



## **Homer City Hall**

491 E. Pioneer Avenue

Homer, Alaska 99603

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

# **City of Homer Agenda**

**City Council Special Meeting  
Friday, February 14, 2020 at 4:00 PM  
City Hall Cowles Council Chambers**

## **CALL TO ORDER, 4:00 P.M.**

Mayor Castner and Councilmember Evensen request telephonic participation.

**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. Randy Robertson

5:00 p.m. Adam Hammatt

- b. Selection of City Manager Applicants for in-person interviews

## **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. 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: 13-Jan-2020

AAA

**Randy Robertson**

☎ (443) 981-9334

✉ rrobertson@aberdeennmd.gov

📍 555 Beards Hill Road  
Aberdeen, MD 21001  
United States**City Manager**

Job Location - Homer, AK

Department - Administration

Source - Other - ICMA

### Employment History

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

#### City of Aberdeen - Current Employer

**Job Title:** City Manager**Dates Employed From:** Jul/2016**Dates Employed To:** Currently Employed**Employment Length:** 3 years, 6 months

**Duties:** COO/leader of one of Maryland's largest, most dynamic and diverse communities. Chesapeake Bay based and home to Aberdeen Proving Ground, the Army's largest research and technology platform. Strategic rail, industrial and distribution hub minutes from Baltimore, D.C., Wilmington and Philadelphia. East coast HQ for Frito-Lay and Pier

**Supervisor Name:** City Council**Address:** Aberdeen, MD, UNITED STATES**Phone:** 410 272-1600**Ending Rate of Pay:** \$165k**May We Contact?** Yes

One. Fitch & S&P AA+ rated. Approximately 180 staff, \$32+m budgets with \$80+m in capital assets. CELEA certified police department; regional hub for commuter and AMTRAK rail services. Home to nationally known Ripken Field and MILB's Ironbirds. Adjunct MBA faculty, University of Baltimore. In 2019, one of two ICMA City Managers selected to teach at the China University of Political Science & Law (Beijing, China).

Reason For Leaving: Currently Employed

City of Cordova

**Job Title:** City Manager

**Dates Employed From:** Aug/2013

**Dates Employed To:** Jun/2016

**Employment Length:** 2 years, 10 months

**Duties:** Organizational and financial leader, educator and mentor at one of America's top commercial port communities. Developed and delivered quality, cost-effective municipal services: Finance, PD, FD, Parks and Recreation, Public Works, IT, Library, Museum, Refuse, Water/Wastewater, Planning & Zoning, etc. \$20m in annual revenue and budget execution. AA+ rated. Growth & development partner with U.S. Forest Service, U.S. Coast Guard and federally recognized native tribe. Some operational & fiscal oversight of the Cordova Community Medical Center. Graduate of FEMA's Executive Academy.

Reason For Leaving: Accept position in Aberdeen

**Supervisor Name:** City Council

**Address:** Cordova, AK, UNITED STATES

**Phone:** 907 424-6200

**Ending Rate of Pay:** \$130k

**May We Contact?** Yes

City of Vestavia Hills

**Job Title:** City Manager

**Dates Employed From:** Dec/2011

**Dates Employed To:** Apr/2013

**Employment Length:** 1 year, 4 months

**Duties:** First City Manager of Vestavia Hills, Alabama, a 36k residential suburb of Birmingham. Led over 250 team members providing exceptional full-service municipal activities: Finance, Economic Development, Police, Fire, Public Works, Parks & Rec, Planning & Zoning, IT and Library in one of Alabama's fastest growing cities. A \$32m annual budget, with assets more than \$75m. Secured Fitch AA+/Moody's Aa2 ratings and regionally recognized for economic development and growth. Awarded the community's largest ADOT grant to stimulate the U.S. 31 economic corridor. Achieved state-wide recognition as Alabama's "Safest City." UAB Adjunct faculty.

Reason For Leaving: Care for aging in-law

**Supervisor Name:** City Council

**Address:** Vestavia Hills, AL, UNITED STATES

**Phone:** 205 978-0195

**Ending Rate of Pay:** \$165k

**May We Contact?** Yes

City of Mt. Juliet

**Job Title: City Manager**

**Dates Employed From:** Sep/2007  
**Dates Employed To:** Dec/2011  
**Employment Length:** 4 years, 3 months

**Duties:** TN fastest growing, "Most Business Friendly City" (2010). CEO/leader of a 200+ member team. Set the pace within City Hall and community fostering 38 consecutive months of revenue growth while developing and managing General, Capital and Enterprise budgets of nearly \$24m. Secured the region's first American Recovery & Relief Act grant of nearly \$36m to stimulate business and economic redevelopment along "Main Street." Partner in Tennessee's only commuter rail line providing safe, predictable transportation options and established the state's only rail "Quiet Zone." Constructed a regionally recognized Animal Control facility and created a tremendously successful employee health self-insured program. Adjunct at Cumberland University

**Reason For Leaving:** Accept position as Vestavia Hills first City Manager

**Supervisor Name: City Council**

**Address:** Mt. Juliet, TN, UNITED STATES  
**Phone:** 615 754-2552

**Ending Rate of Pay:** \$135k  
**May We Contact?** Yes

**United States Army**

**Job Title: Chief of Staff**

**Dates Employed From:** Aug/1980  
**Dates Employed To:** Jun/2006  
**Employment Length:** 25 years, 10 months

**Duties:** 30 years of combined Officership and senior civilian service in and with the United States Army

**Reason For Leaving:** Retirement

**Supervisor Name: last was Brigadier General Robert Reece**

**Address:** various, NM, UNITED STATES  
**Phone:** 505 678-8264

**Ending Rate of Pay:** \$135k  
**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.

**Boston University | College or University**

**Degree:** Diploma  
**Major:** Education

**Graduated?** Yes

**Central Michigan University | College or University**

**Degree:** Diploma  
**Major:** Healthcare Adminstration

**Graduated?** Yes

**The Johns Hopkins University | College or University**

Degree: Master's Degree in Urban Planning

Major: Urban Planning

Graduated? Yes

Western Kentucky University | College or University

Degree: Master's Degree in Public Administration

Major: Public Admin

Graduated? Yes

United States Army War College | College or University

Degree: Master's Degree in Strategic Planning

Major: Strategic Planning & Studies

Graduated? Yes

Harvard University | College or University

Degree: Senior Lead Fellowship Pmg

Major: Government/Finance & Administration

Graduated? Yes

Belmont University-Diploma International City Mgrs Association Senior Executive Institute University of Virginia | College or University

Degree: Certificate Business Administration

Major: Business Adminstration

Graduated? Yes

Dept of Defense Exec Leadership & Mgt Program | Certification

Degree: Yes

Major: Leadership & Management Studiesi

Graduated? Yes

Syracuse University | Certification

Degree: Resource Managers Program

Major: Financial Management

Graduated? Yes

U.S. Army Command & General Staff College | College or University

Degree: Diploma

Major: Military Leadership and resource management

Graduated? Yes

Western Kentucky University | College or University

Degree: Bachelor's Degree

Major: Government & History

Graduated? Yes

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

Resume \_ November 2019\_.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.

##### Mr. Timothy Joyce

Relationship: Former Mayor/Council member of Cordova  
Years Known: 6

Phone: 907 253-7575

##### Colonel (Ret) William Pope

Relationship: Service together  
Years Known: 20

Phone: 256 313-8528

##### Dr. Raymond Cravens

Relationship: VP, Western Ky University, mentor  
Years Known: 45

Phone: 270 799- 0834

#### 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

- Honesty & integrity first and foremost! - Competent. Sound professional experience and acumen. - Enjoys people and is professionally polished. Can serve as a champion for the City with citizens,

question responses as a separate attachment as you would your resume or cover letter) \*

contractors, legislatures, Governors, federal officials, etc. - Seasoned. - Understands and experienced with the tremendous breath of municipal operations. Experienced with health care, pension plans, pay and classification systems, unions, project management, public safety, information systems, social media, etc. - Fiscally savvy. - Has an appetite for data, and an ability with it, but isn't looking to have a "paralysis from analysis." - Astute judge of people. Adroit negotiator who understands the art and the ability to compromise. - Dedicated to selfless public service. - In good shape, physically and mentally. It's a challenging job. - Understands bad news does not grow better with age. - Understands he/she isn't there to be popular. Ready to make hard decisions. - Back to rock solid integrity and honesty. Those cannot be compromised.

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) \*

As Mt. Juliet's City Manager, a Nashville suburb, I partnered with local officials to capitalize on the "Music City" brand, with the most notable product as creation of Tennessee's only commuter rail line, the Music City Star. The Star, which operates between downtown Nashville and Mt. Juliet, has been a social and economic spearhead instrumental in transforming commuter options, creating a new tourist-based industry, and driving economic development outcomes along the line. Then and even now, nearly 9 years after I left Mt. Juliet, the Star continues to exceed every forecast. Closer to Homer, while serving as City Manager of Cordova, the jewel of Prince William Sound, I and my team completed construction and opened the near decade old planned Cordova Center. As the leaders of Homer likely know, Cordova is one of the top commercial fishing ports in the United States and is an economic engine for South Central Alaska. Mired in years of contractual disputes, litigation and an overall sense of community lethargy, as Manager, I, with the backing and assistance of a wise Council and lots of other professionals, worked our way through the stalled contracts and litigation, built a rock solid funding campaign with the assistance of the



Rasmussen Foundation, and complete the \$35m, multi-use Cordova Center. Despite the City's recent fiscal challenges that are largely associated with the AMHS, the Center itself has proven to be an unparalleled community and tourist attraction.

**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) \***

Once the Council has decided, I, as City Manager, am chartered to implement their guidance and direction. In my opinion, at that time that mandate includes providing full-throated support to provide a level of success to the outcome. However, it is also my charter, as the professional the Council hired me to be, until a Council directed decision has been made, to provide each of them with my full, unbiased professional assessment. That usually does not frequently happen, but it can and does. When it happens, a good, professional City Manager understands her or his duty to provide Council with the pros and cons of an issue. It's that Manager, the one who has actively engaged Council throughout the decision making process, who has the institutional experience to be a champion of policies or procedures they may not agree with, that is successfully serving their political master's. They are the ones who work to identify and develop possible compromises. They are also the community's foremost educators. As reflected, there are issues where there's a gap between the Council and CM, but a professional manager understands the Council makes the decisions, and unless their actions are illegal or unethical, he or she works with them to ensure success.

**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) \***

Lead from the front with honesty and integrity. Be actively engaged, inquisitive and learning oriented. Take prudent risks but be zealous in communications; both up, down and outside the organization. In my opinion, the number one job of a leader is to grow people of integrity and imbue them with professional skills where they can be valuable to others. Without people there would be no organization. Growing people means encouraging personal development, challenging them with stretch goals or assignments, recognizing that without some



risk taking there will be little to no rewards, and then acknowledging and rewarding accomplishment. Understand that we all learn from mistakes. My goal as a leader is that in most instances the people who work for and with me start the day anxious and excited about the challenging and opportunities that may come arise. My goal is to capitalize on that and not fill them with angst and dread. While that doesn't occur each and every day, the vision should, in my opinion, have a desire that those who I lead are looking forward to the possibilities and challenges of the job; and not focused on the minutia. Again, that's a goal, but it's what I believe we all look towards in our lives and in our careers. To a large measure that's what the concept of being a selfless public servant is about.

- An enormous breath of City management experience, much of it from rural Alaska.
- A spouse who is totally supportive and loves life in rural Alaska. She is also a retired U.S. Army Nurse Corp officer who has successfully held very senior nursing jobs and would welcome the same in Homer. She is now a nurse at the Baltimore VA.
- Extraordinary accomplishments as a City Manager and as a volunteer in community organizations.
- Works well with people to get things done.
- Teaches organizational behavior in an MBA program and applies theory to practice.
- Grows communities. Understands and has exhibited what it should mean to be a selfless public servant and work with the public funds to make them count.
- Is accountable. Has led from the front from the first day as a Second Lieutenant and continues to do the same today.
- Seeks to mentor others.
- Experienced in port operations and management. Understands the fishing and tourist communities and their impact on the city and its overall quality of life.
- Understands the Council is elected and accountable to the citizens and works to make them successful.

**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) \***

## 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	
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. *	no	
Describe any job-related training received in the United States military. *	30 years in/with the United States Army leading soldiers and civilians.	
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. *	ICMA., Md. Municipal League	

**Additional Information |**

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

Question	Answer	Disqualifier?
<b>Knowledge and Specialized Skills: *</b>	No	
<b>What type of computers and software have you used? *</b>	All basic suites of administrative and financial software	
<b>Other qualifications specific to this position? *</b>	Experience	
<b>List any certifications you have received: *</b>	None	
<b>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. *</b>	None	
<b>State any additional information you feel may be helpful to us in considering your application *</b>	None	
<b>Note to Applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE READ THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING.</b>		
<b>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? *</b>	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: Randy Edmonds Robertson

Date: 2020-01-13 09:36:53am

IP Address: 50.253.34.212

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Signature

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Date



# Randy Edmonds Robertson

555 Beards Hill Road  
Aberdeen, Maryland 21001

Phone: (443) 981-9334  
E-mail: rrobertson@aberdeennmd.gov

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## Experience and Leadership Performance

### *City Manager*

#### *Aberdeen, Maryland*

2016 - Current

COO/leader of one of Maryland's largest, most dynamic and diverse communities. Chesapeake Bay based and home to Aberdeen Proving Ground, the Army's largest research and technology platform. Strategic rail, industrial and distribution hub minutes from Baltimore, D.C., Wilmington and Philadelphia. East coast HQ for Frito-Lay and Pier One. Fitch & S&P AA+ rated. Approximately 180 staff, \$32+m budgets with \$80+m in capital assets. CELEA certified police department; regional hub for commuter and AMTRAK rail services. Home to nationally known Ripken Field and MiLB's Ironbirds. Adjunct MBA faculty, University of Baltimore. In 2019, one of two ICMA City Managers selected to teach at the China University of Political Science & Law (Beijing, China).

*City Manager: Cordova, Alaska (2013-2016); Vestavia Hills, Alabama (2011-2013); Mt. Juliet, Tennessee (2007-2011) and Ashland, Kentucky (2006-2007)*

**Chief Executive Officer, Cordova, Alaska.** Organizational and financial leader, educator and mentor at one of America's top commercial port communities. Developed and delivered quality, cost-effective municipal services: Finance, PD, FD, Parks and Recreation, Public Works, IT, Library, Museum, Refuse, Water/Wastewater, Planning & Zoning, etc. \$20m in annual revenue and budget execution. AA+ rated. Growth & development partner with U.S. Forest Service, U.S. Coast Guard and federally recognized native tribe. Some operational & fiscal oversight of the Cordova Community Medical Center. Graduate of FEMA's Executive Academy.

**First City Manager of Vestavia Hills, Alabama,** a 36k residential suburb of Birmingham. Led over 250 team members providing exceptional full-service municipal activities: Finance, Economic Development, Police, Fire, Public Works, Parks & Rec, Planning & Zoning, IT and Library in one of Alabama's fastest growing cities. A \$32m annual budget, with assets more than \$75m. Secured Fitch AA+/Moody's Aa2 ratings and regionally recognized for economic development and growth. Awarded the community's largest ADOT grant to stimulate the U.S. 31 economic corridor. Achieved state-wide recognition as Alabama's "Safest City." UAB Adjunct faculty.

**Mt. Juliet, TN. City Manager,** TN fastest growing, "Most Business Friendly City" (2010). CEO/leader of a 200+ member team. Set the pace within City Hall and community fostering 38 consecutive months of revenue growth while developing and managing General, Capital and Enterprise budgets of nearly \$24m. Secured the region's first American Recovery & Relief Act grant of nearly \$36m to stimulate business and economic redevelopment along "Main Street." Partner in Tennessee's only commuter rail line providing safe, predictable transportation options and established the state's only rail "Quiet Zone." Constructed a regionally recognized Animal Control facility and created a tremendously successful employee health self-insured program. Adjunct at Cumberland University.

**City Manager, Ashland, KY.,** northeastern Kentucky's largest city. Ashland is a regional economic and cultural hub with over 300k population within the commuting area. Organizational leader of nearly 300 personnel providing a full array of municipal services. Developed and managed operating and enterprise budgets of approximately \$50m and responsible for +/- \$100m in assets. Directed operations of the largest Police and Fire Departments within a 150 mile radius. Created the Ashland-Morehead University partnership expanding community academic opportunities, and spearheaded initiative to construct a multi-million dollar PD Headquarters.

### *Chief of Staff*

#### *U.S. Army - White Sands Missile Range (WSMR), NM*

2005-2006

Chief of Staff of America's largest military community, southern New Mexico's largest employer and regional economic engine. Directly supported the Army's wartime operations in Iraq and Southwest Asia. Partnered with the Commander in leading one of the Army's premiere military organizations. Responsible for a \$500m+ budget and several billion dollars in facilities and equipment. Oversaw 11 major directorates and 31 civilian, contractor and military tenant activities. Accountable for community support services including budgetary, security and emergency management, human resources, contract administration, health-care, IT and communications, facility development/management, logistics, recreation and legal.

**Brigade Executive/Chief of Staff****U.S. Army – Europe****2001-2005**

U.S. Army's Second Signal Brigade, U.S. Army Europe, Deputy Command/ CofS position. Directed operational activities of a 2k military/civilian/international staff providing communications, automation and administrative services to 27 U.S. military and diplomatic communities in Europe, Africa, and Southwest Asia (Operation Iraqi Freedom). Coached, mentored and provided professional development to the senior field grade, civilian and international staff. Accomplishments included:

- Senior negotiator to 12 international labor and trade unions
- Executed extensive upgrades in community facilities and services
- Created innovative IT distance learning training packages used across Europe and Southwest Asia
- Implemented and guided wartime operational activities providing accountability for \$1b+ in equipment, facilities and infrastructure

**United States Army Officer (Retired)****Education**

- |   |                                |
|---|--------------------------------|
| - Diploma, Advanced Graduate Studies in Education                         | Boston University              |
| - Diploma, Advanced Graduate Studies in Healthcare Admin                  | Central Michigan University    |
| - Master's Degree in Urban Planning                                       | The Johns Hopkins University   |
| - Master's Degree in Public Administration                                | Western Kentucky University    |
| - Master's Degree in Strategic Planning                                   | United States Army War College |
| - Certificate, FEMA Emergency Mgt. Executive Academy                      | FEMA/Harvard/TX. A&M           |
| - Harvard University Senior Executive Fellowship                          | Harvard University             |
| - NATO Staff Officers College   | Brussels, Belgium              |
| - Certificate, Business Administration                                    | Belmont University             |
| - Diploma, International City Mgrs Association Senior Executive Institute | University of Virginia         |
| - Dept of Defense Exec Leadership & Mgt Program                           | Washington, D.C.               |
| - International Personnel Mgrs Assoc Senior Program                       | Washington, D.C.               |
| - Syracuse University Resource Managers Program                           | Maxwell School at Syracuse     |
| - Diploma, U.S. Army Command & General Staff College                      | Ft. Leavenworth, KS.           |
| - Bachelor's Degree   | Western Kentucky University    |

**Job-Related Skills, Awards & Professional Affiliations**

- |  |   |
|--|---|
| - International City Mgrs Association                      | - Secondary Teaching Certificate (KY)             |
| - International Personnel Managers Association             | - U.S. Army Legion of Merit & 2 Civilian Svc Awds |
| - AK Region Salvation Army Advisory Bd.                    | - WKU Masters of Public Admin Advisory Board      |
| - Awarded Mt. Juliet and Cordova Key to the City           | - Eagle Scout                                     |
| - Greater Birmingham Regional Planning Commission          | - Nashville Transit Alliance Academy              |
| - Board (ex-officio) Cordova Community Medical Center      | - Military Officers Association of America        |
| - Prince William Sound Reg Dev Board of Directors          | - American Legion                                 |
| - Former Director, University Medical Center, Lebanon, TN. | - Maryland Municipal League                       |
| - 2018 ICMA Conference Planning Committee (Baltimore)      |   |

**Adjunct Faculty/Instructor**

ICMA appointed instructor at the China University of Political Science and Law (Beijing, China)

University of Baltimore (current): MBA (organizational leadership and negotiations)

City Colleges of Chicago (Sociology)

University of Maryland European Division (graduate level Management & Leadership)

Georgia Military College (History)

Central Michigan University (graduate level Health Care Administration)

Ohio University (Government)

Cumberland University (graduate level Project Management)

University of Alabama at Birmingham (graduate level Administration & Management)





Employment Application | Submitted: 29-Jan-2020

AAA

Adam Hammatt

(406) 885-2576

adamhammatt@yahoo.com

186 E Blanchard Lake Rd

Whitefish, MT 59937

United States

City Manager

Job Location - Homer, AK

Department - Administration

Source - Other - ICMA

Employment History

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

City of Whitefish

Job Title: City Manager

Dates Employed From: Feb/2017

Dates Employed To: Jan/2020

Employment Length: 2 years, 11 months

Duties: Oversee all of the day to day duties of the city.

Reason For Leaving: Officially, I resigned for personal reasons. However, I had significant concerns with the organization and chose to resign. I am happy to discuss this decision during the interview process.

Supervisor Name: Whitefish City Council

Address: Whitefish, MT, UNITED STATES

Phone: (406) 863-2400

Ending Rate of Pay: \$141,000+

May We Contact? Yes

## Village of Kimberly

### Job Title: Village Administrator

Dates Employed From: Apr/2012

Dates Employed To: Feb/2017

Employment Length: 4 years, 10 months

Duties: Oversee all of the day to day functions of the village.

Reason For Leaving: Took job in Whitefish, MT.

### Supervisor Name:

Kimberly Village Board

Address: Kimberly, WI, UNITED STATES

Phone: (920) 788-7500

Ending Rate of Pay: \$104,000+

May We Contact? Yes

## Village of Suamico, WI

### Job Title: Village Administrator

Dates Employed From: May/2010

Dates Employed To: Jan/2012

Employment Length: 1 year, 8 months

Duties: Oversee all of the day to day functions of the village.

Reason For Leaving: I was being asked to do illegal and unethical things and I resigned to remove myself from that situation.

### Supervisor Name:

Suamico Village Board

Address: Suamico, WI, UNITED STATES

Phone: (920) 434-2212

Ending Rate of Pay: \$90,000

May We Contact? Yes

## City of Elroy

### Job Title: City Administrator

Dates Employed From: Jan/2008

Dates Employed To: May/2010

Employment Length: 2 years, 4 months

Duties: Oversee all of the day to day functions of the city.

Reason For Leaving: Took position in Suamico.

### Supervisor Name: Elroy City Council

Address: Elroy, WI, UNITED STATES

Phone: (608) 462-2400

Ending Rate of Pay: \$80,000

May We Contact? Yes

## St. Patrick Hospital

### Job Title: Emergency Medical Technician/Safety Officer

Dates Employed From: Jun/2005

Dates Employed To: Dec/2007

Employment Length: 2 years, 6 months

Duties: Responded to and assisted with hospital emergencies and proactively worked to develop safety and security strategies. - Ensured a safe and secure environment for patients, staff, and visitors.

Reason For Leaving: Took position in Elroy.

### Supervisor Name: Ron Bedwell

Address: Missoula, MT, UNITED STATES

Phone: (406) 543-7271

Ending Rate of Pay: \$32,000

May We Contact? Yes

## Great Falls Fire Rescue

**Job Title: Firefighter/Paramedic****Dates Employed From:** Dec/1997**Dates Employed To:** Nov/2003**Employment Length:** 5 years, 11 months

**Duties:** Fought fire to protect life and property, drove and operated fire apparatus, provided advanced life support to the sick and injured, and taught EMS and fire safety classes. Coordinated all EMS training as our Emergency Medical Services Training Coordinator Designed and implemented all EMS training schedules. Managed a 3-person engine company and coordinated all daily activity as needed.

**Reason For Leaving:** Injured in a fire and I went back to school to become a city manager.

**Supervisor Name:** Jeff Jackson**Address:** Great Falls, MT, UNITED STATES**Phone:** (406) 727-8070**Ending Rate of Pay:** \$44,000**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.

**Charles M. Russell High School | High School or Equivalent****Degree:****Graduated?** Yes**Major:****Montana State University | Technical School****Degree:** Paramedic**Graduated?** Yes**Major:** Emergency Medicine**Montana State University | College or University****Degree:** BA**Graduated?** Yes**Major:** Political Science**University of Montana | College or University****Degree:** Master's Degree - MPA**Graduated?** Yes**Major:** Public Administration**University of Montana | College or University****Degree:** Juris Doctor - JD**Graduated?** Yes**Major:** Law**University of Montana | College or University**

**Graduated? Yes**

**Graduated? Yes**

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

City of Whitefish, MT	Whitefish, MT
City Manager	2017 - 2019
Chief Executive Officer over all City functions and services for a community of 7 ,000 year-round residents; 1 ,100 businesses, and 1.2	

million annual visitors, all with 106 FTE's/dozens of PT and seasonal employees.

Supervise, support, and assist 8 Department Heads : Police, Fire, Public Works, Parks and Recreation, Finance, Human Resources, Planning and Building, and City Clerk.

Manage a \$50+ million-dollar budget with over 29 dedicated, self-balancing funds.

Research and make policy recommendations to City Council.

City representative to state legislature and several local organizations.

#### Accomplishments

Completed \$17 million City Hall and 212 space Parking Structure Project on time and on budget.

Managed change and transition of departmental structure to maximize efficiencies and oversight.

Restructured finances to avoid debt, better fund capital projects, and increase investments and fund balance.

Created affordable housing plan and implemented several key initiatives.

Created Inclusionary Zoning and Zoning for Affordability plans and policies.

Lobbied for and received \$6.75 million in affordable housing tax credits for a 38-unit low-income housing apartment project ( just had groundbreaking ceremony ) .

Reduced utility water loss from over 40% to under 20% in just over two years.

Created and implemented Short-term Rental Compliance Plan improving compliance from 25% to 90%.

Created quarterly newsletter for dissemination of information to over 8 ,700 businesses and homes.

Created an Emergency Operations Plan, Crisis Communications Plan, and held emergency planning training and tabletop exercises with key city, county, state, and federal agencies.

Created training days for all staff ( not happening previously ) .

Trainings held thus far : Run, Hide, Fight; Employee Assistance Program; Hate Crime Training, Awareness, and Prosecution; Civil Unrest; and Emergency Operations Tabletop Exercises.

Established key relationships with Rutgers University : Miller Center for Community Protection and Resilience and the Department of Homeland Security for assistance with hate crimes and civil unrest.

Established important relationships with key community, state, business, and local non-profit leaders.

Started Coffee with the City Manager for monthly face-to-face informal meetings with the public.

Created culture of citizen engagement through increased public outreach, multiple open houses, and an annual State of the City address.

Lobbied on behalf of local interests at the Montana State Legislature.

Village of Kimberly, WI

Kimberly, WI

Village Administrator

2012 - 2017

Chief Administrative Officer over all village functions and services.

Supervise department heads : Police, Fire, Street, Water, Park/Rec,  
Finance, and Facility Maintenance  
Prepare and administrate over village budgets.  
Research and make policy recommendations to village board.  
Human resources director over compensation, union negotiations, hiring,  
firing, and discipline.  
Village representative to state legislature and several local  
organizations.

#### Accomplishments

Created Master Plan for development of 90 acres along Fox River. ( \$150  
million in projected tax base )  
Instrumental in Fox Cities area initiative to construct a \$31 million  
Exhibition Center involving 10 municipalities. ( Fox Cities is a fast-  
growing urban center with over 400 ,000 population )  
Restructured finances to increase return on investments and paid off all  
debt ( except TID debt ) .  
Amended and created TIF Districts to further development efforts.  
Created and successfully implemented a Pay for Performance Plan.  
Created facility maintenance strategic plan to remodel and maintain  
facilities long into the future.  
Reduced labor costs, while maintaining service levels.  
Lobbied on behalf of local interests at the Wisconsin State Legislature.

Village of Suamico, WI	Suamico, WI
Village Administrator	2010 - 2012

Similar to Village of Kimberly above.

#### Accomplishments

Oversaw construction of 4 municipal buildings totaling \$6 million ( on  
schedule and under budget ) .  
Reduced labor costs while maintaining service levels and worked with staff  
to handle increased workload.  
Restructured debt saving the Village over \$300 ,000.  
Worked with local developers to add millions in new tax base.  
Worked with State Legislators as Chairman of a Legislative Affairs  
Subcommittee to draft Multijurisdictional Tax Incremental Financing  
legislation. I believe the first of its kind in the nation.

City of Elroy, WI	Elroy, WI
City Administrator	2008 - 2010

Similar to other administrator positions contained herein.  
General Manager of Elroy Electric, Water and Wastewater Utilities.  
Emergency Government Director.  
Regional Municipal Court Commission Chairman.

#### Accomplishments

Initiated budget cuts and improved efficiency in all departments resulting  
in significant savings, improved services, and a balanced budget for the  
first time in years.

Administrated over the worst flood in Elroy history, worked with state and federal agencies on flood recovery efforts to reconstruct flood and storm damaged property.

Developed a facilities maintenance program to better care for and maintain city property.

Worked to lower debt and pay for projects with cash, resulting in less overall debt, an improved financial outlook, debt free in 5 years, and a much-improved capital improvement budget.

Developed a community improvement plan to improve the park and overall city aesthetics.

Established relationships with school and local civic groups to further city goals and objectives.

St. Patrick Hospital                      Missoula, MT

Emergency Medical Technician/Safety Officer                      2005 - 2007

- Conducted investigations and reported on drug diversions, vandalism, theft, unauthorized access, hazardous materials, and fire incidents.
- Responded to and assisted with hospital emergencies and proactively worked to develop safety and security strategies.
- Ensured a safe and secure environment for patients, staff, and visitors.

Great Falls Fire Rescue                      Great Falls, MT

Firefighter/Paramedic                      1997 - 2003

Fought fire to protect life and property, drove and operated fire apparatus, provided advanced life support to the sick and injured, and taught EMS and fire safety classes.

Coordinated all EMS training as our Emergency Medical Services Training Coordinator.

Designed and implemented all EMS training schedules.

Managed a 3-person engine company and coordinated all daily activity as needed.

#### Volunteer Work :

Coached softball and soccer.

Participated in the Boy Scout Program as a Scout Master.

Organized and created various church service projects and activities.

Volunteered with Heart of the Valley Prevention Partnership ( HOVPP ) to educate youth and parents about the dangers of drugs, alcohol, and other risky behaviors.

Volunteered as a board member of the Abbie Shelter in the Flathead Valley area to assist victims of domestic and sexual violence.

#### Honors and Awards ( Civic and Professional ) :

Certificate of Valor from the mayor and city commission of Great Falls, MT for the life-saving actions taken in the face of a life-threatening injury.

Certificate of Commendation from the mayor and city commission of Great Falls, MT for the life-saving actions performed at a structure fire.

Heroes of Today award from the American Red Cross for an act of bravery in the fire service.



2004-2005 Goetz Award for outstanding senior in Political Science Dept. at Montana State University.  
June, 2019 Guest Speaker at a Building Resilience Summit held at the Stockton University Campus in Atlantic City, New Jersey on Targeted Violence Against People of Faith

Certifications/Training

Advanced Certification in Mediation and Negotiation - December 2007  
Univ. of MT School of Law - Missoula, MT  
Certified Public Manager ( CPM ) - December 2009  
University of Wisconsin - Madison, WI  
IEMC : All Hazards Preparation and Response - October 2009  
Emergency Management Institute, MD  
IEMC : All Hazards Recovery and Mitigation - October 2009  
Emergency Management Institute, MD  
Emergency Management Certifications  
ICS 100 , 200 , 300 , and 400  
ICMA : Credentialed Manager - April 2016  
International City/County Management Association

Admin Uploaded Files

There are no admin uploaded files for this applicant.

References

Please fill out the information below regarding references.

John Olson

Relationship: Colleague  
Years Known: 12

Phone: (262) 728-3471

Bill Dial

Relationship: Whitefish Police Chief  
Years Known: 3

Phone: (406) 863-2420

Paul Goldenberg

Relationship: Crisis Management Consultant for Whitefish  
Years Known: 2

Phone: (848) 459-4051

Job Questions

Clty Manager 2019 |

Question	Answer	Disqualifier?
<p>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) *</p>	<p>The most important elements of the City Management position are relationships and communication. The city manager must have great working relationships with the city council, staff, and the general public. The city manager must also be able to effectively communicate to all efficiently, consistently, and honestly. Any attempt to bypass or minimize these efforts will have a negative impact on the position. These are things I do well.</p>	
<p>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) *</p>	<p>I believe my best professional accomplishment to be establishing an affordable housing program in Whitefish, MT. This program tested my commitment to and ability to establish relationships and provide honest communication to all stakeholders. I felt my outreach, information dissemination, and relationship efforts were timely, honest, and inclusive. The city, community, and businesses came together in a way I have not seen before to make this program become a reality.</p>	
<p>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) *</p>	<p>If there is consensus across the council to move forward with the policy, then I take it on as my own. If I feel there are legal, ethical, or morale issues, I can make those know away from the council meeting. I do not like to run contrary to the council in a public setting.</p>	
<p>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) *</p>	<p>My leadership philosophy has always been more akin to macromanagement. However, this does not mean that I do not manage or that I manage from afar. I work on a daily basis with department directors to assist and support them in goal setting and accomplishing efforts, but I do not micromanage them. Some directors may need more assistance than others and I am adaptable to their needs.</p>	
<p>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</p>	<p>I am very adept at establishing and cultivating relationships; communicating with the council, staff, and general public; economic development; emergency services and crisis management; finances; budgets; affordable housing; open an inclusive governance; public</p>	

attachment as you would your resume or cover letter) \*

speaking; municipal law; caring for the whole individual, not just the employee; and building an open and honest work environment.

## 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? *	April 1st, 2020	
Can you travel if the job requires it? *	No	
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. *	Advanced Certification on Mediation and Negotiations Certified Public Manager ICMA Credentialed Manager Emergency Management coursework taken at the Emergency Management Institute	

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. \*

Board member of various boards including board chair.

## Additional Information |

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

### Question

### Answer

### Disqualifier?

Knowledge and Specialized Skills: \*

12 years city management experience BA, MPA, and JD

What type of computers and software have you used? \*

Microsoft

Other qualifications specific to this position? \*

All requisite qualifications.

List any certifications you have received: \*

Mediation and Negotiation Certified Public Manager

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 \*

All requisite information is contained in my cover letter, resume, and this application.

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

Yes

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:** Adam M. Hammatt  
**Date:** 2020-01-29 12:23:23pm  
**IP Address:** 50.52.5.91

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**Signature**

---

**Date**





# Adam M. Hammatt

186 E Blanchard Lake Rd  
Whitefish, MT 59937

[adamhammatt@yahoo.com](mailto:adamhammatt@yahoo.com)  
(406) 885-2576

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## Education/Credentialing:

**Bachelor of Arts (B.A.) – Political Science, December 2004**

Montana State University – Bozeman, MT

**Master of Public Administration (MPA) – May 2007**

University of Montana – Missoula, MT

**Juris Doctor (JD) – December 2007**

University of Montana School of Law – Missoula, MT

**Advanced Certificate in Mediation and Negotiation – December 2007**

University of Montana School of Law – Missoula, MT

**Certified Public Manager (CPM) – December 2009**

University of Wisconsin – Madison, WI

**ICMA: Credentialed Manager – April 2016**

International City/County Management Association

## Work Experience:

**City of Whitefish, MT**

**Whitefish, MT**

**City Manager**

**2017 – 2019**

- Chief Executive Officer over all City functions and services for a community of 7,000 year-round residents; 1,100 businesses, and 1.2 million annual visitors, all with 106 FTE's/dozens of PT & seasonal employees.
- Supervise, support, and assist 8 Department Heads: Police, Fire, Public Works, Parks and Recreation, Finance, Human Resources, Planning and Building, and City Clerk.
- Manage a \$50+ million-dollar budget with over 29 dedicated, self-balancing funds.
- Research and make policy recommendations to City Council.
- City representative to state legislature and several local organizations.

## Accomplishments

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- Managed change and transition of departmental structure to maximize efficiencies and oversight.
- Restructured finances to avoid debt, better fund capital projects, and increase investments and fund balance.
- Created affordable housing plan and implemented several key initiatives.
- Created Inclusionary Zoning and Zoning for Affordability plans and policies.
- Lobbied for and received \$6.75 million in affordable housing tax credits for a 38-unit low-income housing apartment project (just had groundbreaking ceremony).
- Reduced utility water loss from over 40% to under 20% in just over two years.
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- Established important relationships with key community, state, business, and local non-profit leaders.
- Started "Coffee with the City Manager" for monthly face-to-face informal meetings with the public.
- Created culture of citizen engagement through increased public outreach, multiple open houses, and an annual State of the City address.
- Lobbied on behalf of local interests at the Montana State Legislature.

**Village of Kimberly, WI*****Village Administrator*****Kimberly, WI****2012 – 2017**

- Chief Administrative Officer over all village functions and services.
- Supervise department heads: Police, Fire, Street, Water, Park/Rec, Finance, and Facility Maintenance
- Prepare and administrate over village budgets.
- Research and make policy recommendations to village board.
- Human resources director over compensation, union negotiations, hiring, firing, and discipline.
- Village representative to state legislature and several local organizations.

***Accomplishments***

- Created Master Plan for development of 90 acres along Fox River. (\$150 million in projected tax base)
- Instrumental in Fox Cities area initiative to construct a \$31 million Exhibition Center involving 10 municipalities. (Fox Cities is a fast-growing urban center with over 400,000 population)
- Restructured finances to increase return on investments and paid off all debt (except TID debt).
- Amended and created TIF Districts to further development efforts.
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- Created facility maintenance strategic plan to remodel and maintain facilities long into the future.
- Reduced labor costs, while maintaining service levels.
- Lobbied on behalf of local interests at the Wisconsin State Legislature.

**Village of Suamico, WI*****Village Administrator*****Suamico, WI****2010 – 2012**

- Similar to Village of Kimberly above.

***Accomplishments***

- Oversaw construction of 4 municipal buildings totaling \$6 million (on schedule and under budget).
- Reduced labor costs while maintaining service levels & worked with staff to handle increased workload.
- Restructured debt saving the Village over \$300,000.
- Worked with local developers to add millions in new tax base.
- Worked with State Legislators as Chairman of a Legislative Affairs Subcommittee to draft Multijurisdictional Tax Incremental Financing legislation. I believe the first of its kind in the nation.

**City of Elroy, WI*****City Administrator*****Elroy, WI****2008 – 2010**

- Similar to other administrator positions contained herein.
- General Manager of Elroy Electric, Water and Wastewater Utilities.
- Emergency Government Director.
- Regional Municipal Court Commission Chairman.

***Accomplishments***

- Initiated budget cuts and improved efficiency in all departments resulting in significant savings, improved services, and a balanced budget for the first time in years.
- Administrated over the worst flood in Elroy history, worked with state and federal agencies on flood recovery efforts to reconstruct flood and storm damaged property.
- Developed a facilities maintenance program to better care for and maintain city property.
- Worked to lower debt and pay for projects with cash, resulting in less overall debt, an improved financial outlook, debt free in 5 years, and a much-improved capital improvement budget.
- Developed a community improvement plan to improve the park and overall city aesthetics.
- Established relationships with school and local civic groups to further city goals and objectives.

**St. Patrick Hospital****Emergency Medical Technician/Safety Officer****Missoula, MT****2005 – 2007**

- Conducted investigations and reported on drug diversions, vandalism, theft, unauthorized access, hazardous materials, and fire incidents.
- Responded to and assisted with hospital emergencies and proactively worked to develop safety and security strategies.
- Ensured a safe and secure environment for patients, staff, and visitors.

**Great Falls Fire Rescue****Firefighter/Paramedic****Great Falls, MT****1997 – 2003**

- Fought fire to protect life and property, drove and operated fire apparatus, provided advanced life support to the sick and injured, and taught EMS and fire safety classes.
- Coordinated all EMS training as our Emergency Medical Services Training Coordinator.
- Designed and implemented all EMS training schedules.
- Managed a 3-person engine company and coordinated all daily activity as needed.

**Volunteer Work:**

- Coached softball and soccer.
- Participated in the Boy Scout Program as a Scout Master.
- Organized and created various church service projects and activities.
- Volunteered with Heart of the Valley Prevention Partnership (HOVPP) to educate youth and parents about the dangers of drugs, alcohol, and other risky behaviors.
- Volunteered as a board member of the Abbie Shelter in the Flathead Valley area to assist victims of domestic and sexual violence.

**Honors and Awards (Civic and Professional):**

- **Certificate of Valor** from the mayor and city commission of Great Falls, MT for the life-saving actions taken in the face of a life-threatening injury.
- **Certificate of Commendation** from the mayor and city commission of Great Falls, MT for the life-saving actions performed at a structure fire.
- **Heroes of Today** award from the American Red Cross for an act of bravery in the fire service.
- **2004-2005 Goetz Award** for outstanding senior in Political Science Dept. at Montana State University.
- **June, 2019 Guest Speaker** at a Building Resilience Summit held at the Stockton University Campus in Atlantic City, New Jersey on Targeted Violence Against People of Faith

**Certifications/Training****Advanced Certification in Mediation and Negotiation – December 2007**

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University of Wisconsin – Madison, WI

**IEMC: All Hazards Preparation and Response – October 2009**

Emergency Management Institute, MD

**IEMC: All Hazards Recovery and Mitigation – October 2009**

Emergency Management Institute, MD

**Emergency Management Certifications**

ICS 100, 200, 300, and 400

**ICMA: Credentialed Manager – April 2016**

International City/County Management Association



## **Adam M. Hammatt**

186 E Blanchard Lake Rd - Whitefish, MT 59937 - (406) 885-2576

January 29<sup>th</sup>, 2020

To whom it may concern,

Thank you for this opportunity to apply for the City of Homer, AK City Manager position. I believe that I possess the skills, abilities, and experiences necessary to be highly effective in this position. I have almost 18 years of local government experience beginning with the fire and emergency service and working my way up to my fourth City Management position. I have built an extensive background in municipal management including management of resort and tourism-based communities and organizations. I believe I am fully capable, experienced, and ready to take on my next challenge.

I have a rich educational background including a BA in Political Science, a Master's in Public Administration, and a Doctorate of Law, with advanced certifications in mediation and negotiation. I am also a Certified Public Manager through the University of Wisconsin, Madison and a Credentialed Manager through the International City/County Management Association. I feel that these degrees, certifications, and credentialing are a nice mix for a well-rounded municipal manager. Combine this education with my many varied experiences in municipal management and I feel that I would be a valued asset for Homer.

I have worked with planning and community development professionals bringing in hundreds of millions of dollars in new tax base. I have worked tirelessly to create and sustain public/private partnerships to develop and revitalize downtowns, urban cores, and affordable housing. I was on the board of directors (Board Chair for a time) of the Fox Cities Convention and Visitors Bureau. Here I learned much about area attraction, event solicitation, and working as a team to bring attention to the area. As a former public safety professional and in my roles as a City Manager I have helped to improve all aspects of public safety from police and fire to emergency management preparation, response, and mitigation. Having worked in a community with national press on white supremacist issues, I have worked to foster relationships with people from all walks of life in order to befriend, understand, and better protect their ways of life. I have been a part of constructing two new City Halls, DPW and Parks and Recreation facilities, and a 212-space parking structure. I can relate to and often visit with employees at all levels and have received much praise from employees for my efforts. I have created and used many public outreach efforts to improve communication between cities and their residents and businesses. These efforts include newsletters, "Coffee with the City Manager", open houses, public forums, and weekly emails to the media and general public, all of which have been positively received. I have created, maintained, or enhanced many "quality of life" initiatives from water quality and environmental concerns to urban forestry and bike/ped enhancements. I have worked through affordable housing planning and initiative implementation in an effort to increase affordable housing stock by 1,000 units. I have created, implemented, and improved numerous capital improvement programs. I have markedly improved the financial condition of every community I have managed. I have developed stakeholder relationships from local organizations to state

and federal agencies to improve the community's standing for future assistance, cooperation, and grant funding efforts. Many of these relationships enable me to bring these benefits to any city I manage.

I use "I" quite a bit, but I could not have accomplished the things I have without a wonderful family support system and the dedicated teams of professionals I have worked with over the years. I am sure the City of Homer has a similar dedicated team of professionals that I can learn and grow with as we accomplish great things together. I look forward to meeting with you for an interview to discuss these experiences and see if I would be a great fit for your management team.

Sincerely,

Adam M. Hammatt