (2008-2010)

### **Professional Training**

- o TexPool Municipal Financial Planning
- o Texas Municipal League Supervisor Training



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# Employment Application

Job Applied For: City Manager / Administration / Homer, AK

Date Submitted: 23-Dec-2014

JOHNSON, MBA, CHRIS S.

## Employment History

### Port of Anacortes

Address: 100 Commercial Ave., Anacortes, WA, UNITED STATES

Phone: (360) 293-3134

Supervisor Name: Bob Hyde, Former Executive Director

Job Title: Deputy Executive Director Dates Employed: 2012-2014 Ending Rate of Pay: 128,566

Duties: Supervision of six managers. Responsible for all operations including airport, marina, marine terminal, human resources, information technology, risk management, legal, environmental, budget, finance and administration.

Reason For Leaving: Reorganization and elimination of position

May We Contact?: Yes

### Port of Anacortes

Address: 100 Commercial Ave., Anacortes, WA, UNITED STATES

Phone: (360) 293-3134

Supervisor Name: Bob Hyde

Job Title: Director of Administration and Finance - CFO Dates Employed: 2007-2012 Ending Rate of Pay: 111,000

Duties: Direct finance and accounting department activities. Including preparation of monthly, quarterly and annual financial statements, budgets and other reports. Direct administrative functions including compliance with open government laws. Direct risk management, information technology and human resource activities. Port auditor.

Reason For Leaving: Advancement

May We Contact?: Yes

### Washington State Auditor's Office

Address: Insurance Building Capitol Campus, Olympia, WA, UNITED STATES

Phone: (360) 902-0370

Supervisor Name: Chuck Pfeil

Job Title: Regional Audit Manager Dates Employed: 1999-2007 Ending Rate of Pay: 82,500

Duties: Management, supervision and training of a 20 member team. Performing state and municipal government financial, grant (state & federal), legal compliance and accountability audits. Report and present findings to executives, boards and councils.

Reason For Leaving: Career advancement

May We Contact?: Yes

### Western Washington University

Address: 516 High St., Bellingham, WA, UNITED STATES  
Phone: (360) 650-3000  
Supervisor Name: Department Head  
Job Title: Adjunct Professor Dates Employed: 2000-2002 Ending Rate of Pay: 3400 per quarter  
Duties: Teaching Organizational Behavior and Business Management  
Reason For Leaving: Adjunct position  
May We Contact?: Yes

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## Education

### University of Washington

Name: University of Washington  
Graduated? Yes  
Degree: Executive Leadership Program Major: Organizational Leadership

### Western Washington University

Name: Western Washington University  
Graduated? Yes  
Degree: MBA Major: Executive

### Brigham Young University

Name: Brigham Young University  
Graduated? Yes  
Degree: BA Major: German - International Relations minor

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## Resume

### Resume Files

*Click on the link to open the resume file if you wish to print the formatted resume.*

[BH Letter.PDF](#)

[CSJ Resume 12-19-14.pdf](#)

[CSJ Letter from J. Long.pdf](#)

[J. Herzog.pdf](#)

[S. Hogle.pdf](#)

[City Manager Homer AK 12-23-2014.docx](#)

### Text Resume

CHRIS S. JOHNSON, MBA

Greater Seattle Area  
csla69@msn.com

Former Deputy Executive Director for The Port of Anacortes

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### SUMMARY & SPECIALTIES

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EXPERTISEnnDeputy Executive Director of Accounting-Finance-Budget-Projects-Facilities-Information Technology-Marketing-Development-Human Resources-Administration & Operations (Airport, Marine Terminal & Marina)-Director of Administration & Finance (CFO)-Director of Legal & Environmental Brownfield Remediation-Director of Risk Management-Director of Economic Development-Director of Budget-Team Building & Leadership-Municipal Governance (Carter Model)-Policy-Legal Compliance-Strategic & Comprehensive Planning-Management-Teaching-Public Speaking-Managerial Finance-Negotiations & Meditations-Auditing, Internal Controls (COSO)-Change

Management-Organizational Structuring-Marketing & Sales-Promotional Event Development

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EDUCATION  
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University of Washington  
Executive Management Program - Organizational Leadership

Western Washington University  
MBA - Executive

Brigham Young University  
BA - German - International Relations

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EXPERIENCE  
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Work:

Port of Anacortes  
Deputy Executive Director  
2012-5 to 2014-12

u2022tIncreased port leases creating new economic development jobs.nu2022tIncreased operational efficiency & lease updates generating an additional \$105,000 per FTE.nu2022tManaged operational revenues which decreased tax dependency.nu2022tCreated promotional program for marina boating groups increasing visits from 0 to 42.nu2022tCreated promotional program increasing marina fuel sold.nu2022tChanged marina regulations & fee structure increasing guest marina nights.nu2022tReducing regulatory obstacles which increased bulk sulfur shipments.nu2022tMaintained relationships with regulators & acquired 50% grant funding for Brownfield cleanup.nu2022tEffective progress of u201cFocus Fidalgou201d facilitated approval of no match \$200,000 grant.nu2022tNegotiated \$300,000 grant for a voluntary cleanup (VCP) under new regulatory rules.nu2022tIncreased service and revenues to users through completion of marina wide WIFI.nu2022tNegotiated a non-performance WIFI settlement of \$140,000.nu2022tDeveloped internal audit process improvement ensuring continued record of positive audits.nu2022tImplemented marina software replacement which increased staff productivity.nu2022tImproved community & city relationships through: government transparency, engaging municipalities, Chamber of Commerce, Economic Development Council, & businesses. Development of Airport, Marine Terminal & Marina advisory committees. Community invitation to participate in strategic & comprehensive planning. Regular newsletters, communications, ground breaking & ribbon cuttings. Developing & promoting community u201csummer concertsu201d. Improving annual events including: Waterfront Festival, Work Boat Races & 4th of July concert.

Port of Anacortes  
CFO  
2007-8 to 2012-5

u2022tImplementation of audit standard GASB 49 - most significant audit standard to governments with Brownfields.nu2022tMaintained insurance costs while increasing coverage u201cformu201d while port asset values increased by \$20 million.nu2022tIncreased revenues by negotiating Potential Responsible Party (PRP) settlements of \$3.9 million. nu2022tManaged \$36 million Brownfield cleanup in 2011, actual port costs were less than \$1 million.nu2022tReduced expenses through staff reorganization & training by \$250,000 annually.nu2022tImplemented time, attendance & payroll software solution saving over \$25,000 annually.nu2022tReduced server downtime by less than 1 hr. per year by replacing all servers, appliances and IT support hardware.nu2022tIncreased revenues by more than \$30,000 annually through internal audits.nu2022tReduced expenses by more than \$45,000 annually through internal audits & monthly budget reviews.nu2022tCreated accounting department standard operating procedures and reduced staff hours by .5 an FTE.nu2022tIncreased employee morale by eliminating draws and developing an effective payroll processing system.nu2022tRedesigned personnel manual including: branding through clothing allowance & employee recognition program.nu2022tImproved employee moral by creating a formal annual and 5-year salary survey process.nu2022tReduced port cost without changing level of employee medical benefit by selecting a broker competitively.

Washington State Auditor's Office  
Regional Audit Manager  
1999-1 to 2007-7

u2022tMentored, trained & Led 4 Assistant Managers & 16 Auditors to become 2006 Audit Team of the Year.nu2022tComprehensive audit work papers fully supported as significant reportable findings never eliminated.nu2022tManaged over 350 governments and municipalities audits, including: College and Universities - Counties & Cities - School & Educational Service Districts u2013 Ports Districts u2013 Fire Districts - Public Utility

Districts - Other Special Purpose & Junior Taxing Districtsnu2022tPerformed audits under GAAP, GASB, Washington State BARS, Federal, State & other audit rules & standards.nu2022tAudits of Financial Statements - Federal Grants (A-133) u2013 Performance u2013 Fraudnu2022tAccountability audits using a risk based approach including: Cash Handling u2013 Investments u2013 Capital & Small Assets - System & Internal Controls u2013 Permitting Controls u2013 Contract & Lease Compliancenu2022tLegal compliance including State Grant & Loans - Open Government Laws u2013 Conflicts of Interest u2013 Board Rules

Western Washington University  
Adjunct Professor  
1999-1 to 2002-8  
Taught Management 311 Organizational behavior & Business Management

Volunteer:  
Scout Master, Scout Committee Member, Merit Badge Counselor, Charter Organization Representative - Boy Scouts of America

Scoutmaster - Boy Scouts of America

Team Member - Community Tesoro Advisory Group (CTAG)

Finance Committee - Washington Public Ports Association

Environmental Committee - Washington Public Ports Association

Local Government Advisory Committee - Ports Representative - Washington State Auditor's Office

Husband, Father, Brother, Son - Trouthound

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**SKILLS**  
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Budgets, Managerial Finance, Team Leadership, Policy, Team Building, Strategic Planning, Marketing, Management, Corporate Governance, Risk Management, Governance, Change Management, Public Speaking, Internal Controls, Auditing, Internal Audit, Business Process Improvement, Operations Management, Fraud, Fly Fishing, Research, Social Media, Financial Management, Audit, Compliance, Compliance Audits, Settlement, Budgeting, Accounting

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**LANGUAGES**  
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Germanic languages

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## Admin Uploaded Files

No Admin Uploaded Files

File

## References

**Reference 1**

Name: Bob Hyde Relationship: Former Supervisor Phone: 3606610756  
Years Known: 7

**Reference 2**

Name: Justin Long Relationship: Peer and Subordinate Phone: 3607911947  
Years Known: 15

**Reference 3**

Name: John Herzog Relationship: Professional Phone: 3602066431  
Years Known: 7

## Job Questions – City Manager

| Question   | Answer | DQ? |
|--|--------|-----|
| Do you have a Bachelor's Degree in business or public administration or a related field? | No     |     |

## Additional Questions

### Employment

| Question   | Answer | DQ? |
|--|--------|-----|
| Have you previously filed an application?<br>If yes, Please give dates applied   | No     |     |
| Have you ever been employed with the City?<br>If yes, Please give dates:   | No     |     |
| Are you prevented from lawfully becoming employed in this country because of VISA or Immigration Status? (Proof of citizenship or immigration status will be required upon employment) | No     |     |
| On what date would you be available for work?  | 2-2-15 |     |
| Can you travel if the job requires it?   | Yes    |     |
| Have you been convicted of a felony within the last 7 years? (Conviction will not necessarily disqualify an applicant from employment)<br>If yes, Please explain                       | No     |     |
| Are you 18 years of age or older?  | Yes    |     |

### Education

| Question   | Answer  | DQ? |
|--|---|-----|
| Describe any specialized training, apprenticeship, skills and extra-curricular activities.   | Eagle Scout Scoutmaster Leadership Training Fly Fishing & Fly Tying Hiking & Camping Kayaking   |     |
| Describe any job-related training received in the United States military.  | N/A   |     |
| List any professional, trade, business or civic activities and offices held. (You may exclude membership that would reveal gender, race, national origin, age, ancestry, disability or other protected status. | Washington Public Ports Association Finance & Environmental Committees. Community Tesoro Advisory Group (CTAG). Chamber of Commerce Economic Development Association of Skagit County |     |

### Additional Information

| Question                          | Answer  | DQ? |
|-----------------------------------|---|-----|
| Knowledge and Specialized Skills: | Fluent in the German language. Trained in Covey "7 habits" & "Speed of Trust" |     |

What type of computers and software have you used? Microsoft office applications various finance software, e.g. Solomon Dynamics Marina software Other misc. software and user interfaces

Other qualifications specific to this position? See resume

List any certifications you have received: Language proficiency certification

List any family members employed by the City, family members means the spouse of the employee; a life partner or person cohabitating with the employee; a child, including stepchild and/or an adopted child of the employee; a parent, step-parent, sibling, or grandparent of the employee or a parent or sibling of the employees' spouse. N/A

State any additional information you feel may be helpful to us in considering your application See resume

Note to Applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE READ THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING. Yes

Are you capable of performing in a reasonable manner, with or without reasonable accommodation, the activities described in the job description for which you have applied?

## Applicant Statement

I certify the information provided in my application and resume (if attached) is true and complete to the best of my knowledge.

I expressly authorize, without reservation, the employer, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, resume or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees or representatives, for seeking, gathering and using truthful and non-defamatory information, in a lawful manner, in the employment process and all other persons, corporations or organizations for furnishing such information about me.

I understand that the City of Homer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or eliminating any applicant from consideration for employment on any basis prohibited by applicable local, state or federal law.

This application for employment shall be considered active for a period of time not to exceed one year. If the applicant is not selected for this position they must submit a new application for consideration for other positions that may be advertised.

I also understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and the federal immigration laws require me to complete an I-9 Form in this regard.

The City of Homer does not tolerate unlawful discrimination in its employment practices. No questions on this application is used for the purpose of limiting or excluding an applicant from consideration for employment on the basis of his or her sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status under applicable federal, state, or local law. The City of Homer likewise does not tolerate harassment based on sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status. Examples of prohibited harassment include, but are not limited to, unwelcome physical contact, offensive gestures, unwelcome comments, jokes, epithets, threats, insults, name-calling, negative stereotyping, possession or display of derogatory pictures or other graphic materials, and any other words or conduct that demean, stigmatize, intimidate, or single out a person because of his/her membership in a protected category. Harassment of our employees is strictly prohibited whether

It is committed by a manager, coworker, subordinate, or non-employee (such as a vendor or customer). The city of Homer takes all complaints of harassment seriously and all complaints will be investigated promptly and thoroughly.

In the event of employment, I understand that false or misleading information given in my application, resume (if attached) or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the City of Homer.

DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE APPLICANT STATEMENT. I certify that I have read, fully understand and accept all terms of the foregoing Applicant Statement. Please type your name below to confirm that you have read and accept this Applicant Statement.

I agree to the above. Signature: Christopher Scott Johnson Date: 23-Dec-2014 IP Address: 67.168.64.203

\_\_\_\_\_  
Signature Date

\_\_\_\_\_  
Date of Birth

# Chris S. Johnson

## CAREER OBJECTIVE

Municipal Government Executive Leadership

## EXPERTISE

Deputy Executive Director of Accounting-Finance-Budget-Projects-Facilities-Information Technology-Marketing-Development-Human Resources-Administration & Operations (Airport, Marine Terminal & Marina)-Director of Administration & Finance (CFO)-Director of Legal & Environmental Brownfield Remediation-Director of Risk Management-Director of Economic Development-Director of Budget-Team Building & Leadership-Municipal Governance (Carter Model)-Policy-Legal Compliance-Strategic & Comprehensive Planning-Management-Teaching-Public Speaking-Managerial Finance-Negotiations & Mediations-Auditing, Internal Controls (COSO)-Change Management-Organizational Structuring-Marketing & Sales-Promotional Event Development

## PROFESSIONAL EXPERIENCE

Port of Anacortes, Anacortes, WA

Internal Team Leader & Problem Solver

2012-2014

### Deputy Executive Director

- Executed port leases creating new economic development jobs by over 25%.
- Programmed operational efficiency & lease updates generating more than \$105,000 per FTE.
- Controlled operational revenues which decreased tax dependency as a percentage of operating revenues by 4%.
- Designed promotional program for marina boating groups increasing visits from 0 to 42 in 2 years.
- Integrated promotional program increasing marina fuel sold by 31%.
- Changed marina regulations & fee structure increasing guest marina nights by 15%.
- Slashed regulatory obstacles which increased bulk sulfur shipments by 12%.
- Fostered relationships with regulators & acquired 50% grant funding for Brownfield cleanup "Focus Fidalgo".
- Collaborative program of "Focus Fidalgo" facilitated approval of \$200,000 new grant on 2013 property purchase.
- Secured \$300,000 grant for a voluntary cleanup (VCP) under new rules with Department of Ecology.
- Generated service and revenues to users through completion of marina wide WIFI.
- Orchestrated a non-performance WIFI settlement due to poor contracted work of \$140,000.
- Pioneered process improvements & internal audit functions ensuring continued record of positive audit results.
- Implemented marina software replacement which increased staff productivity by 3,120 FTE hours.
- Integrated community & city relationships through:
  - Government transparency
  - Engaging municipalities, Chamber of Commerce, Economic Development Council, & businesses.
  - Development of Airport, Marine Terminal & Marina advisory committees.
  - Community invitation to participate in strategic & comprehensive planning.
  - Regular newsletters, communications, ground breakings & ribbon cuttings.
  - Developing & promoting community "summer concerts".
  - Improving annual events including: Waterfront Festival, Work Boat Races & 4<sup>th</sup> of July concert.

Port of Anacortes, Anacortes, WA

CFO

2007-2012

### Director of Administration & Finance

- Implementation of audit standard GASB 49 - most significant audit standard to governments with Brownfields.
- Administered insurance costs while expanding coverage "form" with port asset values increasing by \$20 million.
- Boosted revenues by negotiating Potential Responsible Party (PRP) settlements of \$3.9 million.
- Executed \$36 million Brownfield cleanup in 2011, actual port costs were less than \$1 million.
- Consolidated expenses through staff reorganization & training by \$250,000 annually.
- Centralized time, attendance & payroll software solution saving over \$25,000 annually.



- Facilitated server downtime by less than 1 hr. per year by replacing all servers, appliances and IT support hardware.
- Generated revenues by more than \$30,000 annually through internal audits.
- Cut expenses by more than \$45,000 annually through internal audits & monthly budget reviews.
- Formalized accounting department standard operating procedures and reduced staff hours by .5 a FTE.
- Expanded employee morale by eliminating draws and developing an effective payroll processing system.
- Modified personnel manual including: branding through clothing allowance & employee recognition program.
- Influenced employee moral by creating a formal annual and 5-year salary survey process.
- Reduced port cost without changing level of employee medical benefit by selecting a broker competitively.

Washington State Auditor's Office (SAO), Bellingham, WA 2003-2007  
 Independent Audit of State and Local Government in Whatcom, Skagit, San Juan & Island Counties

**Regional Audit Manager**

- Mentored, trained & Led 4 Assistant Managers & 16 Auditors to become 2006 Audit Team of the Year.
- Comprehensive audit work papers fully supported as significant reportable findings never eliminated.
- Managed over 350 governments and municipalities audits, including: College and Universities - Counties & Cities - School & Educational Service Districts - Ports Districts - Fire Districts - Public Utility Districts - Other Special Purpose & Junior Taxing Districts
- Performed audits under GAAP, GASB, Washington State BARS, Federal, State & other audit rules & standards.
- Audits of Financial Statements - Federal Grants (A-133) - Performance - Fraud
- Accountability audits using a risk based approach including: Cash Handling - Investments - Capital & Small Assets - System & Internal Controls - Permitting Controls - Contract & Lease Compliance
- Legal compliance including State Grant & Loans - Open Government Laws - Conflicts of Interest - Board Rules

Washington State Auditor's Office, Bellingham, WA 2002-2003  
 SAO College & University coordinating board representative

**Higher Education Coordinator**

Western Washington University, Bellingham, WA 2000-2002  
 Teach junior level Business Management & Organizational Behavior (1 course per quarter)

**Adjunct Professor**

Washington State Auditor's Office, Bellingham, WA 1999-2002  
 Independent Audit of State and Local Government - Whatcom, Skagit, San Juan & Island Counties  
**Assistant Audit Manager, Auditor In Charge, Assistant State Auditor**

**EDUCATION**

Executive Leadership Program - University of Washington - Seattle, WA 2012  
 Masters of Business Administration (MBA) - Western Washington University (WWU) - Bellingham, WA 1998  
 Bachelors of Arts (BA) International Relations Minor - Brigham Young University - Provo, UT 1993  
 International Exchange Student - Obertsdorf High School - Immenstadt West Germany 1987  
 Eagle Scout 1987

**VOLUNTEER & SERVICE**

Washington Public Ports Association Finance & Environmental 2007 - 2014  
 Government Finance Officers Association - Present  
 Community Tesoro Advisory Group 2013 - Present  
 Washington State Auditor's Office Local Government Advisory Committee Member 2010-2012  
 Scout Committee Member, Scoutmaster, Merit badge Counselor - Present  
 Church Mission Austria, West and formerly communist East Germany 1988 - 1990

Chris S. Johnson

December 23, 2014

Search Committee  
City of Homer  
491 East Pioneer Avenue  
Homer AK 99603

Dear Search Committee members:

I am interested in the position of City Manager and relocating my family to Homer. My wife was raised in the Chugiak/Eagle River area and fell in love with Homer during her many visits there. I am excited to begin the process of evaluating whether this opportunity would be a match for me and the City. My education, including an MBA, experience, skills, and abilities aligns with the published requirements and expectations posted online. I welcome the opportunity to discuss how I might assist the City of Homer in meeting its mission in serving the local community.

My education, executive training, and extremely diverse work experience make me an exceptionally strong candidate. I exhibit consistent advancement while overcoming obstacles and adapting to changing environments within multiple organizations, demonstrating my loyalty and ability to succeed. My experience includes Washington State Auditor's Office Higher Education Coordinator and Assistant Audit Manager before promoting to Regional Audit Manager. As an Audit Manager responsible for state and municipal government financial, grant, compliance and performance audits, I became very familiar with City operations, regulatory requirements and fund accounting. While my education and experience have been invaluable to my success, the relationships I have built through cooperating and working with others are important to my growth as a successful manager, director, executive and team leader. Many of the relationships I have established have been developed through leadership opportunities. I continue to lead in many aspects of my professional and volunteer activities. Volunteer leadership includes training & mentoring adults, leading young men to succeed (through the Boy Scouts of America), young women (through administrative responsibilities at church), and collaborating with youth and adults in hopes of positively impacting their lives.

I exhibit a solid history of producing results within budgetary constraints and specific timelines including preparing and managing monthly, quarterly, annual and long-term budgets, budget projections, and cash flow monitoring tools. I am familiar with GAAP reporting and GAAS auditing standards. I am familiar with strategic and comprehensive planning processes and the importance of economic development. I successfully use key performance indicators as a monitoring tool and strive for continuous operational improvements. I have mentored, developed and successfully managed multiple internal teams as well as external project teams to further departmental and organizational goals. When working with people and organizations that must work together but have conflicting interests, I continually strive for cooperation and positive outcomes through equity and inclusion. In most cases these projects require meeting regulatory, statutory, permitting and other complex and competing requirements.

As Deputy Executive Director of port operations, there were six managers reporting directly to me. They included Administration & Finance, Marine Terminal & Airport Operations, Marina Operations, Facilities & Capital Projects, Information Technology, and Marketing, Advancement & Development. Having responsibility for operations at multiple locations required travel and on-site visits, ensuring my availability to support and problem solve as necessary. We collaborated as a team to develop plans and strategies for aligning departmental objectives with overall organizational success. I also acted as the Port Auditor to a five member commission. I am experienced in working with appointed and elected boards and commissions, regulators, permitting agencies and resource agencies. I have a sound understanding of good governance, and value maintaining professional relationships.

I would describe my leadership skills as team and professional relationship building, where relationships are cultivated and maintained with emphasis on continued growth and development through listening and understanding others perspectives. I serve on various advisory, community, and other committees including my church, Boy Scouts of

America, Tesoro Community Advisory Group (CTAG) as well as speaking and training at the Washington Public Ports Association (WPPA) for both the Finance and Environmental committees.

Serving others including communities, peers and coworkers is what I consider my greatest career accomplishments. I strive for balance by prioritizing the most important aspects of life while treating people as I would want to be treated. I am proactive, motivated, and seek an opportunity for continued career growth with the City of Homer. I will provide additional references, salary history, and my most recent performance evaluation upon request. I look forward to discussing future employment and the potential opportunity to join your team.

Sincerely,

Chris S. Johnson, MBA



## ANACORTES FINANCE DEPARTMENT

P.O. BOX 547, ANACORTES, WA 98221 • PH (360) 293-1900 • FAX (360) 293-1928

STEVEN D. HOGLUND, DIRECTOR • E-MAIL: STEVEH@CITYOFANACORTES.ORG

February 24, 2014

ATTN: Letter of Recommendation

It is my honor and pleasure to provide a letter of recommendation for Chris Johnson for consideration of a new career opportunity.

I have known Chris for over 13 years now, first meeting him when I staffed an audit he was in charge of for the Washington State Auditor's office. What first impressed me about Chris is the care and attention he provided to staff in supporting them to accomplish their duties, and that quality never changed.

During my 7 years at the State Auditor's office, I had the opportunity to watch Chris progress from an Auditor in Charge, to Assistant Audit Manager, to the Regional Audit Manager. Throughout that progression Chris always demonstrated a very high level of technical competence and professionalism; but Chris also has a remarkable ability to get along with others. He is very likable, and makes the work place a better place to be.

Since then I have had the good fortune to continue a professional relationship with Chris in my duties as Finance Director for the City of Anacortes, with Chris at the Port of Anacortes. Chris has tremendous political savvy, and I have enjoyed watching him cultivate professional relationships with City elected officials and City staff to work towards common goals.

In my professional opinion, based on years of working with and observing him, Chris would make a tremendous asset to your organization, and would quickly become a trusted member of your team.

If you have any questions I would be happy to discuss them, please feel free to call me at (360) 293-1906.

Steven D. Hoglund  
Finance Director  
City of Anacortes

February 21, 2014

Attention: Interested person.

Subject: Recommendation for Chris Johnson

This letter provides my highest recommendation for Chris Johnson. My recommendation is based on practically day-to-day experience working with Chris for over five years on a wide-range of issues related to management and implementation of a highly successful multi-million dollar cleanup program in Anacortes, WA. In this program, I served as a contracted consultant to Chris and worked at his direction.

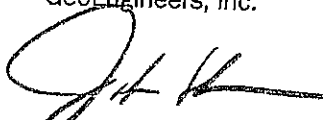
In my assessment, Chris possesses the following strong leadership and executive management skills:

- **Knowledge and intuition.** Chris has a strong skillset in finance and is successful at applying this knowledge to other disciplines to help develop creative approaches and solutions. Chris is intuitively strategic and as a result his work is directed and has measurable outcomes.
- **Trust and teambuilding.** Chris is able to place a high degree of trust in me and his staff and manage individual accountability. This trust has facilitated the development of strong working relationships among a diverse range of people and skill sets. Teams that Chris has helped to develop are proven to be capable and are efficiently managed.
- **Credibility and honesty.** Chris has earned a reputation for high credibility. This status is the direct outcome of his ability to hear and understand other's needs, coalesce a plan to meet these needs and to communicate and implement the plan within expectations.
- **Care and community.** Chris is a very caring and understanding person. He goes out of his way to check in to see how you are doing and takes time to listen and offer advice - even on personal matters, when asked. This work style promotes a wonderful comfort level and loyalty. Chris has worked hard to help members of his teams to be individually successful and to be recognized for their accomplishments. Chris also contributes significantly to his community outside of work.

I am highly confident that you will really enjoy working with Chris and that his wide-range of skills will be a total benefit to your organization.

Feel free to contact me at 206-406-6431 or [jherzog@geoengineers.com](mailto:jherzog@geoengineers.com) if you have any questions or would like to discuss the details of this recommendation.

Sincerely,  
GeoEngineers, Inc.



John Herzog  
Principal



A partnership of  
Lacey  
Olympia  
Turnwater  
Thurston County

December 9, 2014

To Whom It May Concern,

It is my pleasure to provide this letter of recommendation for Chris Johnson. I have known Chris for approximately 15 years and worked with him at the Washington State Auditor's Office for approximately eight years. During that time, I was honored to work with Chris as both a subordinate and a peer.

Chris is a strong leader and visionary who has a dynamic personality. He has the ability to engage you in a manner which makes you feel involved in discussions and decision making. He excels at getting to the core of an issue and finding a solution that works for everyone.

Too often, supervisors take credit for their subordinate's work. This has never been the case with Chris – in fact just the opposite. He consistently goes out of his way to publicly recognize his staff for their achievements. Chris has an uncanny ability to see where an employee's strengths lie and does everything possible to support them in achieving their goals. Quick frankly, he is one of the finest examples of a manager I have had the pleasure of knowing.

There are very few people whom I trust implicitly and I count Chris among those few. Chris has served as a mentor and role model for me and has helped to guide me through some very difficult times in my career. Without doubt, I attribute much of my success and skills as a manager to Chris and his guidance. While we have not worked together for several years, I still rely on his guidance and counsel when dealing with difficult situations.

I wholeheartedly recommend Chris Johnson. I believe his personality and work ethic would be a strong addition to any workplace, and he would be an asset for years to come.

If you have any questions, or if I can provide additional information, please feel free to call me at (360) 528-5713.

Sincerely,

A handwritten signature in black ink, appearing to read "Justin E. Long", is written over a horizontal line.

Justin E. Long, CPA, CGFM  
Finance Director  
LOTT Clean Water Alliance

360.664.2333  
500 Adams Street NE  
Olympia, WA 98501-6911

Robert W. Hyde  
1703 8<sup>th</sup> Street  
Anacortes, WA 98221

November 6, 2014

**Subject: Letter of Recommendation for Mr. Christopher Johnson**

Dear Sir or Madam:

I have known Mr. Christopher Johnson for the past seven years. Chris was my Finance & Administration Director for 5 years, and then became my Deputy Executive Director for the past two years. Chris and I worked extremely closely together daily for the advancement of the Port of Anacortes in Anacortes, Washington.

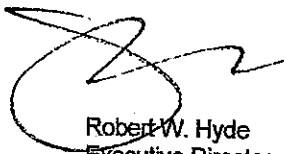
I can say without apprehension, that Mr. Johnson is one of the finest professionals that I have ever had the pleasure of working with. He is bright, energetic, honest, trustworthy, self-effacing, and exhibits a quiet confidence in everything he does. He is tenacious, yet gets along famously with everyone from custodians to the CEO's. I would and do seek him out to lend a hand and provide counsel when the job is difficult.

Chris was specifically assigned as the Project Director in 2008 when a major harbor and former mill site cleanup project valued at over 35 million dollars was in jeopardy due to mismanagement. Chris took on the duties in a remarkable fashion and led it to its completion on time and on budget. This project remains the largest cleanup project ever attempted by the Port.

During my years at the Port of Anacortes I relied on Chris' sage advice and guidance, as well as his astute management of a large, diverse staff and additional environmental cleanup projects. In addition, his background as a state auditor was crucial in our 7 years of spotless audits during my tenure.

Mr. Johnson has my unqualified recommendation for even more challenging senior executive positions.

Sincerely,



Robert W. Hyde  
Executive Director  
Port of Anacortes





[Print](#)

Text Size [A](#)[A](#)[A](#)

# Employment Application

Job Applied For: City Manager / Administration / Homer, AK

Date Submitted: 15-Jan-2015

Isaacson, Douglas W

## Employment History

### Alaska Legislature

**Address:** 120 4th Street, Juneau, AK, UNITED STATES

**Phone:** 907-465-3800

**Supervisor Name:** Pam Varni, Legislative Affairs Agency

**Job Title:** Representative **Dates Employed:** Jan-2013 – Jan-2015 **Ending Rate of Pay:** 55,000 + session per diem

**Duties:** constituent issues, committee chair and work, budget drafting and approving, legislation development and passage, public speaking, peer-to-peer networking, staff supervision and direction, other

**Reason For Leaving:** End of Term

**May We Contact?:** Yes

### City of North Pole

**Address:** 124 Snowman Lane, North Pole, AK, UNITED STATES

**Phone:** 907-488-2281

**Supervisor Name:** Kathy Weber, City Clerk

**Job Title:** Mayor **Dates Employed:** Oct 2006 – Oct 2012 **Ending Rate of Pay:** 62,435

**Duties:** chief administrative officer of the city, responsible for the effective and efficient administration of all city services; supervised department heads including administration, police, fire, public works and utilities; chair council, advance community development, oversee budget process and passage, constituent work, newsletter, radio and other community outreach, served on multiple boards, peer-to-peer networking, including borough, state, and other agencies; uphold city ordinances and other duties.

**Reason For Leaving:** term limited

**May We Contact?:** Yes

### Gold Coast Mortgage

**Address:** 334 Old Steese Hwy, Fairbanks, AK, UNITED STATES

**Phone:** 907-322-3133

**Supervisor Name:** none

**Job Title:** President **Dates Employed:** Feb 2000 – Jun 2008 **Ending Rate of Pay:** 75000 (approx)

**Duties:** oversaw mortgage operations, mortgage pipeline, profitability, lender relations. Oversaw and trained independent originators; directed community and government relations.

**Reason For Leaving:** National Mortgage Meltdown

**May We Contact?:** Yes

### City Mortgage Corporation

**Address:** 324 Old Steese Hwy, Fairbanks, AK, UNITED STATES

**Phone:** 907-451-7375

**Supervisor Name:** Jim Crawford, President / CEO

**Job Title:** VP / Branch Manager **Dates Employed:** 1996-1999 **Ending Rate of Pay:** 75,000 (approx)

**Duties:** oversaw mortgage branch administration, operations, and staff; maintained mortgage pipeline, underwriter and corporate communications; directed community relations

**Reason For Leaving:** Corporate office collapse (soon after closed)

**May We Contact?:** No

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## Education

### University of Washington

**Name:** University of Washington

**Graduated?** Yes

**Degree:** B.A. **Major:** Linguistics

### Western Seminary

**Name:** Western Seminary

**Graduated?** Yes

**Degree:** Masters of Divinity **Major:** Pastoral studies

### Legislative Energy Horizons Institute, University of Idaho

**Name:** Legislative Energy Horizons Institute, University of Idaho

**Graduated?** Yes

**Degree:** Certificate **Major:** Energy Policy Planning Program

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## Resume

### Resume Files

*Click on the link to open the resume file if you wish to print the formatted resume.*

[DI Executive Resume 2015 - Management.pdf](#)

### Text Resume

No text resume on file

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## Admin Uploaded Files

No Admin Uploaded Files

File

## References

### Reference 1

**Name:** Kathy Weber **Relationship:** City Clerk, North Pole **Phone:** 907-488-2281

**Years Known:** 12-14

### Reference 2

**Name:** Lisa Herbert **Relationship:** Executive Director, Greater Fairbanks Chamber of Commerce **Phone:** 907-452-

**Years Known:** 9

**Reference 3**

Name: Kathie Wasserman Relationship: Executive Director, Alaska Municipal League Phone: 907-586-1325  
 Years Known: 8-10

**Job Questions – City Manager**

| Question   | Answer | DQ? |
|--|--------|-----|
| Do you have a Bachelor's Degree in business or public administration or a related field? | No     |     |

**Additional Questions****Employment**

| Question   | Answer           | DQ? |
|--|------------------|-----|
| Have you previously filed an application?<br>If yes, Please give dates applied   | No               |     |
| Have you ever been employed with the City?<br>If yes, Please give dates:   | No               |     |
| Are you prevented from lawfully becoming employed in this country because of VISA or Immigration Status? (Proof of citizenship or immigration status will be required upon employment) | No               |     |
| On what date would you be available for work?  | February 1, 2015 |     |
| Can you travel if the job requires it?   | Yes              |     |
| Have you been convicted of a felony within the last 7 years? (Conviction will not necessarily disqualify an applicant from employment)<br>If yes, Please explain                       | No               |     |
| Are you 18 years of age or older?  | Yes              |     |

**Education**

| Question   | Answer  | DQ? |
|--|---|-----|
| Describe any specialized training, apprenticeship, skills and extra-curricular activities.   | numerous courses in accounting, business management, leadership; tinker at home repairs; enjoy extending hospitality, writing, art, music (some guitar), sports   |     |
| Describe any job-related training received in the United States military.  | Russian Language certificates, Presidio of Monterey CA; Airborne Voice Processing, Goodfellow AFB, TX; numerous survival schools; Attended the National Security Seminar, War College, Carlisle Barracks PA (as a civilian) |     |
| List any professional, trade, business or civic activities and offices held. (You may exclude membership that would reveal gender, race, national origin, age, ancestry, disability or | extensive. Please refer to attached resume.   |     |

other protected status.

## Additional Information

| Question  | Answer  | DQ? |
|---|---|-----|
| Knowledge and Specialized Skills:   | I know how to profitably manage a city, to productively engage the community; I am very familiar with Title 29, municipal governance, Council management, municipal budget process, enterprise fund management; community relations and economic development. Please refer to the attached resume.  |     |
| What type of computers and software have you used?  | PC, iPad, Android. Microsoft Office suite (and Apple's and Google's counterparts), various financial and management software.   |     |
| Other qualifications specific to this position?   | I enjoy people, take pride in my community and work at enhancing the citizens' pride and involvement in their community, enjoy empowering people to accomplish their tasks and the overall mission; Am able to maintain a balanced budget, improve city revenues, enhance the business community and the general welfare of the city; I have extensive work dealing with State and Federal agencies, the legislature and Congress; I am an extensive networker and have been successful in attracting and maintaining volunteers; am an effective public speaker. |     |
| List any certifications you have received:  | as listed previously.   |     |
| List any family members employed by the City, family members means the spouse of the employee; a life partner or person cohabitating with the employee; a child, including stepchild and/or an adopted child of the employee; a parent, step-parent, sibling, or grandparent of the employee or a parent or sibling of the employees' spouse. | n/a   |     |
| State any additional information you feel may be helpful to us in considering your application  | I strive for excellence; recognizing the skills of others are essential, I don't micro-manage; I encourage continuing education/career development for employees, it improves morale and retention, plus, a well-trained work force serves the public good in being more efficient and effective in the delivery of city services. I try to ensure the public is informed about pending municipal / council actions, and will look forward to working with the Council in accomplishing the duties they assign.   |     |
| <b>Note to Applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE READ THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING.</b>   | Yes   |     |
| Are you capable of performing in a reasonable manner, with or without reasonable accommodation, the activities described in the job description for which you have applied?   |   |     |

### Applicant Statement

I certify the information provided in my application and resume (if attached) is true and complete to the best of my knowledge.

I expressly authorize, without reservation, the employer, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, resume or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees or representatives, for seeking, gathering and using truthful and non-defamatory information, in a lawful manner, in the employment process and all other persons, corporations or organizations for furnishing such information about me.

I understand that the City of Homer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or eliminating any applicant from consideration for employment on any basis prohibited by applicable local, state or federal law.

This application for employment shall be considered active for a period of time not to exceed one year. If the applicant is not selected for this position they must submit a new application for consideration for other positions that may be advertised.

I also understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and the federal immigration laws require me to complete an I-9 Form in this regard.

The City of Homer does not tolerate unlawful discrimination in its employment practices. No questions on this application is used for the purpose of limiting or excluding an applicant from consideration for employment on the basis of his or her sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status under applicable federal, state, or local law. The City of Homer likewise does not tolerate harassment based on sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status. Examples of prohibited harassment include, but are not limited to, unwelcome physical contact, offensive gestures, unwelcome comments, jokes, epithets, threats, insults, name-calling, negative stereotyping, possession or display of derogatory pictures or other graphic materials, and any other words or conduct that demean, stigmatize, intimidate, or single out a person because of his/her membership in a protected category. Harassment of our employees is strictly prohibited whether it is committed by a manager, coworker, subordinate, or non-employee (such as a vendor or customer). The city of Homer takes all complaints of harassment seriously and all complaints will be investigated promptly and thoroughly.

In the event of employment, I understand that false or misleading information given in my application, resume (if attached) or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the City of Homer.

DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE APPLICANT STATEMENT. I certify that I have read, fully understand and accept all terms of the foregoing Applicant Statement. Please type your name below to confirm that you have read and accept this Applicant Statement.

I agree to the above. **Signature:** Douglas William Isaacson **Date:** 15-Jan-2015 **IP Address:** 69.178.107.144

Wet Signature:

---

Signature

Date

# Douglas W. Isaacson

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## CHIEF EXECUTIVE OFFICER • CITY MANAGER • EXECUTIVE CONSULTANT

**Skilled in: Municipal & Business Management ~ Government Relations ~ Community & Economic Development ~ Alaska Energy Resource Development**

**Innovative and results-driven, community-minded leader, focused on achieving exceptional results in highly competitive environments utilizing strategic partnerships and consensus with key stakeholders and decision makers. Highly motivated to continue progress in the consumer energy sector in a capacity where I can assist in the development of reliable and affordable energy infrastructure and delivery in Alaska.**

### *Professional Strengths:*

|   |                                      |                            |
|---|--------------------------------------|----------------------------|
| Well Versed in Governmental Affairs     | Operational & Strategic Planning     | Community Development      |
| Entrepreneurial Business Management     | Consensus Builder                    | Budgeting / Forecasting    |
| Innovative Municipal Management         | Strategic Partnerships               | Strong Marketer            |
| Successful Project Management           | Articulate, Effective Public Speaker | Strong Writing Skills      |
| Analytical & Resourceful Problem Solver | Forward-Thinking                     | Broad-Based & Creative     |
| Experienced Policy Maker                | Inspirational & Competitive          | Initiator – Proven Success |

Known for inclusive policy development and encouraging robust discussions with all stakeholders present in order to establish understanding and trust in order to problem solve, formulate a State Energy Plan, provide regulatory clarity, unconstrain energy resources, build-out transmission lines, and provide affordable energy generation consistent with the State Energy Policy.

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## PROFESSIONAL EXPERIENCE

**Alaska Legislator, Juneau, AK (January 2013 – January 2015)**

**State Representative, House District 1: North Pole / Eielson Air Force Base**

- Served as Co-Chair of the House Special Committee on Energy and Vice-Chair of House Transportation Committee. I drove an initiative to update the State Energy Policy, worked on advancing a State Consumer Energy Plan, worked to develop a plan to unconstrain consumer energy resources, worked with regulators and stakeholders to pursue market efficient practices, advanced trucked natural gas to Interior Alaska, advanced two natural gas pipeline projects, fought to protect oil refining in Alaska, and voted to restructure oil production taxes in order to provide more certainty and encourage more production and throughput in the Trans Alaska Oil Pipeline (TAPS).
- Prime Sponsor on 9 bills and Co-Prime on 9 bills of which 10 were signed into law by the Governor, including:
  - the first major revamp since 1994 of the Landlord-Tenant Act (HB 282)
  - extended the Regulatory Commission of Alaska (HB 234, with Rep Hawker)

- lessened restrictions on small business owners by changing statutory description of commercial vehicles (HB 15, with Rep. Keller)
- defended an individual's right to self-defense (HB 24, with Reps. Neuman, Lynn, Feige)
- extended driving license benefit to military spouses (HB 212)
- renamed highway bridges in honor of community founders Con & Nellie Miller, the "original Mr. & Mrs. Santa Claus" (HB 94)
- secured unanimous House support of a "Sense of the House" condemning EPA chief Gina McCarthy's disparaging remarks regarding cultural gifts given her in Alaska.
- Votesmart.org lists the following Ratings and Endorsements:
  - Business and Consumers
    - Alaska Business Report Card 91%
    - Alaska National Federation of Independent Business 100%
    - Alaska State Chamber of Commerce 91%
  - Economy and Fiscal
    - Prosperity Alaska 91%
  - Environment
    - Alaska Conservation Voters 0%
    - Alaska Support Industry Alliance 91%
    - Resource Development Council for Alaska 91%
  - Government Budget and Spending
    - Prosperity Alaska 91%
  - Natural Resources and Energy
    - Alaska Support Industry Alliance 91%
    - Resource Development Council for Alaska 91%
  - Oil and Gas
    - Alaska Support Industry Alliance 91%

**28<sup>th</sup> Legislature State House Committee Assignments:**

- Co-Chair, Energy Committee
- Vice-Chair, Transportation
- Member, State Affairs Committee
- Member, Joint Armed Services Committee
- Finance Subcommittees:
  - Member, Corrections
  - Member, Transportation
  - Member, Military and Veterans Affairs

**Other Political and Government Positions:**

- Council of State Governments
  - Member: Energy and Environment Task Force
- Council of State Governments West - (CSG West)
  - Member: Canada Relations
  - Member: Energy and Public Lands Committee
- Pacific NorthWest Economic Region (PNWER)
  - Member, Alt

- Energy Council
  - Member: Energy Committee, Alt
- ALEC
  - Member: Energy, Environmental & Agricultural Task Force

### City of North Pole, Alaska (2006-2012)

#### Mayor

The position was a full-time “strong mayor/city manager.”

- Consistently balanced an average \$5 million General Fund budget
- Consistently balanced an average \$2.5 million Utilities Enterprise Fund
- 5 departments; 42 full-time employees; approximately 20 part-time employees/volunteers.
- City revenues doubled during my tenure because of an emphasis on a healthy business climate and community affordability. Neither Sales nor Property taxes were raised.
- City population grew by 25%
- City events more than doubled, adding to the popular July 4<sup>th</sup> Summer Festival Parade a “Midway” venue with games and vendors; the North Pole Lions’ “Cruis’n with Santa” the Mayor’s Labor Day and Volunteer Appreciation Picnic, the month-long celebration, “North Pole Christmas In Ice” international ice art contest held every December, and the Snowflake Drop every New Year’s Eve.
- During my tenure, North Pole gained national media attention, including saving the popular international program of the US Post Office, “Letters to Santa,” Bob Woodward featured North Pole on ABC’s Green Planet; Guy Fieri came with Diners, Drive-ins and Dives; HGTV chose North Pole as one of the Top 10 Christmas Towns; Travel Channel featured North Pole in Extreme Towns; and international media came from areas as diverse as Russia, France, England, Australia, and the Philippines.
- My administration secured over \$23 million to repair an aging Utilities infrastructure that serves not only residents but also the critical oil refineries that supply 16% of the gasoline made in the State, military and commercial aviation fuel, heating oil, and diesel products. The grants saved each Utilities customer approximately \$31,000 in direct costs. Secured funding and Council and voters approved a \$3.9 loan/grant program to re-line techite sewer lines completed in 2013.
- Substantially completed new Utility Garage valued at more than \$1.2 million.
- Initiated an on-going repaving of City Streets; new pedestrian facilities, including shoulder widening, new sidewalks on main thoroughfares (Santa Claus Lane and St. Nicholas Drive-completed in 2014).
- Completed the Re-ditching of city streets (had not been done for 30 years)
- Initiated a “Main Street” beautification program that has made entry into North Pole much more attractive reversing the image of a “truck stop” which had made national news prior to my tenure.
- Aggressively participated in the Fairbanks North Star Borough Mayor’s “Tiger Team” successful effort to keep the 354<sup>th</sup> Fighter Wing’s 16<sup>th</sup> Aggressor Squadron at Eielson Air Force Base.

### Gold Coast Ventures, Inc. dba Gold Coast Mortgage, Fairbanks, AK (2000-2008)

#### President

Gold Coast Mortgage employed contract brokers to originate mortgage loans for multiple national lenders.

- Gold Coast Mortgage focused on educating the consumer in mortgage options available to them and ensuring reliable, timely service from the point of origination through loan funding.



- Gold Coast Mortgage was involved with numerous community activities, including organizing a \$10,000 benefit for Habitat for Humanity Gulf Coast Relief.
- I was a vigorous advocate for Mortgage Brokers, both nationally and within the State, and helped draft the original bill to license lenders, mortgage originators and mortgage brokers in the State of Alaska as a defense against fraudulent originations.
- I served on the Alaska Association of Mortgage Brokers in several positions, including President, and served on the National Association of Mortgage Brokers (NAMB) National Delegate Council for several consecutive years.
- Gold Coast Mortgage was forced to close its doors due to the national subprime banking meltdown and ensuing credit crisis.

#### **City Mortgage Corporation, Fairbanks, AK (1996-1999)**

##### **Vice President/Branch Manager**

- 1996. Began as Loan Originator, within one year helped bring local branch from 12<sup>th</sup> of 13 local lenders to 2<sup>nd</sup>. Loan types: FHA, VA, AHFC, RD, FNMA, Subprime
- 1997. Awarded Better Business Bureau Award for Customer Service.
- 1997. Awarded Alaska Broadcaster's "Goldie" for radio advertising.
- 1998. Hired as Branch Manager after corporate re-structuring; brought the branch back to solvency and was promoted to Vice President in 1999.

#### **Profit Consulting & Seminars, North Pole, AK (1995-1999)**

##### **Business Consultant**

- Private business consultant to a variety of clients ranging from a start-up RV park to the US Postal Service, covering issues related to profitability, sales & marketing, and customer service.
- Conducted numerous seminars in Fairbanks and Anchorage over a broad range of business related issues, with repeated seminars through the University of Alaska Small Business Development Center.

#### **Credit Services, Inc., Fairbanks, AK (1991-1995)**

##### **President**

- Developed the Trans Union database for Alaska and opened offices in Fairbanks and Anchorage with affiliated offices in Juneau and Homer; increased customer base over 600%.
- Developed multiple successful product lines: Tenant Watch®, a landlord tenant screening service (still operating); Mortgage Reporting Services, a residential mortgage credit reporting service; and the "Oil Wheel," a customer screening tool for the heating oil industry.

#### **KATN-TV2, Fairbanks, AK (1984-1986, 1989-1991)**

##### **Senior Account Executive**

- Rose from news cameraman to top salesperson; presented awards for Sales.

- Attracted influential sponsors for fledgling Yukon Quest coverage and attracted Canadian clientele for statewide programming. Given award for raising local support that allowed Audi Air's DC3 "Dixie" to fly to the International "Last Hurrah of the DC3" at Expo 86 in Vancouver, B.C.
- Helped create highly successful tourism promotion, "Summer Fun in Alaska," attracted participants locally and in various remote communities.

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## EDUCATION & MILITARY EXPERIENCE

**Certificate, Legislative Energy Horizons Institute Energy Policy Planning Program**, University of Idaho  
Richland, WA • Washington, DC

**Emphasis:** the North American energy infrastructure and delivery system, the ability to make complex policy decisions necessary to ensure a region has a stable, secure and affordable energy supply and delivery system.

**Master of Divinity (M.Div.)**, Western Seminary, Portland OR

**Emphasis:** Church management, leadership and development, pastoral counseling, cultural awareness, effective public speaking, biblical languages (Hebrew & Greek)

**Bachelor of Arts**, University of Washington, Seattle WA

**Emphasis:** Linguistics, generative linguistics and semantics; language acquisition and development; minor emphasis in business

**Published:** "Lexical Representation of Salish Verb Roots: A Preliminary Examination," in peer-reviewed journal, Kansas Working Papers in Linguistics: Studies in Native American Languages III, University of Kansas, Volume 9, 1984, Nile Robert Thompson, Ph.D. (candidate), and Douglas W. Isaacson

**U.S. Air Force (1975-1981)**

Airborne Voice Processing Technician / Instructor, Russian language

**Awards include:** Air Medal with Oak Leaf Cluster, Outstanding Unit, Combat Crew designation

**Attended:** National Security Seminar, War College, Carlisle Barracks PA (2010)

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## COMMUNITY INVOLVEMENTS • HONORS • AFFILIATIONS

- 2013: recipient, The Greater Fairbanks Chamber of Commerce Jim Messer Award for Exceptional personal commitment to the military communities of Eielson AFB and Fort Wainwright
- 2012-2014: Advisory Board member, Wayland Baptist University, Fairbanks AK
- 2012: Member, Fairbanks North Star Borough Tiger Team, Coordinate effort to save F16 basing at Eielson
- 2011-2012: Director-at-Large, Alaska Municipal League
- 2006-2012: member, Alaska Conference of Mayors (ACOM)
- 2006-2012: member, Alaska Municipal League (AML)
- 2006-2012: member, Fairbanks Metropolitan Area Transportation System (FMATS) Policy Committee
- 2006-2012: member, Flint Hills Resources North Pole Refinery Community Advisory Committee
- 2011-present: member, North Pole Lions Club
- 2011-2012: Honorary Commander, 354<sup>th</sup> Fighter Wing, Eielson AFB, AK
- 2011: Advisory member, Alaska Department of Transportation Strategic Traffic Safety Plan
- 2011-2012: Non-voting Board member, Fairbanks 2014 Arctic Winter Games Host Society

- 2010-2012: member, Fairbanks North Star Borough Joint Land Use Policy Committee
- 2010-2013: member, Sons of the American Legion
- 2010: Board member, Fairbanks 2014 Arctic Winter Games Bid Committee
- 2009: Honorary Member, Arctic Wolves 1-25 Stryker Brigade, Fort Wainwright, AK
- 2008-2012: Board member, Greater Fairbanks Chamber of Commerce
- 2008: member, United Way of the Tanana Valley Compass II Community Needs Assessment Committee
- 2008-2012: member, North Richardson Highway Scenic Byway Corridor Partnership Advisory Committee
- 2007: Vice President, Alaska Association of Mortgage Brokers
- 2006-present: member, North Pole Community Chamber of Commerce
- 2005-2006: President, Alaska Association of Mortgage Brokers
- 2005-2008: member, National Association of Mortgage Brokers Advisory Council
- 2005-2008: member, Board of Directors, Priscilla Aquila Lighthouse Ministries (PALM)
- 2004: Signatory, Alaska Highway International Forum & Community Initiative (City of North Pole)
- 2004: Alaska State Delegate, Republican National Convention, New York
- 2000-2006: North Pole City Councilman
- 1998-2006: served House Districts 32 & 11 variously as Republican District Chair, Vice-Chair, and Bonus Vote; served on the Alaska Republican Party Central Committee
- 2000-2001/2005/2008-2012: Board member, Fairbanks Economic Development Corporation; past Chair, ad-hoc Committee for Technology
- 2000: member, City of Fairbanks Waste Privatization Commission
- 2000-present: member, North Pole Worship Center
- 1997-2001: Chairman, Economic Development Committee, Greater Fairbanks Chamber of Commerce
- Other Affiliations:
  - Past member, Golden Valley Electric Association Member Advisory Committee
  - Past President, Founding Chairman, Fairbanks International Credit Association
  - Past Board member, Consumer Credit Counseling Service of Alaska

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## REFERENCES

Available upon request



[Print](#)Text Size [A](#) [A](#) [A](#)

## Employment Application

Job Applied For: City Manager / Administration / Homer, AK

Date Submitted: 03-Oct-2014

Meyer, Carey S

### Employment History

#### City of Homer

**Address:** 491 E. Pioneer Avenue, Homer, AK, UNITED STATES

**Phone:** 907-235-8121

**Supervisor Name:** Walt Wrede

**Job Title:** Public Works Director/City Engineer **Dates Employed:** August 1999 – Present **Ending Rate of Pay:** \$100,443 annually

**Duties:** Manage the Public Works Department operations and maintenance activities; manage City construction projects; staff support for various Councils, commissions and committees.

**Reason For Leaving:** Looking for opportunity to serve community at a higher level

**May We Contact?:** Yes

#### HBE Corporation – Adam's Rib Development

**Address:** PO Box 659, Eagle, CO, UNITED STATES

**Phone:** 888-760-2326

**Supervisor Name:** Fred Kummer

**Job Title:** Project Engineer **Dates Employed:** January 1999 – August 1999 **Ending Rate of Pay:** \$90,000 annually

**Duties:** Project Engineer for 5000 acre Adam's Rib residential, hotel and golf course development which included 1650 home sites; 120 room hotel; four golf courses, raw water irrigation; water, sewer, drainage and road improvements; stream, lake and trail improvements.

**Reason For Leaving:** Preliminary plat rejected by local planning commission

**May We Contact?:** Yes

#### Leedshill-Herkenhoff, Inc.

**Address:** 500 Copper Ave. Suite 500, Albuquerque, NM, UNITED STATES

**Phone:** 505-247-0294

**Supervisor Name:** no longer works for firm

**Job Title:** Senior Project Manager **Dates Employed:** November 1997 – January 1999 **Ending Rate of Pay:** \$65,000 annually

**Duties:** Senior Project Manager in the Water/Wastewater/ Environmental/Planning Division responsible for civil site, bridge, water, sewer, environmental and community planning projects. Project manager/engineer for various New Mexico, Arizona, and Alaska projects

**Reason For Leaving:** No advancement potential

**May We Contact?:** Yes

#### ASCG, Incorporated (now WHPacific)

**Address:** 301 Arctic Slope Avenue, Suite 200, Anchorage, AK, UNITED STATES

**Phone:** 907-339-5327

**Supervisor Name:** Dale Merrell/Ross Dunfee

**Job Title:** Associate Vice President **Dates Employed:** September 1991 – October 1997 **Ending Rate of Pay:** \$80,000 annually

**Duties:** Responsible for division administrative and technical supervision (20-30 FTE's); hiring, evaluating, mentoring, promoting and terminating employees; organizing project teams; overseeing work of engineers, technicians, inspectors and administrative staff; coordination with clients, affected agencies and the public; coordinating the work of subconsultants.

**Reason For Leaving:** Transfer to branch office

**May We Contact?:** Yes

### **Tryck, Nyman and Hayes (now URS Corporation)**

**Address:** 901 W 8th Avenue, Anchorage, AK, UNITED STATES

**Phone:** 907-562-3366

**Supervisor Name:** John Chapman/Ted Trueblood

**Job Title:** Project Engineer/Manager **Dates Employed:** May 1988 – August 1991 **Ending Rate of Pay:** \$65,000 annually

**Duties:** Responsible for the design of rural and urban road projects, residential subdivisions, airport fuel storage facilities, completing drainage studies, designed water and sewer extensions, storm drainage facilities, traffic channelization improvements, well/septic systems, and commercial/industrial/institutional site development. Projects included municipal, private development, Corps of Engineers, Air Force, Air National Guard and Navy civil public works engineering projects.

**Reason For Leaving:** Better opportunity

**May We Contact?:** Yes

### **U.S. Army Corps of Engineers**

**Address:** Alaska District, Anchorage, AK, UNITED STATES

**Phone:** 907-753-2504

**Supervisor Name:** Wayne Rowe

**Job Title:** Project Manager **Dates Employed:** August 1987 – May 1988 **Ending Rate of Pay:** \$55,000 annually

**Duties:** Responsible for preparing plans, coordinating consultant design, and securing program approvals for the clean-up of abandoned military sites under the Defense Environmental Restoration Program. Projects included debris, POL, PCB, underground tank, and groundwater clean up

**Reason For Leaving:** Better opportunity

**May We Contact?:** Yes

### **Besse, Epps and Potts**

**Address:** 2220 East 88th Avenue, Anchorage, AK, UNITED STATES

**Phone:** 907-349-6451

**Supervisor Name:** Dale Merrell

**Job Title:** Project Engineer **Dates Employed:** February 1984 – May 1987 **Ending Rate of Pay:** \$50,000 annually

**Duties:** As project engineer and manager of various engineering projects in urban and rural Alaska, was responsible for the design and construction inspection of urban roadway, water, sewer, and storm drain improvements. Met with clients, municipal public works officials and the public.

**Reason For Leaving:** Better opportunity

**May We Contact?:** Yes

### **Wright Forrsen Associates**

**Address:** 4201 Tudor Center Drive, Anchorage, AK, UNITED STATES

**Phone:** 907-000-000

**Supervisor Name:** Norm Gucher

**Job Title:** Project Engineer **Dates Employed:** February 1983 – February 1984 **Ending Rate of Pay:** \$40,000 annually

**Duties:** Responsible for the design and construction of road, traffic signal interconnect, water, sewer and storm drainage improvements. Prepared civil site plans for private developments, water transmission and sewer interceptors, modeled municipal water system, and designed residential, industrial and commercial subdivisions.

**Reason For Leaving:** Better opportunity

**May We Contact?:** Yes

### City of Roseburg, Oregon

**Address:** 900 SE Douglas Ave., Roseburg, OR, UNITED STATES

**Phone:** 541-492-6866

**Supervisor Name:** City Engineer

**Job Title:** Utility Engineer **Dates Employed:** October 1977 – February 1983 **Ending Rate of Pay:** \$29,000 annually

**Duties:** As leader of the Utilities Section was responsible for the engineering functions associated with road, water, sanitary and storm systems; and the coordination of the placement of public and private utilities within street right-of-way. Preparation of comments on the availability of public utilities for proposed annexations and land partitions; engineering comments on land use variances, street vacations, zone changes, flood plain locations and building site plans for the Planning and Building Departments in support of City Council decisions.

**Reason For Leaving:** Better opportunity

**May We Contact?:** Yes

### City of Saint Louis, Missouri

**Address:** City Hall, 1200 Market Street, Saint Louis, MO, UNITED STATES

**Phone:** 314-622-4800

**Supervisor Name:** Art Krueger

**Job Title:** Civil Engineer I and II **Dates Employed:** September 1976 – October 1977 **Ending Rate of Pay:** \$19,000

**Duties:** Responsible for the development of funding requests, preliminary design, monitoring consultant and in-house final design, and consultant payment, acquiring federal funding approvals, coordinating public/private utility relocation for the City's major street widening and bridge replacement projects. Prepared environmental impact statements, air /noise quality studies and organized public hearings.

**Reason For Leaving:** Better opportunity

**May We Contact?:** Yes

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## Education

### University of Missouri – Rolla

**Name:** University of Missouri – Rolla

**Graduated?** Yes

**Degree:** B.S. Degree **Major:** Civil Engineering

### University of Alaska – Southeast

**Name:** University of Alaska – Southeast

**Graduated?** Yes

**Degree:** Masters Degree **Major:** Public Administration

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## Resume

### Resume Files

*Click on the link to open the resume file if you wish to print the formatted resume.*

[cover ltr - City Manager application.pdf](#)[2014 CM resume - carey meyer.pdf](#)

Text Resume

No text resume on file

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## Admin Uploaded Files

File

No Admin Uploaded Files

## References

**Reference 1**

Name: Bob Brant Relationship: Friend/City Project Contractor(Owner) Phone: 907-299-1969

Years Known: 15

**Reference 2**

Name: Helene Herndon Relationship: Friend/City Project Contractor(Owner) Phone: 907-235-8741

Years Known: 15

**Reference 3**

Name: Carol Swartz Relationship: Friend/KPC Director Phone: 907-235-1656

Years Known: 9

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## Job Questions - City Manager

| Question   | Answer | DQ? |
|--|--------|-----|
| Do you have a Bachelor's Degree in business or public administration or a related field? |        |     |

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## Additional Questions

### Employment

| Question   | Answer                       | DQ? |
|--|------------------------------|-----|
| Have you previously filed an application?<br>If yes, Please give dates applied   | Yes<br>July 1999             |     |
| Have you ever been employed with the City?<br>If yes, Please give dates:   | Yes<br>August 1999 - Present |     |
| Are you prevented from lawfully becoming employed in this country because of VISA or Immigration Status? (Proof of citizenship or immigration status will be required upon employment) | No                           |     |
| On what date would you be available for work?  | November 15, 2014            |     |
| Can you travel if the job requires it?   | Yes                          |     |



Have you been convicted of a felony within the last 7 years? (Conviction will not necessarily disqualify an applicant from employment) No  
 If yes, Please explain  
 Are you 18 years of age or older? Yes

### Education

| Question   | Answer   | DQ? |
|--|--|-----|
| Describe any specialized training, apprenticeship, skills and extra-curricular activities.   | National Incident Management System (NIMS)<br>Incident Command System (ICS) ICS-100, 200, 300, 700 and 800 certifications Administrative Law – University of Alaska – Juneau Introduction to Public Administration – University of Alaska – Juneau Organizational theory and Behavior – University of Alaska – Juneau Intergovernmental Relations – University of Alaska – Juneau Economics and Public Policy – University of Alaska – Juneau Public Financial Management – University of Alaska – Juneau Human Resource Administration – University of Alaska – Juneau Research Methods in Administration – University of Alaska – Juneau Program Evaluation and Performance Measurement – University of Alaska – Juneau Fraud and Forensic Accounting – University of Alaska – Juneau Community/Restorative Justice – University of Alaska – Fairbanks |     |
| Describe any job-related training received in the United States military.  | N/A  |     |
| List any professional, trade, business or civic activities and offices held. (You may exclude membership that would reveal gender, race, national origin, age, ancestry, disability or other protected status. | Alaska Public Works Association – President 2000   |     |

### Additional Information

| Question   | Answer  | DQ? |
|--|---|-----|
| Knowledge and Specialized Skills:<br>What type of computers and software have you used?<br>Other qualifications specific to this position? | N/A<br>Office computers – windows,word,excel,autocad,outlook<br>• Master's Degree in Public Administration from University of Alaska – Southeast. • Professional Registered Civil Engineer with 30 years of Alaskan experience. • Familiarity with Homer City Code, fee schedules, procurement and personnel policies. • Making recommendations regarding half the City's operating budget. • In-depth familiarity with the City's infrastructure; assisting in preparation of CIP. • Developing good relationships with the City Attorney, other Department heads and staff. • Working with local organizations and neighborhoods to solve problems. • Making presentations (commissions, neighborhood meetings, climate action plan). • Applying for, lobbying, acquiring and administering capital project grants and loans. • Cutting budgets |     |

during hard times, growing them when appropriate. •  
Preparing ordinances and resolutions for Council  
action, recommending agenda items. • Hiring,  
motivating, reprimanding, terminating, and  
evaluating employee performance.

List any certifications you have received: N/A

List any family members employed by the City, family members means the spouse of the employee; a life partner or person cohabitating with the employee; a child, including stepchild and/or an adopted child of the employee; a parent, step-parent, sibling, or grandparent of the employee or a parent or sibling of the employees' spouse. None

State any additional information you feel may be helpful to us in considering your application

I have over 37 years experience working in both the public and private sectors with citizens, businesses and organizations; solving community problems and managing groups of people to effectively deliver services the community wants. My 21 years of experience working in local government (the last 15 in the town I consider home) uniquely qualifies me for the City Manager position here in Homer. I am honest, fair, respectful, and ethical. I am familiar with local politics and the traditions of the City. I have strong listening skills. Customer service is important to me; citizens deserve help when possible. I have shown patience and sensitivity to the needs of our coastal community. I will continue to foster an open-door policy, welcoming feedback and suggestions. I believe I have the ability to embrace out of the box ideas for addressing the struggles associated with managing a small, full-service City with limited resources.

**Note to Applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE READ THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING.** Yes

**Are you capable of performing in a reasonable manner, with or without reasonable accommodation, the activities described in the job description for which you have applied?**

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## Applicant Statement

I certify the information provided in my application and resume (if attached) is true and complete to the best of my knowledge.

I expressly authorize, without reservation, the employer, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, resume or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees or representatives, for seeking, gathering and using truthful and non-defamatory information, in a lawful manner, in the employment process and all other persons, corporations or organizations for furnishing such information about me.

I understand that the City of Homer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or eliminating any applicant from consideration for employment on

any basis prohibited by applicable local, state or federal law.

This application for employment shall be considered active for a period of time not to exceed one year. If the applicant is not selected for this position they must submit a new application for consideration for other positions that may be advertised.

I also understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and the federal immigration laws require me to complete an I-9 Form in this regard.

The City of Homer does not tolerate unlawful discrimination in its employment practices. No questions on this application is used for the purpose of limiting or excluding an applicant from consideration for employment on the basis of his or her sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status under applicable federal, state, or local law. The City of Homer likewise does not tolerate harassment based on sex, race, color, religion, national origin, citizenship, age, disability, or any other protected status. Examples of prohibited harassment include, but are not limited to, unwelcome physical contact, offensive gestures, unwelcome comments, jokes, epithets, threats, insults, name-calling, negative stereotyping, possession or display of derogatory pictures or other graphic materials, and any other words or conduct that demean, stigmatize, intimidate, or single out a person because of his/her membership in a protected category. Harassment of our employees is strictly prohibited whether it is committed by a manager, coworker, subordinate, or non-employee (such as a vendor or customer). The city of Homer takes all complaints of harassment seriously and all complaints will be investigated promptly and thoroughly.

In the event of employment, I understand that false or misleading information given in my application, resume (if attached) or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the City of Homer.

DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE APPLICANT STATEMENT. I certify that I have read, fully understand and accept all terms of the foregoing Applicant Statement. Please type your name below to confirm that you have read and accept this Applicant Statement.

I agree to the above. Signature: Carey S. Meyer Date: 03-Oct-2014 IP Address: 65.74.104.73

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|           |      |
|-----------|------|
| Signature | Date |
|-----------|------|

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Date of Birth

Council Selection Committee  
City of Homer, Alaska  
491 E Pioneer Avenue  
Homer, AK 99603

October 1, 2014

**RE: Application Submittal  
City Manager Position**

Selection Committee;

Please consider me for the City Manager position.

I have over 37 years experience working in both the public and private sectors with citizens, businesses and organizations; solving community problems and managing groups of people to effectively deliver services the community wants. My 21 years of experience working in local government (the last 15 in the town I consider home) uniquely qualifies me for the City Manager position here in Homer. Attached is my resume.

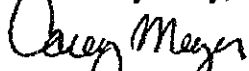
Highlights of my knowledge and experience include:

- Master's Degree in Public Administration from University of Alaska – Southeast.
- Professional Registered Civil Engineer with 30 years of Alaskan experience.
- Familiarity with Homer City Code, fee schedules, procurement and personnel policies.
- Making recommendations regarding half the City's operating budget.
- In-depth familiarity with the City's infrastructure; assisting in preparation of CIP.
- Developing good relationships with the City Attorney, other Department heads and staff.
- Working with local organizations and neighborhoods to solve problems.
- Making presentations (commissions, neighborhood meetings, climate action plan).
- Applying for, lobbying, acquiring and administering capital project grants and loans.
- Cutting budgets during hard times, growing them when appropriate.
- Preparing ordinances and resolutions for Council action, recommending agenda items.
- Hiring, motivating, reprimanding, terminating, and evaluating employee performance.

I am honest, fair, respectful, and ethical. I am familiar with our local politics and the traditions of the City and the community. I have strong listening skills and have experience engaging stakeholders in the decision making process. Customer service is important to me; citizens deserve help whenever possible. I have shown patience and sensitivity to the needs of our coastal community.

I will continue to foster an open-door policy, welcoming feedback and suggestions. I believe I have the ability to embrace out of the box ideas for addressing the struggles associated with managing a small, full-service City with limited resources.

Yours Very Truly;



Carey S. Meyer, P.E., MPA  
685 Fireweed Avenue  
Homer, AK 99603

Resume of: Carey S. Meyer, P.E., MPA

Registration: Professional Engineer - Alaska #6353  
Education: Bachelor of Science - Civil Engineering  
1976 - University of Missouri-Rolla  
Masters Degree - Public Administration  
2008 - University of Alaska - Juneau

Organizations: Alaska Public Works Association - President 2000

## EMPLOYMENT HISTORY

**August 1999 – Present**  
**PUBLIC WORKS DIRECTOR/  
CITY ENGINEER**  
**City of Homer, Alaska**  
**491 E. Pioneer Avenue**  
**Homer, Alaska 99603**

As the Public Works department head, responsible for effective and efficient administration of Department activities; operating and maintenance budget preparation; capital budget preparation and cost accounting; oversight of operations and maintenance activities; supervises all procurement; enforcement of regulations applicable in public rights-of-way, water and sewer service; coordination with private utilities, community relations;

investigating complaints; prepares City Council agenda items; evaluates performance, supervises and directs work, hires and terminates employees; reviews plats and conditional use permits for conformance with utility, access, and engineering standards, coordinates with outside consultants, federal, state and borough personnel and agencies; coordinates planning, design and construction of capital projects. Works closely with other Department heads (Port/Harbor, City Clerk, Finance, Planning, Police, Fire, Library, and City Administration) in support of overall City services delivery.

Manages 30 full time employees/8 seasonal employees. Annual Public Works operating budget - \$2.5M; Water/Sewer Enterprise Fund - \$3.6M. Serves as Acting City Manager on rotating basis. Public Works responsibilities includes operation of water storage, treatment and distribution; sanitary sewer collection and treatment; road maintenance, including dust control, signing, striping, snow removal; maintenance of storm drainage improvements; port and harbor facilities maintenance; vehicle and equipment maintenance for fire, police, harbor and parks and recreation; City building maintenance and repair; cemetery operations; issuing all utility and development permits; and summer campground fee collection, parks maintenance, and City beautification. Developed annexation transition plan and successfully implemented extending services to new area of City (5 square miles, double road miles). Developed and implemented a budget with a 10% reduction due to decreasing revenues. Developed and implemented new policy and procedures. Participated in the development of the City's Climate Action Plan, utilized City's Revolving Energy/State grant funds to implement energy savings and reduce carbon emissions. Presents City's Sustainability program progress to area organizations.

Capital projects included \$11M dock replacement, \$11M water treatment plant, \$4M small boat harbor expansion, \$8M harbor float improvements, \$6M LEED certified public library, water/sewer master plan development, \$25M road/water/sewer main improvement local improvement districts, \$1M animal shelter building, \$2.3M City Hall Expansion/Renovation, and \$6 Cruise Ship Passenger Enhancements. Developed and implemented federal Economic Stimulus capital project program. Writes grant applications, prepares environmental analyses, secured state and federal funding, administers grants/loans from State and Federal agencies. Provides staff support to City Council, Planning Commission, Transportation Advisory Committee, and Parks & Recreation Commission. Prepares ordinances and resolutions for action by City Council.

**January 1999 – August 1999**  
**PROJECT ENGINEER**  
**HBE Corporation**  
**Adam's Rib Development**  
**215 Broadway**  
**Eagle, Colorado 81631**

Project Engineer for 5000 acre Adam's Rib residential, hotel and golf course development which included 1650 home sites; 120 room hotel; four golf courses, raw water irrigation; water, sewer, drainage and road improvements; stream, lake and trail improvements. Responsibilities included engineering support in settling water rights issues, oversight of engineering, coordinating consultant planning, platting, design, and bidding for all necessary improvements

coordination with in-house real estate and home building operations. Coordination with local, state and federal government agencies. Creation of Metro District to maintain and operate development after construction is complete. Established wetland monitoring program designed to determine if previously identified wetlands were still COE jurisdictional after elimination of flood irrigation. Prepared raw water irrigation plan documenting stream diversion amounts for dry and average years to supply golf courses and residential lots with adequate water and enhance Brush Creek stream flows. Identified on-site gravel source, sampled and crushed material to prove viable resource.

**November 1997 – January 1999**  
**SR. PROJECT MANAGER**  
**Leedshill-Herkenhoff, Inc.**  
**an ASCG company**  
**500 Copper Ave., Suite 500**  
**Albuquerque, New Mexico 87102**

Senior Project Manager in the Water/Wastewater/ Environmental/Planning Division responsible for civil site, bridge, water, sewer, environmental and community planning projects. Project manager/engineer for various New Mexico, Arizona, and Alaska projects including civil site design of \$120 million hospital, spill prevention control and counter measure plans, water source intake modifications, quality control reviews for community water

and sewer improvement projects and correctional facility water system improvements. Responsibilities include assisting New Mexico Finance Authority establish statewide guidelines for review and approval of water system improvement projects funded by the Safe Water Drinking Act. Respond to request for proposals and coordinate marketing efforts. Secure local, state and federal permits. Work with public works departments, organize and make presentations at public meetings. Prepare reports and provide engineering recommendations to governing boards and councils. Coordinate the work of surveyors, architects, engineers and technicians.

**September 1991 - October 1997**  
**ASSOC. VICE PRESIDENT**  
**ASCG, Incorporated**  
**301 Arctic Slope Ave, Suite 200**  
**Anchorage, Alaska 99518**

Responsible for division administrative and technical supervision; hiring, evaluating, mentoring, promoting and terminating employees; organizing project teams; overseeing work of engineers, technicians, inspectors and administrative staff; coordination with clients, affected agencies and the public; coordinating the work of subconsultants. Preparation of division budgets for 20-30 person

engineering department. Acted as engineer of record on various rural public works projects; developed master plans and established zoning and development standards for 500 acre subdivision; rural and urban community road/water/sewer projects, civil site plans for commercial and institutional buildings, and fuel storage facilities. Assisted communities establish capital improvement programs. Completed design and construction inspection of residential subdivisions, designed traffic signals, POL tank removals, prepared environmental assessments, designed solid waste landfills, prepared operation and maintenance plans and obtained local, state and federal permits. Coordinated in-house and sub-consultant survey, geotechnical, mechanical, electrical, and structural efforts. Made public presentations at planning and zoning boards, local community councils and municipal assembly.

**May 1988 - August 1991**  
**PROJECT ENGR/MANAGER**  
**Tryck, Nyman and Hayes**  
**901 W. 8th Avenue**  
**Anchorage, Alaska 99501**

Responsible for the design of rural and urban road projects, residential subdivisions, airport fuel storage facilities, completing drainage studies, designed water and sewer extensions, storm drainage facilities, traffic channelization improvements, well/septic systems, and commercial/industrial/institutional site development. Projects included municipal, private development, Corps of Engineers, Air Force, Air National Guard and Navy civil public works engineering projects. Prepared proposals and represented firm in various marketing efforts. Prepared plans, specifications, bid documents and cost estimates for road, water/sewer, drainage and solid waste projects. Made presentations at planning/zoning boards and local community councils.

**August 1987 - May 1988**  
**PROJECT MANAGER**  
**U.S. Army Corps of Engineers**  
**Alaska District**  
**Anchorage, Alaska**

Responsible for preparing plans, coordinating consultant design, and securing program approvals for the clean-up of abandoned military sites under the Defense Environmental Restoration Program. Projects included debris, POL, PCB, underground tank, and groundwater clean up. Preparation of sampling plans, safety plans, specifications, cost estimates and inventory project reports. Received hazardous/toxic waste training. Evaluated test results and secured all state permits. Designed and acquired state permits for solid waste disposal site. Prepared funding request reports and secured DoD funding approvals. Reviewed plans and specifications for environmental restoration projects.

**February 1984 - May 1987**  
**PROJECT ENGINEER**  
**Besse, Epps and Potts**  
**2220 East 88th Avenue**  
**Anchorage, Alaska**

As project engineer and manager of various engineering projects in urban and rural Alaska, was responsible for the design and construction inspection of urban roadway, water, sewer, and storm drain improvements. Completed detailed site plans for commercial developments and small and large on-site sewerage disposal facilities. Projects included Spring Hills, Reflection Lake, Diamond Willow and Gateway subdivisions. Wrote specifications; prepared reports and proposals; coordinated the work of other consultants; coordinated municipal and state agency reviews; and met with clients, municipal public works officials and the public.

**February 1983 - February 1984**  
**CIVIL ENGINEER**  
**Wright Forrsen Associates**  
**4201 Tudor Center Drive**  
**Anchorage, Alaska**

Responsible for the design and construction of road, traffic signal interconnect, water, sewer and storm drainage improvements. Prepared civil site plans for private developments, water transmission and sewer interceptors, modeled municipal water system, and designed residential, industrial and commercial subdivisions. Prepared plans, specifications and estimates. Assign tasks, monitored progress, and evaluated personnel to assure successful completion of design, bid procurement, administration of construction contracts, and inspection and approval of construction.

**October 1979 - February 1983**  
**UTILITY ENGINEER**  
**City of Roseburg, Oregon**  
**Public Works Department**  
**900 SE Douglas**  
**Roseburg, Oregon**

As leader of the Utilities Section was responsible for the engineering functions associated with road, water, sanitary and storm systems; and the coordination of the placement of public and private utilities within street right-of-way. Preparation of comments on the availability of public utilities for proposed annexations and land partitions; engineering comments on land use variances, street vacations, zone changes, flood plain locations and building site plans for the Planning and Building Departments in support of City Council decisions; supervised the issuing of sewer, water meter and right-of-way permits and all in-house plan preparation. Bridge inspection team leader and T.V. sewer inspection crew supervisor. 30" water transmission design, acquisition of liquid sludge disposal equipment, 4 MG water reservoir, cathodic protection and sanitary sewer rehabilitation. Assisted in

Engineering and Utility Department operation budget preparation. Organized reorganization of City engineering records. Coordinated with State Highway Department. Met with the public and civic groups. Created local assessment districts for water/sewer service area expansion and road extensions.

**September 1976 - October 1979**  
**CIVIL ENGINEER I and II**  
**City of Saint Louis, Missouri**  
**Department of the President**  
**Board of Public Service**  
**Saint Louis, Missouri**

Responsible for the development of funding requests, preliminary design, monitoring consultant and in-house final design, and consultant payment, acquiring federal funding approvals, coordinating public/private utility relocation for the City's major street widening and bridge replacement projects funded under the Federal Aid Urban Program. Coordinated traffic signal, sewer, and street light design. Supervised right-of-way acquisition including participation in

negotiations with property owners. Coordinated utility relocations and prepared utility and railroad agreements. Prepared environmental impact statements, air /noise quality studies and organized public hearings. Procurement of construction contract/reconciliation of field problems.

#### Advanced Courses and Training:

National Incident Management System (NIMS) Incident Command System (ICS)  
ICS-100, 200, 300, 700 and 800 certifications  
Administrative Law - University of Alaska - Juneau  
Introduction to Public Administration - University of Alaska - Juneau  
Organizational theory and Behavior - University of Alaska - Juneau  
Intergovernmental Relations - University of Alaska - Juneau  
Economics and Public Policy - University of Alaska - Juneau  
Public Financial Management - University of Alaska - Juneau  
Human Resource Administration - University of Alaska - Juneau  
Research Methods in Administration - University of Alaska - Juneau  
Program Evaluation and Performance Measurement - University of Alaska - Juneau  
Fraud and Forensic Accounting - University of Alaska - Juneau  
Community/Restorative Justice - University of Alaska - Fairbanks  
Physical/Chemical Water/Wastewater Treatment - University of Alaska - Anchorage  
Groundwater Dynamics - University of Alaska - Anchorage  
Arctic Engineering - University of Alaska - Anchorage  
Cornell Pump Hydraulic Seminar - Cornell Pump Company  
Evaluating a Contractor's Performance - U.S. Civil Service Commission  
Missouri Asphalt Conference - University of Missouri  
Industrial Heat Trace Seminar - Raychem Corporation  
Interim Bridge Training Course - Oregon State Highway Department  
Architect/Engineer Contracting - Corp of Engineers  
Avalanche Hazard Evaluation - Alaska Avalanche School  
Corrosion Control Seminar - National Association of Corrosion Engineers  
Toxic and Hazardous Waste Operation/(40-hour) - Corp of Engineers  
Western Oregon Regional Wastewater Short Course - Pacific Northwest  
Pollution Control Association  
Alaska Certified Erosion and Sediment Control Lead (AK-CESCL) Storm Water Training





# City of Homer

[www.cityofhomer-ak.gov](http://www.cityofhomer-ak.gov)

Office of the City Clerk

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Homer, Alaska 99603

[clerk@cityofhomer-ak.gov](mailto:clerk@cityofhomer-ak.gov)

(p) 907-235-3130

(f) 907-235-3143

## Memorandum 15-015

TO: MAYOR WYTHE AND CITY COUNCIL

FROM: JO JOHNSON, MMC, CITY CLERK

DATE: JANUARY 29, 2015

SUBJECT: REQUEST FOR EXECUTIVE SESSION PURSUANT TO AS 44.62.310 (A-C)(2)  
SUBJECTS THAT TEND TO PREJUDICE THE REPUTATION AND CHARACTER OF  
ANY PERSON, PROVIDED THE PERSON MAY REQUEST A PUBLIC DISCUSSION  
(MERITS OF CITY MANAGER CANDIDATES).

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Pursuant to Council's Operating Manual – "Any Councilmember, the Mayor or City Manager may place consideration of an executive session on the agenda..."

Mayor Pro Tempore Roberts has requested an Executive Session regarding "Merits of City Manager Candidates" for the Special Meeting of February 2, 2015. This has been publicly and internally noticed since that time.

### RECOMMENDATION:

Approve the request for Executive Session and conduct immediately in the Conference Room.