

David A. Hales [REDACTED]

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JUL 11 2012

PERSONAL

Address:

[REDACTED]
[REDACTED]

Telephone:

Home: [REDACTED]
Work: [REDACTED]
Cell: [REDACTED]
Email: [REDACTED]

EDUCATION

Master of Public Administration, 1983
Brigham Young University, Provo, Utah

Bachelor of Arts - Political Science, *magna cum laude*, 1979
University of Utah, Salt Lake City, Utah

SUMMARY OF RELATED EXPERIENCE

2005 to Present

City of West Jordan, Utah
(population 101,000)

Director of Finance/Administrative Services

2004 to 2005

Local Government Consultant

October 2001 to November 2003

City of Bend, Oregon
(population 65,000)

City Manager

1997 to 2001

City of Kannapolis, North Carolina
(population 40,000)

City Manager

Summary of Related Experience, cont'd.

1986 to 1997

Centerville City Corporation, Utah
(population 16,000)

City Manager

1981 to 1986

Salt Lake City Corporation, Utah
(population 175,000)

1983 to 1986

Property Manager

1981 to 1983

Fixed Asset Control Supervisor

September 1981 to January 1981

Accounting Clerk

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JUL 11 2012

SALARY:

Mr. Hales reports a current annual salary of \$116,376 with the City of West Jordan.

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COMPARATIVE DATA

CANDIDATE: David A. Hales

POSITION TITLE: Director of Finance/Administrative Services

ORGANIZATION: City of West Jordan, Utah

POPULATION: 101,000

TOTAL EMPLOYEES IN ORGANIZATION: 500

TOTAL EMPLOYEES IN DEPARTMENT: 30

ORGANIZATION BUDGET: \$93 million operating

DEPARTMENT BUDGET: \$3.5 million

REPORTING RELATIONSHIP: Reports to the City Manager

RELATED PROFESSIONAL AFFILIATIONS:

International City/County Management Association; Utah City Managers Association;
Government Finance Officers Association

TOTAL YEARS RELATED EXPERIENCE: 26 years

October 2, 2008

Ms. Heidi J. Voorhees, President
The PAR Group

[REDACTED]
[REDACTED]

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Subject: Bloomington, Illinois City Manager Position

Dear Ms. Voorhees:

I am applying for the Bloomington, Illinois City Manager position and would be an ideal candidate based on my extensive growth management experience, strong organizational skills, and successful economic development and project management expertise. I am a results oriented leader that is able to connect with all levels of a municipal organization and community. My passion for exemplary local government management includes a focus on visionary growth management, sustainable economic development, superior customer service, performance budgeting, long range capital improvement programming and extensive community outreach.

My successful and accomplished city management career in Utah, North Carolina and Oregon has prepared me to serve as a strong visionary city manager in Bloomington, Illinois. In Kannapolis, North Carolina I directed a highly successful community visioning and strategic planning project. Aggressive crime reduction and successful community oriented policing initiatives were recognized by the State of North Carolina. In Bend, Oregon I negotiated with legislative and state leaders for financial and regulatory assistance to jump start the City's 1,500 acre Juniper Ridge Business Park. In both communities smart growth principles were incorporated in all new residential, commercial and industrial projects. I also established and directed Bend's first sustainability and affordable housing programs.

My respect for diversity in both a community and the workplace grew significantly during my youth as I lived for two years in the Republic of South Korea. Strong neighborhood associations were established in Bend and Kannapolis to enhance citizen participation in goal setting, neighborhood revitalization, and environmental protection and facilitate partnerships with community stakeholders. I have a strong track record of active community involvement especially with the business community.

My city management career was interrupted in 2005 when I returned to Utah to assist with the care of my elderly parents and work for the rapidly growing community of West Jordan (population 101,000). Both parents recently passed away and our youngest daughter just graduated from high school. I am now seeking a challenging city manager position in a quality community like Bloomington, Illinois.

I look forward to speaking to you further about this exciting career opportunity.

Respectfully,

David A. Hales

David A. Hales

Cell [redacted] Office [redacted] Home [redacted]
Office [redacted] Home [redacted]

Senior Level city management executive with twenty-four years of strong growth management experience, land use and transportation planning, policy analysis, and a successful economic development track record. Results-oriented leader recognized for facilitating community-wide citizen involvement in strategic planning and superior experience in financial management, performance budgeting, cost containment, performance measurement, creative public financing, team building, and staff development. A visionary professional with unquestioned personal integrity, high personal energy, and a commitment to continuous learning.

PROFESSIONAL WORK EXPERIENCE

DIRECTOR OF FINANCE/ADMINISTRATIVE SERVICES City of West Jordan, Utah (population 101,670)	March 2005 to Present
LOCAL GOVERNMENT CONSULTANT	2004 to 2005
CITY MANAGER City of Bend, Oregon (population 65,000)	2001 to 2003
CITY MANAGER City of Kannapolis, North Carolina (population 40,000)	1997 to 2001
CITY MANAGER City of Centerville, Utah (population 16,000)	1986 to 1997
PROPERTY MANAGER Salt Lake City, Utah (population 175,000)	1983 to 1986

CITY MANAGEMENT ACCOMPLISHMENTS

ECONOMIC DEVELOPMENT

- Directed financing for the KraftMaid Cabinetry manufacturing plant, a \$100 million dollar economic development project that added 1,200 jobs to the city.
- Revitalized and improved local economic development efforts by establishing economic development vision and strategic plans in three cities and states.
- Directed the city's fast-track program to annex 1,500 acres of city-owned land for a future business and technology park.
- Managed planning and establishment of a 1,000-acre corporate business park land use zone.
- Directed planning, funding, and infrastructure construction of the Kannapolis Gateway Business Park, a 200-acre high amenity industrial and commercial project.
- Directed and participated in several successful branding and image enhancement projects.

GROWTH MANAGEMENT

- Directed implementation of the annexation of ten square miles, which increased the Kannapolis corporate city limits by 50%.
- Directed major updates of local development codes including extensive outreach efforts to citizens, environmental groups, developers, businesses, and other special interest groups.
- Provided enhanced environmental protection by adoption of Areas of Special Interest, Waterway Overlay Zone, and Grading and Clearing ordinances.
- Negotiated a mutually beneficial out of court settlement with the Central Oregon Builder's Association on transportation system development charges.
- Improved regional transportation by establishing the new Bend Metropolitan Planning Organization.
- Directed community involvement and establishment of a new Unified Development Ordinance (comprehensive plan) for Kannapolis and other regional jurisdictions.
- Directed the establishment of the City of Bend Environmental Sustainability program.

REDEVELOPMENT

- Directed establishment of the Parrish Lane Gateway Redevelopment Project Area.

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JUL 11 2012

- Negotiated tax increment incentives for the 60 acre Centerville Marketplace Power Center, which is anchored by a Super Target and Home Depot store.
- Revitalized the Bend downtown area by coordinating planning and construction of a downtown parking structure with retail space.
- Attracted new downtown businesses by adding art, street lighting, a refurbished plaza, and other amenities as part of the Minnesota Streetscape Improvement project.

INTERGOVERNMENTAL RELATIONS

- Negotiated with the Oregon governor's office, legislators, and state officials for special annexation legislation and grant funds for the Juniper Ridge Business Park project.
- Directed all planning and negotiations with North Carolina state transportation officials for construction of a \$30 million dollar five lane state thoroughfare and new interstate intersection inside the Kannapolis City limits.
- Directed negotiations and planning for the new Kannapolis Train Station project, which will provide Amtrak passenger rail service along the Southeast High Speed Rail Corridor.
- Successfully advocated the City's interests on special service district boards providing fire, water and sewer, building inspection, economic development, urban planning, and tourism services.
- Negotiated with the Federal Emergency Management Agency for major revisions to the City's Flood Insurance Risk Maps.

CITIZEN INVOLVEMENT

- Directed "Weaving a Shared Future", an eighteen-month inclusive community-wide visioning project.
- Enhanced citizen involvement in local governance by establishing neighborhood associations.
- Improved City Council decision making by directing annual community surveys.
- Directed and appeared in Bend's acclaimed monthly video news program.

BUDGETING

- Directed preparation of the award-winning West Jordan \$87 million dollar, and Bend \$120 million dollar combined operating and capital budgets.
- Improved financial reporting to the City Council by establishing a monthly financial report which includes detailed revenue tracking and management analysis.
- Increased revenue for capital and operating expenses by directing system development charges studies, fees and service charges cost accounting, and internal audits.
- Directed performance measurement initiatives including participation in the International City Management Association Center for Performance Measurement.

FINANCIAL MANAGEMENT

- Improved long range financial forecasts and fiscal policy by preparation of five-year service and financial plans.
- Expedited capital projects through creative financing, private sector partnerships, grantsmanship, and debt financing.
- Recovered \$1,000,000 through an audit of the city's six redevelopment project areas.
- Avoided future financial problems by establishing a new tracking system for all pioneer, reimbursement, and development agreements.
- Recovered over \$50,000 in past due payments by establishing a debt collection management program.
- Recovered \$75,000 in unpaid lease revenue thru lease audits.
- Established a modern property management program to provide oversight of property contracts and agreements.

PUBLIC SAFETY

- Improved emergency medical response time by establishment of an EMS peak demand service.
- Improved downtown public safety by implementation of a summer citizen volunteer patrol program.
- Negotiated consolidation of the city's law enforcement records management system with Deschutes County.
- Reduced crime in ethnic minority neighborhoods through the establishment of active neighborhood crime watch organizations and a community-oriented policing program.
- Reduced traffic accidents by establishing a high accident locations analysis and resolution program.

- Instrumental in receiving \$500,000 from The Federal Emergency Management Agency as part of the "Project Impact" program.

JUL 11 2012

EDUCATIONAL BACKGROUND

GFOA Certified Public Finance Officer designation, 2008
Certificate in Municipal Administration, 150 hours, University of North Carolina at Chapel Hill, 1999
M.P.A., Brigham Young University, 1983
B.A., Political Science, University of Utah, 1979 (Magna Cum Laude)
Certificate in International Relations, University of Utah, 1979

Currently pursuing the ICMA Accredited City Manager designation.

AWARDS

- ICMA Program Excellence Award for Citizen Involvement
- Outstanding Utah City Administrator Award
- NC Governor's Award for Community Oriented Policing
- Utah Annual Safety Award
- Utah Outstanding Culinary System Award
- GFOA Award for Excellence in Financial Reporting
- GFOA Award for Excellence in Budgeting
- GFOA Award for Excellence in Popular Annual Report

PROFESSIONAL SERVICE AND AFFILIATIONS

- Economic Development for Central Oregon (EDCO)- Board Member
- EDCO Strategic Planning Subcommittee - Member
- Bend Visitor's & Convention Bureau - Executive Committee and Board Member
- Central Oregon Cities Organization - Member
- Charlotte Regional Partnership - Board Member
- Cabarrus County Economic Development Corporation - Board Member
- Kannapolis Economic Development Corporation - Board Member
- Water and Sewer Authority of Cabarrus County - Board Member
- Utah City Managers Association - Vice President
- Utah City Managers Association - Chairman, Annual Conference Planning Committee
- Utah Risk Management Mutual Association - Executive Committee Board Member
- Guest Public Administration Instructor - University of Utah
- International City/County Management Association - Member
- Oregon, North Carolina & Utah City and County Managers Association - Member
- Rotary International - Member