



Homer City Hall

491 E. Pioneer Avenue

Homer, Alaska 99603

www.cityofhomer-ak.gov

City of Homer Agenda

**City Council Special Meeting
Wednesday, February 12, 2020 at 4:00 PM
City Hall Cowles Council Chambers**

CALL TO ORDER, 4:00 P.M.

Mayor Castner and Councilmember Lord request telephonic participation.

Councilmember Evensen requests excusal.

AGENDA APPROVAL (Only those matters on the noticed agenda may be considered, pursuant to City Council's Operating Manual, pg. 6)

PUBLIC COMMENT ON MATTERS ALREADY ON THE AGENDA (3 minute time limit)

PENDING BUSINESS

NEW BUSINESS

- a. Telephonic Interviews with City Manager Applicants

4:00 p.m. Michael Bork

5:00 p.m. George Zoukee

COMMENTS OF THE AUDIENCE

ADJOURNMENT

Next Regular Meeting is Monday, February 24, 2020 at 6:00 p.m., Committee of the Whole at 5:00 p.m. and Special Meeting February 14, 2020 at 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.



Homer

Departments

Government



Documents

Job Openings

Helpful Links

Employment Application | Submitted: 03-Jan-2020

AAA

Michael Bork

☎ (907) 750-7010

✉ mike@laughtership.net

🏠 PO BOX 83461

FAIRBANKS, AK 99708

United States

City Manager

Job Location - Homer, AK

Department - Administration

Source - LinkedIn

Employment History

Please list your previous employers starting with your current, or most recent employer.

Fairbanks North Star Borough - Current Employer

Job Title: Parks and Recreation Director

Dates Employed From: Nov/2011

Dates Employed To: Currently Employed

Employment Length: 8 years, 2 months

Duties: Direct the operations of a complex park and recreation department, serving 100,000 people. This included an \$8.4 million budget and over 100 full-time employees.

Reason For Leaving: Currently Employed

Supervisor Name: Jim Williams, Chief of Staff

Address: Fairbanks, AK, UNITED STATES

Phone: (907) 459-1069

Ending Rate of Pay: \$122,500/year

May We Contact? No

City of Moberly

Job Title: Parks and Recreation Director

Dates Employed From: Sep/2009

Dates Employed To: Oct/2011

Employment Length: 2 years, 1 month

Duties: Direct operation of a medium-sized municipal park and recreation system, serving a population of 25,000

Reason For Leaving: Return to Alaska

Supervisor Name:

Andrew Morris

Address: Moberly, MO, UNITED STATES

Phone: 660-269-8705

Ending Rate of Pay: 89,000/yr

May We Contact? Yes

City of Monte Vista

Job Title: Parks and Recreation Director

Dates Employed From: Nov/2006

Dates Employed To: Sep/2009

Employment Length: 2 years, 10 months

Duties: Manage and direct operation of a small rural park and recreation department, serving a population of around 8,000 people.

Reason For Leaving: Move to Missouri

Supervisor Name: Don

Van Wormer

Address: Monte Vista, CO, UNITED STATES

Phone: 719-852-2692

Ending Rate of Pay: 75,000/yr

May We Contact? Yes

City of Valdez

Job Title: Director of Parks, Recreation, and Cultural Services

Dates Employed From: Feb/2003

Dates Employed To: Nov/2006

Employment Length: 3 years, 9 months

Duties: Manage and direct operations of the municipal parks and recreation department, civic center, and Carnegie Library.

Reason For Leaving: Move to lower 48

Supervisor Name: John

Hozey

Address: Valdez, AK, UNITED STATES

Phone: 907-835-4313

Ending Rate of Pay: 72,000/yr

May We Contact? Yes

Village of Lincolnshire

Job Title: Recreation Supervisor

Dates Employed From: Jan/2001

Dates Employed To: Nov/2003

Employment Length: 2 years, 10 months

Duties: Manage programs and parks for a small suburban community.

Reason For Leaving: Promotion, move to Alaska

Supervisor Name: Lydia

Scott

Address: Lincolnshire, IL, UNITED STATES

Phone: 847-883-8600

Ending Rate of Pay: 42,000/year

May We Contact? Yes

United States Marine Corps

Job Title: Air Support Operations Operator (MOS 7242)

Dates Employed From: Aug/1993

Dates Employed To: Nov/1995

Employment Length: 2 years, 3 months

Duties: Combat Air Traffic Control

Reason For Leaving: Honorable Discharge

Supervisor Name:
Captain Lawrence

Address: Camp Pendleton, CA,
UNITED STATES

Phone: (760) 725-3253

Ending Rate of Pay: E-3

May We Contact? Yes

Education

List below your educational background, including high school, all colleges, trade and military service schools.

Please enter N/A if the field is not applicable.

Western Illinois University | College or University

Degree: Bachelor of Science

Graduated? Yes

Major: Recreation, Park, & Tourism Administration

St. John's Military Academy | High School or Equivalent

Degree:

Graduated? Yes

Major:

Walden University | Graduate School

Degree: Master of Science

Graduated? Yes

Major: Industrial & Organizational Psychology

Resume

You can provide us with your resume here. You may either upload a file containing a formatted version, or cut & paste a text version in the space provided.

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

File Name

Link

Bork Resume 11-19.docx

 Preview

Download

Text Only Resume

No Text Only Resume on File

Admin Uploaded Files

There are no admin uploaded files for this applicant.

References

Please fill out the information below regarding references.

Jason Avery

Relationship: Former Colleague/Subordinate
Years Known: 17

Phone: 907-590-9351

Matt Steffy

Relationship: Colleague/Formal Employee
Years Known: 17

Phone: 907-750-6304

Donn Hayes

Relationship: Current Employee
Years Known: 7

Phone: 907-799-5004

Job Questions

City Manager 2019 |

Question	Answer	Disqualifier?
What do you think are the most important elements of the City Manager position? *** (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your resume or cover letter) *	I believe that knowing how to consolidate information, and synthesizing that data into usable and relevant decision-making tools is one of the most important elements to a City Manager. A City Manager needs to be an authentic, collaborative, encouraging, and visionary leader who relies on the expertise and trust of all they work with and for the specific purpose of the improvement of those they serve.	
Describe a professional accomplishment that you feel best demonstrates your ability to be the City Manager of Homer. *** (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your resume or cover letter) *	I have spent the past eight years as the Parks and Recreation Director for the Fairbanks North Star Borough, and in the time I have been at the helm, I am proud to say that employee morale is high, turnover is low, the public is wholeheartedly in support of what the department offers, and we consistently provide high-quality recreation programming. The FLiP (Fairbanks Loves its Parks) program is something I am particularly proud of in starting. It is an online branding and	

advocacy campaign that just surpassed 1,000 members in just 2 years. The campaign is centered around area-specific "Did You Know?" facts that become a central part of all of the messaging we do. These free-to-join members not only get regular email newsletters and program information, but access to VIP events and other members-only benefits. Additionally, this easy-to-implement system has created a powerful advocacy group that is informed and passionate about their issues. The FLiP program has gotten the community engaging in meaningful and fact-based dialogue; not just about WHAT we do, but WHY we do it, and what the community and personal BENEFITS are of the programs. As we train our staff when developing our "Did You Know?" facts, we want to answer the "What?" and the "So What?" I believe that, while not perfectly suited for everything, this model is an effective public engagement, education, and advocacy process that could be applied to the residents of the City of Homer, with equally amazing, engaging results.

A new policy, is introduced at a council meeting. You do not agree with it. How do you proceed? ***
(Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your resume or cover letter) *

If a new policy is passed by the City Council, I will assume that it has gone through the public meeting process, allowing for competing viewpoints, arguments, and support. So long as it is a lawful and properly vetted policy, my job as the Chief Administrator of the municipality is to put the policy into effect, to the best of the City's abilities. There will be many times that my opinion is different than the City Council's, the same as it will be with the employees who work for the City, or even my spouse of 20 years. Disagreements are healthy, so long as they are handled in a constructive, positive manner; and so long as due diligence in decision-making has been done to ensure the best data is used to make the decision. I am not averse to plainly making my opinion known, and advocating for that position passionately; but I will also strive to do so in a respectful, "active listening" framework. I will always try to clearly communicate the factors I considered in my opinion, but at the end of the day, the

power to promulgate policy is the City Council's authority, and my job is to carry it out; with no feet dragging, grumbling, or undermining. My overall goal, though, would be to create a respectful, positive, and authentic relationship with the Mayor, City Council, and others, which would go a long way to preventing a lot of future conflicts.

Basketball Coach John Wooden said:

"Whatever you do in life, surround yourself with smart people who'll argue with you." So I have always tried to do just that. I am an authentic leader that uses elements of applied positive psychology. In fact, I teach professionals around the world about how to use Authentic Leadership in the workplace. Authentic leaders, as defined by Harvard Business School's Bill George, share five key traits: -Authentic Leaders do not ascribe to a particular leadership style; instead, they have the ability to change styles as needed. -Authentic Leaders compassionately lead with both their head and their hearts. -Authentic Leaders create connected relationships & networks. -Authentic Leaders ensure that their values align with their actions. -Authentic Leaders are aware of and admit to, their faults. I believe in authentic leadership because it works; especially when combined with an Applied Positive and Organizational Psychology framework. I am a consistent and dependable leader who knows how to hire, retain, motivate, and inspire staff. I am also a visionary leader, always looking to the horizon and the potential of individuals and organizations. Finally, I am an approachable leader, who can create strong relationships with nearly anyone. My overall leadership goal is to help those that I work with be the best version of who they can be; which makes the organization the absolute best it can be.

**What is your leadership philosophy?
*** (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your resume or cover letter) ***

In reviewing the job description, please highlight areas you bring particular experience. * (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your**

I bring a well-rounded set of municipal skills and experience, gained over the last 20 years, all over the country. I have enjoyed working in communities of very similar size to Homer; but as a department head, working for a City Manager. My current position as the Parks and Recreation Director for the

resume or cover letter) *

Fairbanks North Star Borough is similar in size to Homer. I oversee over 100 full-time benefited employees and manage an \$8.4 million Operating Budget. Specifically, I bring knowledge and at least some experience in all of the typical duties listed. My particular strengths include employee management, municipal budget planning, professional communications, human resources, strategic planning, capital planning, and organizational behavior. Because I believe in surrounding myself with people smarter than me, I am not intimidated or ashamed to admit when I do not know something, and I am a lifelong learner. There is not one particular skill or bit of knowledge that makes me your best candidate. It is my dedication to public service, my passion to positively lead and change organizations, and the justified confidence I have gained through over twenty years of managing municipal systems that make me an excellent fit to be your City Manager.

Additional Questions

Employment |

Question	Answer	Disqualifier?
Have you previously filed an application? *	No	
If yes, Please give dates applied	This question was not answered.	
Have you ever been employed with the City? *	No	
If yes, Please give dates:	This question was not answered.	
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, After April 1, 2020	
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

This question was not answered.

Are you 18 years of age or older? *

Yes

Education |

Question	Answer	Disqualifier?
Describe any specialized training, apprenticeship, skills and extra-curricular activities. *	International public speaker Adjunct faculty for School of Management at UAF Leadership and Organizational Consulting and Coaching	
Describe any job-related training received in the United States military. *	Leadership, communication	
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. *	President, Alaska Recreation and Park Association Commandant, Marine Corps League	

Additional Information |

Please enter N/A if the field is not applicable.

Question	Answer	Disqualifier?
Knowledge and Specialized Skills: *	Expert in organizational behavior and industrial psychology, skilled communicator, arbitrator, collaborator, and educator.	
What type of computers and software have you used? *	All PC desktop systems. Office 365, Windows 10, OneSolution, NovaTime, MyRec, NeoGov	
Other qualifications specific to this position? *	I am dedicated to Alaska and creating happy people!	
List any certifications you have received: *	Certified Parks and Recreation Professional Certified Laughter Yoga Teacher Certified MentorCoach	
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	n/a	

the employee; a parent, step-parent, sibling, or grandparent of the employee or a parent or sibling of the employees' spouse. *

State any additional information you feel may be helpful to us in considering your application * n/a

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

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? * Yes

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: Michael A. Bork

Date: 2020-01-03 02:40:11pm

IP Address: 216.115.120.4

Signature

Date

Michael A. Bork, MS, CPRP

mike@laughtership.net

PO Box 83461

Fairbanks, AK 99708

(907) 750-7010

Professional Experience

Parks & Recreation Director, Fairbanks North Star Borough, Alaska 2011-Present

- Direct the operations of a \$10 million dollar operating budget, \$25 million dollars in annual capital projects, 75 full-time equivalencies, and five divisions.
- Manage over \$250 million dollars in park and facility assets, including three indoor swimming pools, two ice arenas, 25 parks & playgrounds, over 5,000 acres of developed property, a 44-acre historic-themed park, a 6,000-seat event center, cross-country ski facility, multi-use recreation areas, and over 800 miles of trails.
- Provide strategic planning and leadership for the department and borough, serving a community of 100,000, in multiple communities in the Alaskan interior.

CEO, Laughtership LLC

2016-Present

- Organizational Leadership Development Consulting
- International Keynote Speaker, Authentic Leadership Educator, and Coach

Parks and Recreation Director, City of Moberly, Missouri

2009-2011

- Managed a workforce of over 50 employees, 30 park properties and facilities, and an operational budget of more than \$7 million dollars. This position served a community of 35,000 residents.

Parks and Recreation Director, Monte Vista, Colorado

2006-2009

- Directed the operations of 5 full-time employees, 17 park properties and three recreation facilities, which served a population of 14,000 people.

Director of Parks, Recreation & Cultural Services, Valdez, Alaska

2003-2006

- Served a community of 5,000 people, directing the operation of the recreation and park department, which included the Valdez Carnegie Library and cultural arts functions of a small coastal Alaskan cities.

Recreation Supervisor, Lincolnshire, Illinois

2001-2002

- Entry-level special event and program supervisor

United States Marine Corps, Air Support Operations

1993-1995

- Combat Air Traffic Control

Education

Walden University, Minneapolis, MN

2016

Master of Science, Industrial & Organizational Psychology

Western Illinois University, Macomb, IL

2000

Bachelor of Science, Recreation, Park and Tourism Administration

St. John's Northwestern Military Academy, Delafield, WI

1993

College Preparatory

Continued...

Michael A. Bork, MS, CPRP

mike@laughtership.net

PO Box 83461

Fairbanks, AK 99708

(907) 750-7010

Memberships/Leadership/Awards

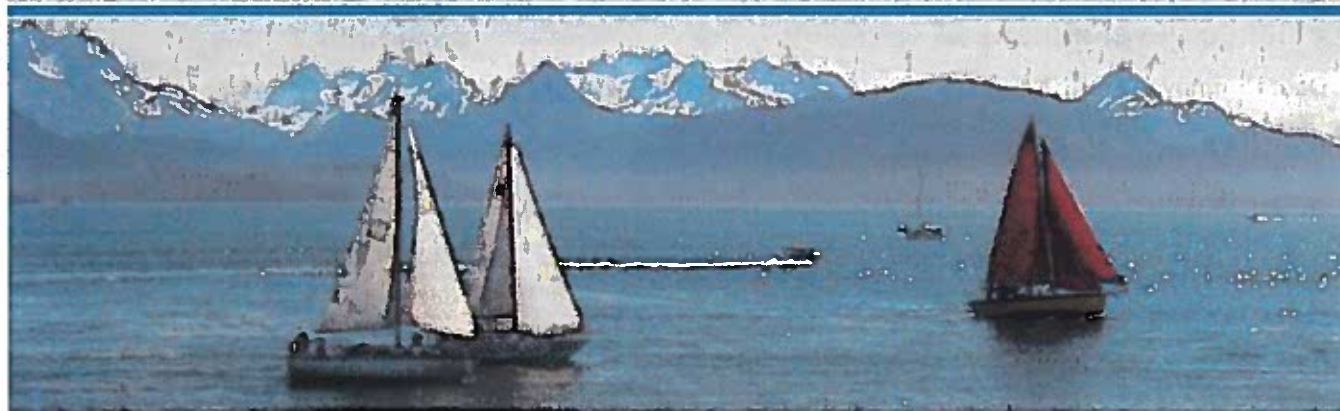
- **National Recreation and Park Association**
 - Annual presenter (Speaker score 6.9/7.0) for last five years
 - Graduate of NRPA Director's School
 - Member of the Public Policy Committee
- **Alaska Recreation and Park Association**
 - Current At-Large Board member, Past President
 - Conference Committee Chair 2014, 2018, 2019
 - Bob Robertson Service Award, 2017
 - Professional Award, 2015
 - New Professional Award, 2006
- **Laughter Yoga International University**
 - Awarded title of global "Laughter Ambassador"
- **National Speakers Association (NSA)**
 - Professional Member

Certifications

- Certified Parks and Recreation Professional (CPRP)
- Level 1 Coach Certification - MentorCoach
- Certified Laughter Yoga Teacher (CLYT) 2017 – Laughter Yoga University
- Certified Laughter Yoga Leader (CLYL) 2015 – Laughter Yoga University
- Competent Communicator (CC) 2016 – Toastmasters International
- Advanced Leader Silver (ALS) – 2016 – Toastmaster's International

Recent Presentations

- *"Set Sail" Aboard the SS Laughtership!*
 - CHATCOLAB - Northwest Leadership Laboratory - Rathdrum, ID
- *Lead With Laughter!*
 - Play Craft Professional Development Training - Medford, OR
- *Laughing for the HELP of it!*
 - National Recreation & Park Association Annual Conference - Baltimore, MD
- *Applied Laughter & Purposeful HAppiness (ALPHA) Training*
 - Full Lives Disability Access Conference - Anchorage, AK
- *Health, Happiness, & World Peace through Laughter*
 - TEDx Talk – Fairbanks, AK
- *If You're Happy & THEY Know It, Happy Staff!*
 - National Recreation & Park Association Conference – Indianapolis, IN

[Homer](#)[Departments](#)[Government](#)[Documents](#)[Job Openings](#)[Helpful Links](#)

Employment Application | Submitted: 07-Jan-2020

AAA

George Zoukee

☎ (603) 496-4987

✉ GMZoukee@aol.com

🏠 2691 Eldrora Estates Court
Las Vegas, NV 89117
United States**City Manager**

Job Location - Homer, AK

Department - Administration

Source - City of Homer Alaska Website

Employment History

Please list your previous employers starting with your current, or most recent employer.

Real Estate Investor - Current Employer

Job Title: Investor**Dates Employed From:** Apr/1998**Dates Employed To:** Currently Employed**Employment Length:** 21 years, 9 months

Duties: -Invested in Washington, DC, Fort Lauderdale, Florida, Boston and Cape Cod, Massachusetts, Columbia and Newbury, New Hampshire, Princeton, New Jersey, New York, New York and Las Vegas, Nevada. • Successfully invested personal, family and investor's funds in real estate. • Investments have been made in single family homes, condominiums,

Supervisor Name: Self**Address:** Las Vegas, NV, UNITED STATES**Phone:** (603) 496-4987**Ending Rate of Pay:** 0**May We Contact?** Yes

vacant land and rental properties in the cities and towns mentioned above.

Reason For Leaving: Currently Employed

U.S. Department of Transportation, Maritime Administration

Job Title: Associate Administrator for Business and Finance Development

Dates Employed From: Nov/2011

Dates Employed To: Mar/2013

Employment Length: 1 year, 4 months

Duties: • Senior Executive Service (SES) position, the top 1% of federal government career employees. Position held a security clearance. • Managed 5 offices with approximately 60 full-time employees: -Marine Financing (including Title XI Federal Shipbuilding Loan Guarantees, a multi-billion dollar ship financing program that guarantees loans for ships built at US shipyards & loans to improve domestic shipyards -Cargo Preference & Domestic Trade (including Jones Act enforcement) -Marine Insurance and Financial Approvals (War Risk Insurance & two multi-billion dollar tax deferral programs that promote US shipbuilding) -Shipyard Engineering (including managing the Small Shipyard Grants program which presented \$10-\$100 million per year to small shipyards) -Workforce Development (monitor the education programs at the six state Merchant Marine Colleges, enforcement of service obligations and monitor industry employment trends & the availability of mariners to staff vessels) • Managed Credit Analysis and Credit Monitoring for the Title XI program • Coordinated efforts with colleagues to finance the US marine highway system and finance efficient and cleaner repowered vessels • Maintained relationships with investment banks, US shipbuilders, shipping firms, attorneys, financial consultants to the maritime industry and ports • Member of Marine Transportation Systems National Advisory Committee • Presentations to the U.S. Department of Transportation Credit Council

Reason For Leaving: I wanted to devote more time to real estate and leave Washington, DC

Supervisor Name: David Matsuda

Address: Washington, DC, UNITED STATES

Phone: (202) 366-4000

Ending Rate of Pay: 166155

May We Contact? Yes

Transportation Corridor Agencies

Job Title: Director of Finance

Dates Employed From: Feb/2009

Dates Employed To: Jun/2011

Employment Length: 2 years, 4 months

Duties: • The Transportation Corridor Agencies (The Toll Roads) developed and operate four toll roads totaling 51 miles in Orange County, California • Plan, organize and direct all financial functions of the Agencies including accounting, audit, budget (\$340+ million annually),

Supervisor Name: Brenda Shott

Address: Irvine, CA, UNITED STATES

Phone: (949) 754-3400

Ending Rate of Pay: 150000

May We Contact? Yes

treasury management, bond financing, cash flow, insurances, debt management & human resources • Coordinate the activities of the TCA's financial advisors, investment banking firms, bond counsel, auditor, corporate trust bank, rating agencies, insurance, commercial banks and toll road feasibility and traffic consultants • Manage communications with bondholders, investors and board members • Oversee the development and monitoring of the annual budget • Investment of reserve funds and other funds. Portfolio of almost \$1 Billion • Research and analyze methods of financing the final 16 miles of toll roads • Department of 31 with 22 reporting directly and indirectly

Reason For Leaving: I relocated for a new position.

NW Financial Group

Job Title: Senior Vice President

Dates Employed From: Oct/2006

Dates Employed To: Dec/2008

Employment Length: 2 years, 2 months

Duties: • Developed and marketed a domestic and international consulting practice in the fields of pooled financing, water and sewer infrastructure financing, and drinking water and clean water revolving funds and other forms of tax-exempt and taxable bond issuance • Provided financial advisory services to a proposed hotel, retail and stadium complex in northern New England • Researched methods of funding OPEBs for public entities • Created a financial model and related documents for the proposed Republic of Montenegro Environmental Revolving Fund (RMERF) • Presented financial model and recommendations to Montenegrin officials • Edited and co-authored a policies and procedures manual for the RMERF

Reason For Leaving: To accept a new position in California.

Supervisor Name: Daniel Mariniello

Address: Jersey City, NJ, UNITED STATES

Phone: (201) 526-2810

Ending Rate of Pay: 120000

May We Contact? No

New York City Municipal Water Finance Authority

Job Title: Treasurer

Dates Employed From: Sep/2005

Dates Employed To: Oct/2006

Employment Length: 1 year, 1 month

Duties: • Managed and implemented bond issuances including fixed rate debt, variable rate debt and derivatives (over \$15 billion of debt outstanding) • Issued new money debt totaling \$2.0 billion in one fiscal year including \$686 million issued through the New York State Environmental Facilities Corporation State Revolving Fund (SRF) program • Issued Commercial Paper totaling over \$800 million in one fiscal year • Issued refunding bonds totaling \$655 million, resulting in net present value savings of more than \$40 million (NPV savings of over 6.1%) • Investment of funds • Analyzed and reviewed numerous financing

Supervisor Name: Alan Anders

Address: New York, NY, UNITED STATES

Phone: (212) 788-5872

Ending Rate of Pay: 120000

May We Contact? Yes

proposals • Assisted in the planning of the Authority's annual Investors Conference • Coordinated efforts of the financial advisors, investment banks, remarketing agents, bond counsel, inside counsel, trustees, arbitrage rebate consultant, rate consultant, rating agencies, New York City Department of Environmental Protection, NYC Office of the Comptroller and others • Prepared annual budget and cash flow certifications for the Authority • Participated in the rate setting process with the Authority's Rate Consultant and the New York City Water Board, including attending public hearings • Updated the Management's Discussion & Analysis (MD&A) section of the Authority's annual audit; maintained and updated various financial models

Reason For Leaving: To accept a new position.

New Hampshire Municipal Bond Bank

Job Title: Executive Director

Dates Employed From: Jun/1993

Dates Employed To: Sep/2005

Employment Length: 12 years, 3 months

Duties: • Coordinated the daily financial & administrative functions of the Bond Bank • Issued over \$1.2 billion of long-term debt on behalf of New Hampshire cities, towns, counties, school districts and special districts • Issued \$406 million of refunding and advanced refunding bonds, returning more than \$12 million of present value savings to past participants • Marketed the Bond Bank to all potential participants, including speaking at conferences and seminars, attended Board of Selectmen, City Council and School Board meetings and made frequent presentations • Invested reserve funds and other funds. Total portfolio over \$100 million • Authored annually the Bond Bank's marketing brochure and Annual Report • Authored annually the Bond Bank's Management's Discussion & Analysis (MD&A) section of the annual audit • Represented the Bond Bank at conferences and trade shows • Financed Private School bond issues and small scale power developments • Prepared for approval by the Board of Directors annual operating budgets during thirteen budget cycles • Improved the scope and quality of services delivered while maintaining average annual budget growth of 0.25% over thirteen fiscal years • Managed investor and press relations; Created and maintained the web site • Analyzed the credit of participants • Monitored the financial markets and interest rate trends and forecasts • Received two upgrades each from Moody's Investors Service and Standard & Poor's ('Aa2' and 'AA') and received 'AAA' rating from Fitch Ratings • Successfully defended market share against aggressive attempts by banks • Increased utilization of the Bond Bank's services • Expanded the Bond Bank's short-term debt program for communities • Developed innovative financing method for public schools to accelerate state school building aid by issuing "synthetic" capital appreciation bonds (CABs), allowing the schools to issue CABs and receive the benefits of the accelerated state building aid, but at lower serial bond interest

Supervisor Name: Board of Directors

Address: Concord, NH, UNITED STATES

Phone: (603) 271-2595

Ending Rate of Pay: 84000

May We Contact? Yes

rates • Functioned as financial advisor for debt management and as an advocate for many of New Hampshire's communities and school districts
• Served as Human Resources Director for the agency

Reason For Leaving: To accept a new position in New York City.

Massachusetts Division of Local Services

Job Title: Capital Financing Manager

Dates Employed From: Jul/1988

Dates Employed To: Jun/1993

Employment Length: 4 years, 11 months

Duties: • Provided advisory/regulatory services and information to local officials, Finance Directors and financial institutions regarding debt management, long- and short-term debt issuance, investments and other fiscal affairs • Conducted analysis of cash flows, financial documents and budgets • Evaluated and certified borrowings by towns, cities, counties, school districts and other districts, averaging over \$1 billion per year • Analyzed towns' borrowing capacity & evaluated ability to repay loans • Taught classes on public financial management to public officials and others • Co-authored legislation on municipal debt • Designed and implemented computerized system for certifying borrowings, financial record keeping and municipal debt management

Reason For Leaving: To accept a new position in New Hampshire.

Supervisor Name: James Johnson

Address: Boston, MA, UNITED STATES

Phone: (617) 626-2300

Ending Rate of Pay: 48000

May We Contact? Yes

City of Boston, Office of the Finance Director

Job Title: Senior Financial Analyst

Dates Employed From: Jul/1986

Dates Employed To: Jul/1988

Employment Length: 2 years

Duties: • Managed a staff of six professionals and led special projects team • Issued general obligation bonds and maintained the City's bond ratings • Member of Boston City Hospital Reconstruction Financial Working Group • Co-authored investment policy manual and policies & procedures manual • Performed monthly & annual budget & cash flow analysis and trust analysis

Reason For Leaving: To accept a new position

Supervisor Name: Jarius DeWalt

Address: Boston, MA, UNITED STATES

Phone: (617) 635-4138

Ending Rate of Pay: 36000

May We Contact? Yes

Education

List below your educational background, including high school, all colleges, trade and military service schools.

Please enter N/A if the field is not applicable.

Princeton Day School | High School or Equivalent

Degree:Major:

Graduated? No

Hampshire College | College or University

Degree: BAA
Major: Economics/Urban Studies

Graduated? No

Boston University Graduate School of Management | Graduate School

Degree: MBAMajor: Finance

Graduated? No

Resume

You can provide us with your resume here. You may either upload a file containing a formatted version, or cut & paste a text version in the space provided.

Click on the [link](#) to open the resume file if you wish to print the formatted resume.

File Name	Link	
GMZ-CL-CM-Homer-AK.docx	 Preview	Download
GMZ-NV-2020R-E.doc	 Preview	Download
GMZ-References-2020.docx	 Preview	Download
NHSBA Letter 8-2005.pdf	 Preview	Download

Text Only Resume

No Text Only Resume on File

Admin Uploaded Files

There are no admin uploaded files for this applicant.

References

Please fill out the information below regarding references.

Jo Ann Klatskin

Relationship: Peer
Years Known: 26

Phone: 6034253445

John Lisica

Relationship: Peer
Years Known: 14

Phone: 9176277667

Michael Yarrington

Relationship: Former staff
Years Known: 8

Phone: 2403082378

Job Questions

City Manager 2019 |

Question

What do you think are the most important elements of the City Manager position? *** (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your resume or cover letter) *

Answer

Integrity, ethics, dedication and enthusiasm are the most important elements of the City Manager position.

Disqualifier?

Describe a professional accomplishment that you feel best demonstrates your ability to be the City Manager of Homer. *** (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your resume or cover letter) *

When I assumed my role as Associate Administrator for Business and Finance Development with the U.S. Department of Transportation, Maritime Administration, there had not been anyone full-time in that role for over two years. The former A.A. had retired and the man they hired for the position left after only a few weeks. When I began morale was very low and productivity was declining. I had over sixty people under me in five different offices. My goal was to significantly improve morale quickly and improve productivity. I immediately started holding twice monthly department meetings as well as weekly meetings with the head of each office. I promoted a few individuals and filled most vacancies as quickly as I could. Within a short period morale and productivity increased. I used the individual approach to get to know the staff. All of these efforts

worked.

A new policy, is introduced at a council meeting. You do not agree with it. How do you proceed? *** (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your resume or cover letter) *

I would discuss this with the Council members (individually or at a meeting depending on the situation). I would discuss my opinion with them. My position requires me to follow their policies but I would make my opinions known to them and try to discuss and alter their vote if possible,

What is your leadership philosophy? *** (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your resume or cover letter) *

I lead by example. I show the highest levels of dedication, enthusiasm, ethics and integrity.

In reviewing the job description, please highlight areas you bring particular experience. *** (Please limit each question response to 250 words or less. You can submit question responses as a separate attachment as you would your resume or cover letter) *

I bring a diverse twenty-five+ year career in public sector finance and executive management. I am uniquely qualified.

Additional Questions

Employment |

Question	Answer	Disqualifier?
Have you previously filed an application? *	No	
If yes, Please give dates applied	N/A	
Have you ever been employed with the City? *	No	
If yes, Please give dates:	N/A	
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? *	January 27, 2019 or after	
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

N/A

Are you 18 years of age or older? *

Yes

Education |

Question

Answer

Disqualifier?

Describe any specialized training, apprenticeship, skills and extra-curricular activities. *

Travel, US history, outdoor activities.

Describe any job-related training received in the United States military. *

None

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. *

Government Finance Officers Associations of New Hampshire, New England, New York, California and USA. New Hampshire Municipal Management Association (ICMA) New Hampshire and New England Association of School Business Officials Others

Additional Information |

Please enter N/A if the field is not applicable.

Question

Answer

Disqualifier?

Knowledge and Specialized Skills: *

25+ years of experience in public sector finance and executive management.

What type of computers and software have you used? *

Microsoft Office, Word, Excel and PowerPoint.

Other qualifications specific to this position? *

Largest staff managed was 20+.

List any certifications you have received: *

None

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

None

employee or a parent or sibling of the employees' spouse. *

State any additional information you feel may be helpful to us in considering your application * None.

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

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? * Yes

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: George Michael Zoukee

Date: 2020-01-07 12:34:49am

IP Address: 98.181.163.131

Signature

Date

George M. Zoukee
2691 Eldora Estates Court
Las Vegas, Nevada 89117
GMZoukee@aol.com
January 7, 2020

Andrea Browning
Director of Human Resources
City of Homer
491 East Pioneer Avenue
Homer, Alaska 99603

Dear Ms. Browning:

I would like to apply for the City Manager position with the City of Homer, as posted on the City's and on the GovHR USA web sites. Attached are my resume and a list of professional references. I can send a sample of my writing upon request.

As you will note, my entire career has been in public sector and not-for-profit finance and executive management. After my economics and urban studies education at Hampshire College, I received my Master of Business Administration from the Boston University Graduate School of Management with a concentration in finance. My first professional position was Senior Financial Analyst with the Office of the Finance Director/Treasurer/Tax Collector of the City of Boston. From there I was Capital Finance Manager at the Commonwealth of Massachusetts Department of Revenue, Division of Local Services. I then spent more than twelve years as Executive Director of the New Hampshire Municipal Bond Bank. (I recall that the New Hampshire Bond Bank is similar in structure to the Alaska Bond Bank.) In that role I was responsible for financing public improvements statewide and also I advised municipalities on budgeting, capital planning, capital budgeting and debt issuance and management.

My next role was Treasurer of the New York City Municipal Water Finance Authority. I was responsible for the investment of funds and a \$15 billion debt program that was growing by \$2 billion per year. I then joined a small investment bank/financial advisory firm (NW Financial) in which my primary focus was an international practice in environmental infrastructure development (water, sewer and landfill). I next was Director of Finance of the Transportation Corridor Agencies, a toll road authority in Orange County, California. My most recent role was Associate Administrator for Business and Finance Development with the U.S. Department of Transportation's Maritime Administration (salary over \$166,100). The position was part of the Senior Executive Service (S.E.S.) of the Federal Government. I managed five offices with over sixty employees. I left that role in 2013 in order to pursue real estate investments full-time. I have invested personal, family and investor's funds in real estate successfully since 1998. Although it has been financially rewarding, I have decided that I will return to my career for many more years. I am planning on making a 10+ year commitment to my next opportunity.

I spent some time a few years ago traveling throughout Alaska. I visited Anchorage, Tok, Beaver Creek, Yukon, Fairbanks, Denali National Park, Seward and Juneau. I would gladly relocate to Homer for this opportunity.

I have always operated with the highest degree of integrity, ethics and transparency and I would continue that in Homer.

I would like to point out that my position with the federal government was part of the Senior Executive Service (S.E.S.), 0.75% of federal career employees. Rigorous screening is required before being admitted to the S.E.S. The concept behind S.E.S. is that its members can be transferred with minimal notice to any high-level management position within the federal government that does not require a medical, law or highly specialized degree. With my management and financial background I would be able to easily make the transition to Homer.

I have a great deal of experience in strategic planning, operating budgets (including zero-based budgets and budgeting during financially challenging times), capital planning and budgeting, debt issuance and management, tax and revenue collection, the bond/credit rating process, investments, human resources, managing change, improving morale, leading by example, short- and long-term financial modeling, facilities management, information technology, insurance and risk management, policy, strategic planning, and innovative management and planning within a diverse and inclusive environment.

If you have any questions, please call me at 603-496-4987. Thank you for your consideration and I look forward to hearing from you.

Sincerely,

George M. Zoukee

George M. Zoukee
2691 Eldora Estates Court
Las Vegas, Nevada 89117
Mobile: 603-496-4987
GMZoukee@aol.com

EDUCATION

Boston University Graduate School of Management
Master of Business Administration Concentration: Finance

Hampshire College Amherst, Massachusetts
Bachelor of Arts Concentration: Economics & Urban Studies
Summer Internships with The World Bank, Washington, DC

Princeton Day School Princeton, New Jersey

EXPERIENCE

1998 to Present

Real Estate Investor

Darien, CT, Washington, DC, Fort Lauderdale, FL, Boston and Cape Cod, Mass, Columbia, Newbury, Rye, New Hampshire, Princeton, New Jersey, New York, New York, Pittsburgh, PA and Las Vegas, Nevada.

- Successfully invested personal, family and investor's funds in real estate
- Investments have been made in single family homes, condominiums, vacant land, commercial & rental properties in the cities & towns mentioned above
- Performed complex financial analysis and feasibility studies

2011 to 2013

U.S. Department of Transportation (DOT), Maritime Administration
Washington, D.C.

Associate Administrator for Business and Finance Development

- Senior Executive Service (SES) position, the top (less than) 1% of federal government career employees. Position held a security clearance.
- Managed 5 offices with over 60 employees:
 - Marine Financing** (including Title XI Federal Shipbuilding Loan Guarantees, a multi-billion dollar ship financing program that guarantees loans for ships built in the U.S. and loans to improve domestic shipyards)
 - Cargo Preference & Domestic Trade** (including Jones Act enforcement)
 - Marine Insurance and Financial Approvals** (War Risk Insurance & two multi-billion dollar tax deferral programs that promote US shipbuilding)
 - Shipyard Engineering** (including the Small Shipyard Grants program)
 - Workforce Development** (monitor the education programs at the six state Merchant Marine Colleges, enforcement of service obligations and monitor industry employment trends & the availability of mariners to staff vessels)
- Managed Credit Analysis and Credit Monitoring for the Title XI program
- Coordinated efforts with colleagues to finance the US marine highway system and finance efficient and cleaner repowered vessels
- Maintained relationships with investment banks, US shipbuilders, shipping firms, attorneys, financial consultants to the maritime industry and ports
- Member of Marine Transportation Systems National Advisory Committee
- Presentations to the U.S. Department of Transportation Credit Council

2009 to 2011

Transportation Corridor Agencies - The Toll Roads

Irvine, California

Director of Finance

- The Transportation Corridor Agencies (The Toll Roads) developed and operate four toll roads totaling 51 miles in Orange County, California
- Plan, organize and direct all financial functions of the Agencies including accounting, audit, budget (\$340+ million annually), treasury management, bond financing, cash flow, insurances, debt management & human resources

- Coordinate the activities of the TCA's financial advisors, investment banking firms, bond counsel, auditor, corporate trust bank, rating agencies, insurance, commercial banks and toll road feasibility and traffic consultants
- Manage communications with bondholders, investors and board members
- Oversee the development and monitoring of the annual budget
- Member of group working to restructure existing debt and covenants
- Investment of reserve funds and other funds. Portfolio of almost \$1 Billion
- Research and analyze methods of financing the final 16 miles of toll roads
- Department of 31 with 22 reporting directly and indirectly

2006 to 2008

NW Financial Group, LLC

Newbury, New Hampshire & Jersey City, New Jersey

Senior Vice President

- Developed and marketed a domestic and international consulting practice in the fields of pooled financing, water and sewer infrastructure financing, and drinking water and clean water revolving funds and other forms of tax-exempt and taxable bond issuance
- Provided financial advisory services to hotel/retail/stadium complex in VT
- Researched methods of funding OPEBs for public entities
- Created a financial model and related documents for the proposed Republic of Montenegro Environmental Revolving Fund (RMERF)
- Presented financial model and recommendations to Montenegrin officials
- Edited and co-authored a policies and procedures manual for the RMERF

2005 to 2006

New York City Municipal Water Finance Authority,

New York City Office of Management and Budget

Treasurer

- Managed and implemented bond issuances including fixed rate debt, variable rate debt and derivatives (over \$15 billion of debt outstanding)
- Issued new money debt totaling \$2.0 billion in one fiscal year including \$686 million issued through the New York State Environmental Facilities Corporation State Revolving Fund (SRF) program
- Issued Commercial Paper totaling over \$800 million in one fiscal year
- Issued refunding bonds totaling \$655 million, resulting in net present value savings of more than \$40 million (NPV savings of over 6.1%)
- Investment of funds
- Analyzed and reviewed numerous financing proposals
- Assisted in the planning of the Authority's annual Investors Conference
- Coordinated efforts of the financial advisors, investment banks, remarketing agents, bond counsel, inside counsel, trustees, arbitrage rebate consultant, rate consultant, rating agencies, New York City Department of Environmental Protection, NYC Office of the Comptroller and others
- Prepared annual budget and cash flow certifications for the Authority
- Participated in the rate setting process with the Authority's Rate Consultant and the New York City Water Board, including attending public hearings
- Updated the Management's Discussion & Analysis (MD&A) section of the Authority's annual audit; maintained and updated various financial models

1993 to 2005

New Hampshire Municipal Bond Bank Concord, New Hampshire

Executive Director

- Coordinated the daily financial & administrative functions of the Bond Bank
- Issued over \$1.25 billion of long-term debt on behalf of New Hampshire cities, towns, counties, school districts and special districts
- Issued \$406 million of refunding and advanced refunding bonds, returning more than \$12 million of present value savings to past participants

- Marketed the Bond Bank to all potential participants, including speaking at conferences and seminars, attended Board of Selectmen, City Council and School Board meetings and made frequent presentations
- Invested reserve funds and other funds. Total portfolio over \$100 million
- Authored annually the Bond Bank's marketing brochure and Annual Report
- Authored annually the Bond Bank's Management's Discussion & Analysis (MD&A) section of the annual audit
- Represented the Bond Bank at conferences and trade shows
- Financed Private School bond issues and small scale power developments
- Prepared for approval by the Board of Directors annual operating budgets during thirteen budget cycles
- Improved the scope and quality of services delivered while maintaining average annual budget growth of 0.25% over thirteen fiscal years
- Managed investor and press relations; Created and maintained the web site
- Analyzed the credit of participants
- Monitored the financial markets and interest rate trends and forecasts
- Received two upgrades each from Moody's Investors Service and Standard & Poor's ('Aa2' and 'AA') and received 'AAA' rating from Fitch Ratings
- Successfully defended market share against aggressive attempts by banks
- Increased utilization of the Bond Bank's services
- Expanded the Bond Bank's short-term debt program for communities
- Developed innovative financing method for public schools to accelerate state school building aid by issuing "synthetic" capital appreciation bonds (CABs), allowing the schools to issue CABs and receive the benefits of the accelerated state building aid, but at lower serial bond interest rates
- Functioned as financial advisor for debt management and as an advocate for many of New Hampshire's communities and school districts
- Served as Human Resources Director for the agency

1988 to 1993

Massachusetts Department of Revenue Boston, Massachusetts
Capital Finance Manager, Division of Local Services

- Provided advisory/regulatory services and information to local officials, Finance Directors and financial institutions regarding debt management, long- and short-term debt issuance, investments and other fiscal affairs
- Conducted analysis of cash flows, financial documents and budgets
- Evaluated and certified borrowings by towns, cities, counties, school districts and other districts, averaging over \$1 billion per year
- Analyzed towns' borrowing capacity & evaluated ability to repay loans
- Taught classes on public financial management to public officials and others
- Co-authored legislation on municipal debt
- Designed and implemented computerized system for certifying borrowings, financial record keeping and municipal debt management

1986 to 1988

Office of the Finance Director/Treasurer/Tax Collector
City of Boston, Massachusetts
Senior Financial Analyst

- Managed a staff of six professionals and led special projects team
- Issued general obligation bonds and maintained the City's bond ratings
- Member of Boston City Hospital Reconstruction Financial Working Group
- Co-authored investment policy manual and policies & procedures manual
- Performed monthly & annual budget & cash flow analysis and trust analysis

AFFILIATIONS

- Past Member of the Government Finance Officers Association (GFOA) & past memberships in regional chapters in N.H., New England, N.Y. & CA.
- Past Member New Hampshire Municipal Management Assoc. & NHASBO
- Past Member (and former member of Board of Directors) of the Council of Infrastructure Financing Authorities (CIFA) (1993-2008) and other groups.

George M. Zoukee
GMZoukee@aol.com
603-496-4987
Professional References

Jo Ann Klatskin, Vice President, Municipal Banking
Newburyport Five Cent Savings Bank
Exeter, New Hampshire 03833
(603) 425-3445 (mobile) j.klatskin@comcast.net

John Lisica, Managing Director
M&T Securities - Public Finance
350 Park Avenue, 5th floor
New York, New York 10022
(212) 350-2565 (office) 917-627-7667 (mobile) jlisica@mtb.com

Admiral Gerard Achenbach, President/Superintendent
Great Lakes Maritime Academy at Northwestern Michigan College
1701 East Front Street
Traverse City, Michigan 49686
(231) 995-1203 (office) (231) 534-3536 (mobile) gachenbach@nmu.edu

Julia Griffin, Town Manager
Town of Hanover, NH
41 South Main Street
Hanover, New Hampshire 03755
(603) 643-0701 (office) julia.griffin@hanovernh.org

Patricia Byrne
Retired, Office of the Chief Counsel, U.S. Dept. of Transportation, Maritime Administration
Washington, DC 20007
(202) 338-3627 (home)

Ed Markus, President
Amawalk Consulting Group
90 Broad Street, Suite 707A
New York, New York 10004
(212) 361-0050 (office)

David Barnes
Devine Millimet & Branch (Partner)
111 Amherst Street
Manchester, New Hampshire 03101
(603) 695-8500 (office) dbarnes@devinemillimet.com

Cynthia McNerney, Managing Director
Hilltop Securities
54 Canal Street, Suite 320
Boston, Massachusetts 02114
(617) 619-4408 / (617) 619-4400 (office) cinder.mcnerney@hilltopsecurities.com

Michael Yarrington, Director, Office of Marine Insurance
US Department of Transportation, Maritime Administration
1200 New Jersey Avenue SE, 3rd floor
Washington, DC 20590
(240) 308-2378 (mobile) mlyarrington@yahoo.com



New Hampshire School Building Authority
101 Pleasant Street, Concord, NH 03301

Authority Members

Terrie B. Scott, Chair
Cornish

Jane Bergeron-Beaulieu
Litchfield

Dr. G. William Porter
Gillford

Dr. Lyonel B. Tracy
Commissioner of Education

Michael A. Ablowich
State Treasurer

August 9, 2005

George M. Zoukee
Executive Director
New Hampshire Municipal Bond Bank

Dear George:

We would like to express our deep gratitude for your work in support of New Hampshire school districts and to wish you success in your future career in New York. Your tireless efforts to help school districts obtain the best financing for their capital projects has had a tremendous impact on the lives of New Hampshire's children. The results of your work will continue to be experienced by thousands of children for many years to come.

It has been a great pleasure to work with you. Your willingness to share your expertise above and beyond what is required reflects great credit upon you and the Municipal Bond Bank. You have set the standard by which all future directors of the bank will be measured.

Thank you once again, and best wishes in all your future endeavors.

Sincerely,

Terrie B. Scott
Chair
NH School Building Authority

Dr. Lyonel B. Tracy
Commissioner
NH Department of Education

