

**BIRMINGHAM CITY COMMISSION AGENDA**  
**February 9, 2023**  
**Department of Public Service Building, 851 S. Eton St**  
**4:30 P.M.**

**I. CALL TO ORDER AND PLEDGE OF ALLEGIANCE**

Therese Longe, Mayor

**II. ROLL CALL**

Alexandria Bingham, City Clerk

**III. PUBLIC COMMENT**

The City of Birmingham welcomes public comment limited at the Mayor's discretion on items that do not appear in the printed agenda in order to allow for an efficient meeting. The Commission will not participate in a question and answer session and will take no action on any item not appearing on the posted agenda. The public can also speak to agenda items as they occur when the presiding officer opens the floor to the public. When recognized by the presiding officer, please state your name for the record, and direct all comments or questions to the presiding officer.

**IV. DISCUSSION ITEMS**

- A. Introductory Comments from Mayor Therese Longe
- B. Interview Candidate Troy Bell at or around 4:30
- C. Interview Candidate Blaine Wing at or around 6:00
- D. City Commission Discussion of Nomination of Three Candidates, distribution of Candidate Selection Forms, and Tally Count of Candidates Moving Forward

**XI. ADJOURN**

Should you wish to participate in this meeting, you are invited to attend the meeting in person or virtually through ZOOM: <https://zoom.us/j/655079760> Meeting ID: 655 079 760  
You may also present your written statement to the City Commission, City of Birmingham, 151 Martin Street, P.O. Box 3001, Birmingham, Michigan 48012-3001 prior to the hearing.

*NOTICE: Individuals requiring accommodations, such as mobility, visual, hearing, interpreter or other assistance, for effective participation in this meeting should contact the City Clerk's Office at (248) 530-1880 (voice), or (248) 644-5115 (TDD) at least one day in advance to request mobility, visual, hearing or other assistance.*

*Las personas que requieren alojamiento, tales como servicios de interpretación, la participación efectiva en esta reunión deben ponerse en contacto con la Oficina del Secretario Municipal al (248) 530-1880 por lo menos el día antes de la reunión pública. (Title VI of the Civil Rights Act of 1964).*

## City of Birmingham City Manager Interview Questions

*These sample questions have been provided to the City Commission as a guide to interview the City Manager candidates. As the interviews proceed, the interviewers may ask additional relevant questions which are not on this list.*

1. Please tell us about yourself, including a synopsis of your background, education and experience, and how you have prepared to take on the responsibilities of City Manager.
2. Should you be offered this position, what accomplishments would you seek to achieve in the first six months and twelve months?
3. What do you know about the responsibilities of the role of the City Manager within a council-manager municipal government format?
4. What do you feel will be the greatest challenges you will face in this position?
5. In serving in the capacity of City Manager, how would you ensure that department heads are meeting their City-wide goals and objectives?
6. What research have you done on the City of Birmingham, in preparation for this interview?
7. Tell us about a time when you made a decision as manager or supervisor that was viewed as unpopular by your staff. How did you handle the situation?
8. What experience do you have in preparing and managing a budget? Do you have any experience with Requests for Proposals (RFPs) or various service contracts?
9. What role do you believe cultural institutions, such as museums and libraries, should play in municipal government, and how would you conceptualize and implement strategies accordingly?
10. Please describe one strength you possess, as well as **two** weaknesses.
11. The City Manager may be responsible for representing the City in matters that are potentially upsetting to the local residents. How would you handle communication of a broadly unpopular municipal incident, such as property damage due to unavoidable weather events?
12. Explain your philosophies and approaches to handling projects, working with people, and your responsibilities as the City Manager.
13. How have your experiences in municipal government during the COVID-19 pandemic shaped your management style or philosophy?
14. Is there anything else you would like to tell us about yourself that you feel has not been covered in this process?

### **Interview Process Guidelines**

Regulations and U.S. Law provide extensive protections against discrimination in employment. The City of Birmingham is an Equal Opportunity Employer, which means that we do not discriminate on the basis of:

- Race
- Color
- Religion
- Sex (including pregnancy, gender identity, and sexual orientation)
- National origin
- Age
- Disability
- Genetic information
- Retaliation for filing a charge of discrimination

Likewise, we are especially careful about the way in which we ask questions in interviewing. Generally, we focus on what we need to know to determine whether the candidate is capable of doing the job. All questions must be directly related to the job for which the candidate is applying. The key to understanding unlawful inquiries is to ask only questions that will provide information about the person's ability to do the job, with or without a reasonable accommodation.

The City's HR Department takes care in drafting a list of job-specific questions in partnership with the Hiring Manager in advance of the interview process to ensure a fair and consistent process for all candidates. Panel members must not deviate from the pre-approved list of interview questions. However, an interview panel member may find it necessary to ask a candidate a follow-up question based upon the information conveyed during the interview.

As a member of an interview panel, you should be aware of the types of questions that may be problematic, and how to properly phrase a job-related question. The following list is simply an illustrative guideline of potentially illegal questions (and their legal counterparts), and is in no way all-inclusive. When in doubt, consult with HR to avoid unnecessary missteps during the interview process.

#### **Age / Date of Birth**

Age-based inquiries should be avoided because state law prohibits discrimination against persons age 40 and older. An age inquiry may be made to ensure a person is "old enough" to work for the job being filled, or if the job is among the few where age discrimination is permitted such as physically dangerous or hazardous work or driving a school bus.

<b>Example of Illegal Questions</b>	<b>Possible Legal Alternatives</b>
<ul style="list-style-type: none"> <li>• How old are you?</li> <li>• When is your birthday?</li> <li>• In what year were you born?</li> <li>• In what year did you graduate from college/high school?</li> </ul>	<ul style="list-style-type: none"> <li>• Are you over the age of 18?</li> <li>• Can you, after employment, provide proof of age?</li> </ul>

### **Marital/ Family Status (often alludes to sexual orientation)**

The purpose of these “family” inquiries is to explore what some believe is a common source of absenteeism and tardiness. If the concern is regular work attendance, a better question would be, “Are you able to work the established work schedule?”

<b>Example of Illegal Questions</b>	<b>Possible Legal Alternatives</b>
<ul style="list-style-type: none"><li>• Are you married or do you have a permanent partner?</li><li>• With whom do you live?</li><li>• How many children do you have?</li><li>• Are you pregnant?</li><li>• Do you expect to become pregnant? When?</li><li>• How many children will you have?</li><li>• What are your child care arrangements?</li></ul>	<ul style="list-style-type: none"><li>• Would you be willing to relocate if necessary?</li><li>• Travel is an important part of the job. Do you have any restrictions on your ability to travel?</li><li>• Are you able to work the established work schedule?</li></ul>

### **Personal**

Minimum height and weight requirements are unlawful if they screen out a disproportionate number of women or minorities. Unless we can show that a height or weight requirement is essential for job performance, such inquiries should be avoided.

<b>Example of Illegal Questions</b>	<b>Possible Legal Alternatives</b>
<ul style="list-style-type: none"><li>• How tall are you?</li><li>• How much do you weigh? (Questions about height and weight are always illegal unless it can be proven that there are minimum requirements to do the job.)</li></ul>	<ul style="list-style-type: none"><li>• Are you able to lift a 50-pound weight and carry it 100 yards, as that is part of the job?</li></ul>

### **Disabilities**

Inquiries about a person’s disability, health or worker’s compensation histories are unlawful if they imply or express a limitation based on disability. Under the Americans with Disabilities Act (ADA), any inquiry at the pre-employment stage, which would likely require an applicant to disclose a disability, is unlawful. We must avoid such inquiries or medical examinations before making a bona fide job offer. However, we may inquire about an applicant’s ability to perform certain job functions with or without an accommodation.

### **Disabilities (cont.)**

<b>Example of Illegal Questions</b>	<b>Possible Legal Alternatives</b>
<ul style="list-style-type: none"><li>• Do you have any disabilities?</li><li>• Have you had any recent illness or operations?</li><li>• Please complete this medical questionnaire.</li><li>• What was the date of your last physical exam?</li><li>• How's your family's health?</li><li>• When did you lose your eyesight/ leg/ hearing/ etc.?</li></ul>	<ul style="list-style-type: none"><li>• Are you able to perform the essential functions of this job with or without reasonable accommodations? (Legal if the interviewer thoroughly described the job.)</li><li>• Will you be able to carry out in a safe manner all job assignments necessary for this position?</li><li>• Are you able to lift a 50-pound weight and carry it 100 yards, as that is part of the job?</li></ul>

### **National Origin/ Citizenship**

Inquiries about a person's citizenship or country of birth are unlawful and imply discrimination on the basis of national origin. A lawfully immigrated individual may not be discriminated against on the basis of citizenship. We shall not ask applicants to state their national origin, but can ask if they have a legal right to work in the U.S.

<b>Example of Illegal Questions</b>	<b>Possible Legal Alternatives</b>
<ul style="list-style-type: none"><li>• Where were you/your parents born?</li><li>• What is your native language?</li><li>• What is your country of citizenship?</li><li>• Are you a US citizen?</li></ul>	<ul style="list-style-type: none"><li>• Do you have any language abilities that would be helpful in doing this job? (Legal if language ability is directly relevant to job performance.)</li><li>• Are you authorized to work in the United States?</li></ul>

### **Military Service**

It is unlawful to discriminate against someone because of membership in the National Guard, a state defense force or another state or Federal Reserve unit. Questions relevant to experience or training received in the military or to determine eligibility for any veteran's preference required by law are acceptable.

<b>Example of Illegal Questions</b>	<b>Possible Legal Alternatives</b>
<ul style="list-style-type: none"><li>• What type of discharge did you receive?</li></ul>	<ul style="list-style-type: none"><li>• In what branch of the Armed Forces did you serve?</li><li>• What type of training or education did you receive in the military?</li></ul>

## **Affiliations**

<b>Example of Illegal Questions</b>	<b>Possible Legal Alternatives</b>
<ul style="list-style-type: none"><li>• What clubs or social organizations do you belong to?</li><li>• Do you go to church?</li></ul>	<ul style="list-style-type: none"><li>• List any professional or trade groups or other organizations that you belong to that you consider relevant to your ability to perform this job.</li></ul>

## **Race/Color/Religion**

Employers that can prove a Bona Fide Occupational Qualification related to race, color and/or religion can seek such information. The City has not found any reason to inquire about the aforementioned. Do not ask questions related to race, color and/or religion.

## **Arrest Record**

Related questions are listed on the first page of the employment application, and applicants are required to provide truthful information. The HR Department in conjunction with the Police Department will consider any disclosed convictions individually, and in consideration of the position in which the applicant is seeking.

## **Credit or Garnishment Record? Charge Accounts? Homeowner?**

Answers to these inquiries are almost always irrelevant to job performance. Because census data indicates minorities, on average, are poorer than whites, consideration of these factors may have a disparate impact on minorities. Therefore, requests of this nature may be unlawful unless clearly required by business necessity.

## **Maiden Name, Spouse's Name? Mr., Mrs., Miss. or Ms.?**

None of these inquiries are relevant to job performance. For example, a woman's maiden name or spouse's name may indicate religion or national origin. We may not discriminate against a person because of their status of being married, single, divorced, separated, or widowed.

## **Use or Nonuse of Lawful Products? Do you smoke? Drink Alcohol?**

A person may not be discriminated against for using or not using "lawful products" in their personal time. The law contains some exceptions, but we generally should avoid inquiries in this area.



## CITY MANAGER EXECUTIVE RECRUITMENT



"On behalf of the City of Birmingham and City Commission, we welcome your interest in joining our team. Birmingham is a vibrant community with a historic and prosperous downtown. The city is unique and affluent, with charming tree-lined neighborhoods. Our walkable downtown boasts a diverse assortment of retailers and restaurants, with movie theatres and a centrally located park completing the city center. With so much to offer, Birmingham is an ideal place to live, work and play."

Mayor Therese Longe

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# THE COMMUNITY

The City of Birmingham is located roughly halfway between the cities of Detroit and Pontiac, in Southeast Michigan. Birmingham is a vibrant community with a historic downtown dating back to the 1830's. The city is rated as one of the "Top 20 Most Walkable Communities" with a downtown featuring shops, restaurants, salons, spas, art galleries, home furnishings, antique dealers and clothiers.

Birmingham maintains the feel of a small town, while experiencing the benefits of an affluent urban area. The city is home to two top-rated municipal nine-hole golf courses, a picturesque trail system, a dog park, a newly renovated indoor ice arena and beautiful award-winning parks. Housing is primarily single-family homes of exceptional value with condos, townhomes and lofts throughout the downtown and rail district areas.

Education is highly valued. The schools, both public and private, offer a tradition of academic excellence that consistently rank them as some of the finest schools in the country.



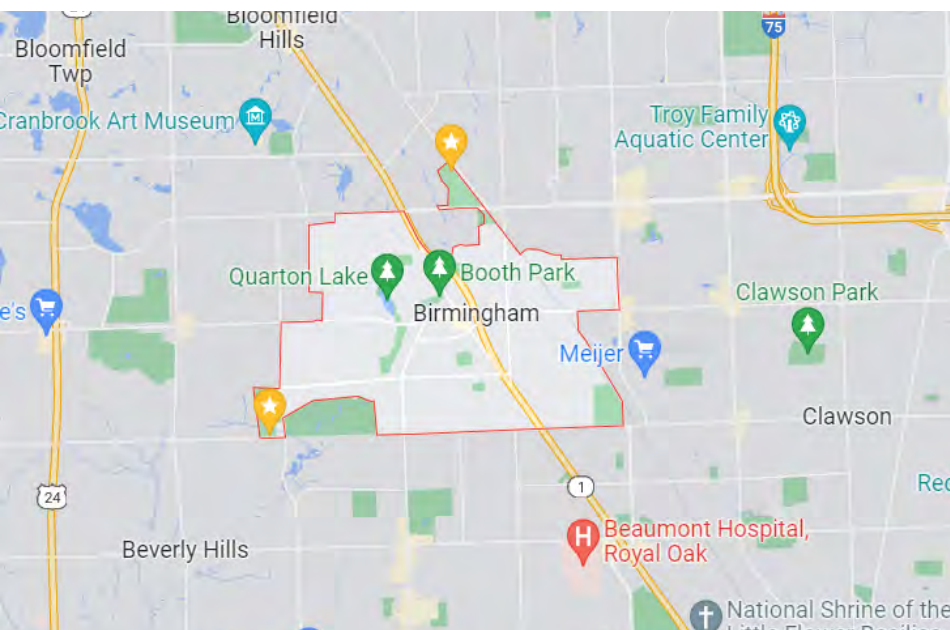


## QUICK FACTS

Population: 21,813  
 Square Miles: 4.73  
 Median Home Value: \$538,900  
 Median Household Income: \$126,601

Birmingham City Hall  
 151 Martin Street  
 Birmingham, MI 48009  
[www.bhamgov.org](http://www.bhamgov.org)

Staffing  
 175+ Full-Time Employees  
 100+ Part-Time Employees





# WELCOME

## About the Department

Following the traditional Council/Manager form of government, the City Manager is appointed by and reports directly to the City Commission. Acting as the chief administrative officer, the City Manager supervises all aspects of City operations on a day to day basis.

The current City Manager is planning for a phased transition into retirement. Depending on the selected candidate's start date, a period of overlap should provide an opportunity for the current City Manager to share his institutional knowledge of the City Government.

## Opportunities

The future City Manager of Birmingham will have an opportunity to work on downtown infrastructure projects, strategic planning, unimproved streets, senior services, sustainability initiatives and more.

The City is currently developing a Strategic Plan which will help guide the new City Manager in project priorities.





# THE IDEAL CANDIDATE

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The City of Birmingham's ideal candidate for City Manager will embody a fully qualified professional with a dedicated alignment toward public service, as well as demonstrate a strong ability to:

- Regularly correspond with elected officials
- Positively represent Birmingham and its interests
- Adhere to a very high standard of ethics and integrity
- Utilize strong and concise communication skills
- Act flexibly and adaptively to multiple responsibilities
- Maintain up-to-date knowledge of municipal legislation
- Guide staff on all matters related to public service
- Remain politically unbiased but firm on City positions
- Motivate staff while guiding future development
- Consistently drive well-planned results on projects
- Obtain a top-down understanding of all City functions





# QUALIFICATIONS

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- Possession of a Bachelor's Degree in Public or Business Administration, or a closely related field.
- Possession of a Master's Degree is preferred.
- Minimum of 8 years of progressively responsible executive management experience, with at least 5 years of responsible experience as a municipal Department Director.
- Experience as an Assistant City Manager preferred.
- Knowledge of various municipal government functions including public safety, financial management, community development, engineering, municipal parking, public works, economic development, civic engagement, etc.
- Ability to work evening and weekend hours as City activities require.

*The City of Birmingham is an Equal Opportunity Employer seeking qualified applicants, without regard to race or other protected status.*

*The City expects that both internal and external candidates will compete for the City Manager position.*





## SALARY & BENEFITS

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Salary range of \$140,000 - \$160,000 DOQ, with an attractive benefits package, including:

- o Medical, dental, vision, and life insurance
- o Paid time off
- o 401(a) defined contribution retirement package
- o Retiree Health Savings plan
- o Voluntary 457 Retirement plan
- o Short/Long-Term disability
- o College tuition reimbursement
- o Flexible Spending Account

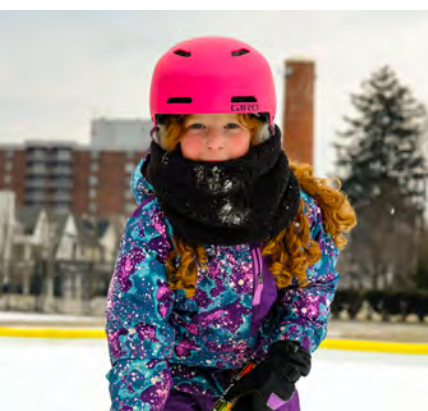
## APPLY

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Applications for the Birmingham City Manager position are due by 4:00 p.m. on December 2, 2022. Submit your application at [www.bhamgov.org/jobs](http://www.bhamgov.org/jobs). Candidates selected for an interview will be required to appear in person or via Zoom before the Birmingham City Commission.



# SEASONS OF BIRMINGHAM





**APPLY TODAY!**

*Submit your application at:*

[www.bhamgov.org/jobs](http://www.bhamgov.org/jobs)





**City of Birmingham**  
**City Manager Recruitment**

First Name	Last Name	City	Interview Date	Interview #1 Time
Jana	Ecker	Royal Oak	Wednesday, February 8	4:30 PM
George	Lahanas	East Lansing	Wednesday, February 8	6:00 PM
Erik	Tungate	Royal Oak	Wednesday, February 8	7:30 PM
Troy	Bell	Muskegon	Thursday, February 9	4:30 PM
Blaine	Wing	Rochester Hills	Thursday, February 9	6:00 PM

Candidates for Round 1 Interviews



## Employment Application | Submitted: 27-Nov-2022

Troy Bell

 [REDACTED]  
 [REDACTED]  
 [REDACTED]  
 United States

City Manager

**Job Location** - Birmingham, MI  
**Department** - Manager's Office  
**Source** - Other - ICMA

### Employment Experience

List any jobs held in the past 10 years. List your present employment first. List every promotion as a new job. Briefly summarize your job duties to give the reviewer a general idea of your tasks and responsibilities. Please include all requested information, even if a résumé is attached.

*Note: If you are unable to provide a phone number, enter 000-000-0000.*

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### [REDACTED] - Current Employer

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#### Job Title: City Manager

**Dates Employed From:** Sep/2019

**Dates Employed To:** Currently Employed

**Employment Length:** 3 years, 3 months **Position Type:** Full-Time

**Duties:** City Manager, [REDACTED], MI (09/27/19 - current) ▪ 11,000 Residents ▪ Budget \$9M ▪ Direct Reports: 7 Indirect: 4 ▪ Total: 77 ▪ Responsible to 7-member Council; direct management of all services, departments, and divisions of City and the organization budget; Serve as Exec. Dir. of Downtown Development Authority; Land Use; Economic Development; Media Relations and PIO ▪ Achievements - Negotiated innovative technology and solar contracts. Established reserve certified police officer program. Architect of "Reaching New Heights" Renaissance Vision Initiative: downtown revitalization, marketing campaign, neighborhood renewal (gentrification without displacement), Orchestrated Community Developments – Park Place on Broadway and Shoppes on Sherman. Steered City through COVID-19 emergency declarations and implementation of Cannabis Licensing and Social Justice Plan; Reorganized city departments and restructured Public Works, Water Filtration, Facilities and Maintenance, and Engineering. Captured \$850K+ lost revenues; Partnered with State Treasury to fund Target Market Analysis, Finance office overhaul, and development of large State-owned parcels in City; Developed new affordable high-quality housing construction and home renovations - attracting multiple new investors and developers. Spearheading universal childcare effort; and successful "Buy Here, Live Here, Work Here, Invest Here" Campaign, Raised \$70K from local businesses to support new community engagement technology initiatives; Negotiated 7 Collective

#### Supervisor Name: Council

**Supervisor Title:** Council

**Starting Rate of Pay:** 85000

**Ending Rate of Pay:** 103000

**May We Contact?** No

Bargaining Units. Procured ~\$30M in federal, state, and local economic development grants.

**Reason For Leaving:** Currently Employed

#### Employment Gap - In School

Jan/2017 - Dec/2019

**Details:** Attending school fulltime - classwork to finish coursework required for dissertation. Latter half of last semester overlapped with part-time start of position with [REDACTED]. PhD dissertation is currently on hold

**Length:** 2 years, 11 months

#### Employment Gap - In School

Dec/2016 - Dec/2016

**Details:** School semester ended in Dec 2016 and next semester started in Jan 2017 - this is intervening period

**Length:** 0 years

### City of Walla Walla, WA

#### Job Title: Deputy City Manager and Treasurer, Acting City Manager

**Dates Employed From:** Jul/2016

**Dates Employed To:** Nov/2016

**Employment Length:** 0 years, 4 months

**Position Type:** Full-Time

**Duties:** Deputy City Manager and Treasurer, Acting City Manager - City of Walla Walla, WA (July 2016 – November 2016) ▪ 35,000 Residents ▪ Budget \$60M ▪ Direct Reports: 5 Indirect: 7 ▪ Total Staff: 275 / Vendors: Multiple ▪ Responsible for direct management of the Support Services portfolio of Divisions – Communications, I.T., CDBG Neighborhood and Community Services, Fleet and Facility Service, the City Clerk's Office, and Municipal Courts. As DCM, also served as City Treasurer and Risk Management Officer, per City Charter. ▪ Managed all departments in Chief of Staff styled DCM role – Parks and Rec, Libraries, HR, Public Works, Planning, Police and Fire. ▪ Responsible for Council Agenda Prep and Latino and Homeless relations and outreach. Designee as City's representative for various external committees – Lodging Tax Advisory Board, the CVB, Housing Authority, CDBG Board, etc. Served (the large majority of my tenure) as Acting CM responsible for all City full-services. ▪ CM rescinded leave of absence, my term as interim ended, CM hired new DCM.

**Reason For Leaving:** ▪ CM rescinded leave of absence, my term as interim ended, CM hired new DCM.

#### Supervisor Name: Allen Pomraning

**Supervisor Title:** Mayor

**Starting Rate of Pay:** 130000

**Ending Rate of Pay:** 135000

**May We Contact?** Yes

### Lighthouse Pathways Academy

#### Job Title: Superintendent of Schools (Chief Academic Officer)

**Dates Employed From:** Jun/2014

**Dates Employed To:** Jul/2016

**Employment Length:** 2 years, 1 month

**Position Type:** Full-Time

#### Supervisor Name: Dr Carl Warren

**Supervisor Title:** Board Chair

**Starting Rate of Pay:** 103000

**Ending Rate of Pay:** 135000

**May We Contact?** Yes

**Duties:** Superintendent of Schools (Chief Academic Officer): Pathway Academies, Pasadena and Lighthouse Academies, Tampa (June 2014 – July 2016) ▪ 80+ Interstate Schools/6 states w/24,000 majority - poor and minority students (Innovation and Inquiry Academies – i2) ▪ Budget \$240M ▪ Direct Reports: 8 ▪ Total Staff: 2400 / Vendors: Multiple ▪ Responsible for developing and managing K-12 charter schools nationally; all strategic and operational activities; Led Strategic Planning Process. Performed major reorganization and overhaul. Restructured operations and funding mechanisms. ▪ Managed HR, IT, Fleet, Facilities, Public Safety, Capital Improvement Growth/Development Plans, Libraries, Rec. Programming. ▪ Recruited to rejoin Local Government as part of succession plan to serve as DCM, Interim CM, then CM.

**Reason For Leaving:** ▪ Recruited to rejoin Local Government as part of succession plan to serve as DCM, Interim CM, then CM.

## StudentsFirst

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### Job Title: Florida Director of Outreach and Deputy State Legislative Advocacy Director

**Dates Employed From:** Mar/2013

**Dates Employed To:** Jun/2014

**Employment Length:** 1 year, 3 months

**Position Type:** Full-Time

**Duties:** Florida Director of Outreach and Deputy State Legislative Advocacy Director (Education: Students First) (March 2013 – June 2014) ▪ State of Florida ▪ Pop: 19M ▪ Budget \$10M Operating ▪ Direct Reports: 5 ▪ Total Staff/Volunteers: 2030 / Vendors: 2000 FTE ▪ Managed statewide community outreach and Intergovernmental Relations - state, regional, local and with community-based organizations; Created organizational strategic plan. Served as Registered lobbyist. ▪ Responsible for enacting legislation and writing policies. Directed all field staff operations across the state. social-media, paid media, earned media campaigns. Established organizational performance management metrics. ▪ Florida state organization was dissolved when funding was eliminated.

**Reason For Leaving:** ▪ Florida state organization was dissolved when funding was eliminated.

### Supervisor Name: Organization Dissolved

**Supervisor Title:** Organization Dissolved

**Starting Rate of Pay:** 103000

**Ending Rate of Pay:** 115000

**May We Contact?** Yes

## Charter Schools USA (CSUSA) National Ed. Network

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### Job Title: National Dir. of Gov. Affairs (12 States)

**Dates Employed From:** Feb/2012

**Dates Employed To:** Mar/2013

**Employment Length:** 1 year, 1 month

**Position Type:** Full-Time

**Duties:** National Dir. of Gov. Affairs (12 States) - CSUSA National Ed. Network (February 2012 – March 2013) ▪ 12 existing states + 4 prospecting states ▪ Budget \$70M CIP ▪ Direct Reports: 4 ▪ Total Staff: 70 / Vendors: 11 @ 55 FTE ▪ Responsible for Economic/Business Development - all new market expansion strategies, passage of favorable legislation, cultivating strong relationships with State and Local Legislators, Boards, Councils and Non-profits. ▪ Managed staff and vendors across 16 states. ▪ Position outsourced to align distributed resources needed for rapid national growth.

### Supervisor Name: Jon Hage

**Supervisor Title:** CEO/Owner

**Starting Rate of Pay:** 130000

**Ending Rate of Pay:** 145000

**May We Contact?** Yes

**Reason For Leaving:** ▪ Position outsourced to align distributed resources needed for rapid national growth.

## City of Beverly Hills, CA

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### Job Title: Assistant to City Manager

**Dates Employed From:** Sep/2010

**Dates Employed To:** Nov/2011

**Employment Length:** 1 year, 2 months

**Position Type:** Full-Time

**Duties:** Assistant to City Manager - City of Beverly Hills, CA (September 2010 – November 2011) ▪ 35,000 Residents; 200,000 Daytime Population ▪ Budget \$450M ▪ No Direct Reports (9 non-direct reports in Special Projects Role) ▪ Total Staff: 996+ Special Projects Management role; Inter-departmental engagement: Public Works and Parking, HR Budget and Finance, Library Parks and Recreation, Public Safety, Building and Planning ▪ Responsible for implementation of multiple Cross-Departmental Initiatives - ERP Implementation (and Requirements Mapping); Co- Led Strategic Plan development with CM; Led Bicycle Street Plan development; Designed City-Branded credit card program; Created 1st City – 5-Year Budget Forecast; Created Employee Green Commuter Incentive Plan; Solar Electric Facility Plan Team. ▪ Competitive Fellowship Placement – Successfully completed fellowship with honors.

**Reason For Leaving:** City Manager retired and recession limited positions elsewhere that were open

**Supervisor Name:** Jeff Kolin

**Supervisor Title:** Manager

**Starting Rate of Pay:** 120000

**Ending Rate of Pay:** 150000

**May We Contact?** Yes

## Educational Background

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

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### Oxon Hill Science and Tech | High School or Equivalent

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**Degree:**

**Graduated?** Yes

**Major:**

**Location:** Oxon Hill, MD, MD, UNITED STATES

### University of Miami | College or University

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**Degree:** Dual BLA/BS

**Graduated?** Yes

**Major:** Economics, Criminology/Sociology, and eq Finance, Applied Physics, Mechanical Engineering

**Location:** Coral Gables, FL, UNITED STATES

### MDCC - Miami-Dade Community College | Certification

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**Degree:** Law Enforcement Cert

**Graduated?** Yes

**Major:** State Certified Police Officer

**Location:** Miami-Dade County, FL, UNITED STATES

Baruch - CUNY | Graduate School

Degree: MPA

Major: Public Administration - City Management (National Urban Fellowship)

Location: Manhattan, NY, UNITED STATES

Graduated? Yes

University of Miami | Graduate School

Degree: Master Science - Finance

Major: Public Finance

Location: Coral Gables, FL, UNITED STATES

Graduated? Yes

Purdue University (pending) | Graduate School

Degree: PhD (Dissertation Pending)

Major: Intersection of Education Systems and Local Government

Location: West Lafayette, IN, UNITED STATES

Graduated? No

Cover Letter & Resume

You may provide us with your cover letter & resume here. You may either copy and paste a cover letter & resume in the space provided or upload a file.

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

File Name	Link	
Current - Troy Bell - Skel Resume 052122 NPS CA - v12.pdf	<a href="#">Preview</a>	<a href="#">Download</a>
2022 Application References v2- Troy Bell.pdf	<a href="#">Preview</a>	<a href="#">Download</a>
Baruch MPA - Trans and Diploma- 2.pdf	<a href="#">Preview</a>	<a href="#">Download</a>
UM - Diploma IMG_5053_1_.pdf	<a href="#">Preview</a>	<a href="#">Download</a>
UM Grad Trans - 2.pdf	<a href="#">Preview</a>	<a href="#">Download</a>
Troy Bell - 2 Cover letter CM - Birmingham_ MI.pdf	<a href="#">Preview</a>	<a href="#">Download</a>

Text Only Resume

No Text Only Resume on File

References

Please fill out the information below regarding references.

*Note: If you are unable to provide a phone number, enter 000-000-0000. If you are unable to provide an email address, enter noreply@noemail.com*

Dr Carl Warren

Company: Lighthouse Pathways Academy  
Occupation: Board Chair - Legacy  
Years Known: 8

Phone: [REDACTED]  
Email: [REDACTED]

Mark Eisenbarth

Company: Muskegon County  
Occupation: County Manager  
Years Known: 3

Phone: [REDACTED]  
Email: [REDACTED]

Mark Washington

Company: City of Grand Rapids  
Occupation: City Manager  
Years Known: 6

Phone: [REDACTED]  
[REDACTED]  
[REDACTED]

Additional Questions

General Information | Score Total - 0

Question	Answer	Score	Disqualifier?
Minimum Salary Acceptable: *	155000 negotiable		
Date available for work: *	Jan 2023		
Prior addresses (last 5 years):	[REDACTED]		
Are you interested in full-time work? *	Yes	0	
Are you interested in part-time work? *	No	0	
Would you like to be considered for seasonal opportunities? *	No	0	
Are you 18 years of age or older? *	Yes	0	
Do you have any relatives now or previously employed by the City of Birmingham? *	No	0	
Have you ever been convicted of a crime? (A positive response to this question does not automatically disqualify you from consideration) *	No	0	

Are there any felony charges pending against you? *	No	0
Do you know of any reason why you would not be able to perform the essential functions of the job for which you are applying, with or without accommodation?  (Michigan law requires employers to make accommodations to disabled applicants and employees where the accommodation does not impose an undue hardship on the employer. Disabled employees and applicants may request an accommodation of their disability by notifying the City in writing of the need for accommodation within 182 days of the date the disabled individual knows or should know that an accommodation is needed. This requirement does not apply to an individual's rights under the Americans with Disabilities Act. Failure to notify the City will preclude any claim that the employer failed to accommodate the disabled individual.) *	No	0
Have you ever worked for a company under a different name? *	No	0
Have you ever been discharged from any employment? (A positive response to this question does not automatically disqualify you from consideration) *	Yes	0
If Yes, please explain: *	Other than the reasons given earlier for leaving positions, at Walla Walla the position was terminated when the manager chose not to retire and instead returned to work	

## Professional Licenses/Certifications/Credentials | Score Total - 0

Question	Answer	Score	Disqualifier?
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List all professional licenses, certifications, and/or credentials. Include type and number: ICMA-CM

## Driver's License Information | Score Total - 0

Question	Answer	Score	Disqualifier?
Driver's License Number: *			
Expiration date: *			
State Issued: *	FL		

## Computer & Systems Proficiency | Score Total - 0

Question	Answer	Score	Disqualifier?
Please list any applicable computer skills:	Office Suite P3 Project Management BS&A Financeial Mgmt		
Please list your typing speed: ___wpm *	not sure		

## Military Service | Score Total - 0

Question	Answer	Score	Disqualifier?
Have you served in the Military? *	No	0	

## Applicant Statement

If selected for employment, the following prescribed conditions must be met before such employment offer is considered final. All persons hired by the City of Birmingham must undergo and pass a medical examination (including, but not limited to, physical examination, psychological evaluation (for sworn Fire and Police), and drug and/or alcohol screening) from a City- appointed physician or other professional at no cost to the applicant. The medical examination must be scheduled and taken, and results received, prior to the employee's first date of employment. Prior to the date of hire, candidates must provide original documents establishing their employment eligibility as required under the Immigration Reform and Control Act of 1986. An investigation of past employment references and other information will be conducted. Acceptance of an offer of employment does not create a contractual obligation upon the City of Birmingham to continue employment in the future.

I understand that by completing this application there is no guarantee of a job interview or a job offer. No promises regarding employment have been made to me and I understand that no such promise or guarantee is binding upon the City. I also understand that nothing in this employment application, in the City's statements, policies, or Employee Handbook, or in my communications with any City official or representative is intended to create an employment contract between the City and me. Additionally, I understand that if an employment relationship is established, I have a right to terminate my employment at any time. I also understand that the City retains the right to terminate my employment at any time, unless I am subject to a just cause provision under a collective bargaining agreement. Further, I understand that the City has the right to modify its policies without giving me any notice of the change(s).

I hereby authorize the City of Birmingham to verify all the information I have provided on my application. I also agree to execute, as a condition of employment or continued employment, any additional written authorizations necessary for

the City to obtain access to and copies of records pertaining to this information. I expressly authorize the City of Birmingham to contact any of my current or prior employers, educational institutions, and other references I have provided, and release all of those employers, educational institutions and references and the City of Birmingham from any and all liability arising from their giving information about my employment, academic, and/or military experience. For purposes of the medical examination(s), I hereby authorize the City of Birmingham to access any medical histories or records pertaining to me. I also hereby waive any right under the Bullard-Plawecki Right to Know Act, 1978 PA 397, to receive written notice from the City of Birmingham or any former or current employer, that a disciplinary report, letter of reprimand, or other disciplinary action taken against me while employed, will be or has been disclosed to a third person or entity.

I agree not to commence any action or suit relating to my employment with the City of Birmingham more than 180 days after the occurrence of the facts giving rise to the claim, or more than 180 days of the date of my termination of such employment, whichever is earlier, and to waive any statute of limitations to the contrary.

If I am employed, I understand that additional personal data will be required for determination of benefit eligibility and for statistical purposes.

I will abide by all policies, rules and regulations of the City of Birmingham.

The City of Birmingham is an equal opportunity employer to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, sex (including pregnancy), sexual orientation, national origin, age, disability, genetic information, marital status, height or weight, or any other characteristic protected by federal, state or local laws. We provide reasonable accommodation for qualified individuals with a disability if requested.

I certify that I can and will, upon request, substantiate all statements made by me on this application; that such statements are true, complete and correct to the best of my knowledge. I understand that a false statement, dishonest answer, misrepresentation or omission to any question will be sufficient for rejection of my application, removal of my name from eligibility or my immediate discharge should such falsifications or misrepresentations be discovered after I am employed.

☒ I agree to the above.

**Signature:** Troy Bell

**Date:** 2022-11-27 03:08:56am

Wet Signature:



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Signature

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Date

I am delighted to submit an application for the **City Manager (CM)** position with the **City of Birmingham, MI**... despite having enjoyed great success as the Chief Executive, managing in a relatively small community in Michigan. My wife and I came to MI in large part to be close to my wife's family, but now unfortunately my wife's parents have passed. As I am fond of Birmingham, I am looking forward to the chance to relocate, yet remain in MI. Thus, having worked in larger communities like Miami-Dade County, FL, Beverly Hills, CA and Walla Walla, WA, it is our desire to relocate to a slightly larger more populous community in MI.

I am highly motivated to seek this position for multiple long-term live, work, play reasons: *Personal Highpoints* – the climate with great outdoor recreation; a mid-size *family-oriented* community that retains a small-town atmosphere; the proximity to friends and family in the area; the growing diversity of this dynamic community; the potential of proximity to Detroit and Pontiac, and the professional opportunities near this area for my wife who is a tenured professor. *Professional Highpoints* – this position offers tremendous opportunity for one with my personal background... **Birmingham is a full-service City**, and based on the description, this role seems to seek someone such as myself experienced working with specific aspects of a community with special focus on *community relations, environmental sustainability, transportation, resilience, continuous process improvement, and regional cooperation*. In addition, to the work I have done throughout my career in these exact areas, I have an excellent track record completing specific assigned programs with the ability to expand into projects in all levels of government and staff management, as appropriate. For these and many other reasons, this style of **CM**, allows me to leverage the adaptability derived from my broad span of experience and expertise and thus, hit the ground running.

In the 3 years in my current role, I have been blessed to manage all functions of a smaller but still full-service city and thus am versed and comfortable with all municipal functions of this coastal area and lake front community. In addition to **serving as the DDA Executive Directive** and personally running all large-scale public works and capital **infrastructure** projects (with an emphasis on downtown development), I have successfully negotiated 7 union contracts to reduce cost to the city. I have generated over 3 times the city's annual operating budget in grant revenues. I have led my team in generating 3 large-scale economic development projects, major road projects, and commercial and industrial development in a community that has had no new housing or development in the prior 18 years. I have built departments from scratch and succeeded in spearheading multiple million-dollar market-attainable housing programs using innovative initiatives to strategically create growth without displacement. These accomplishments required teamwork, but could not have occurred without extensive internal analysis, expert administration, and detailed contract administration. From the multiple years developing solutions with IBM in state and local government, I have specific expertise in financial and contract management, technology, *communications*, economic and community development.

As I understand it, the City is also seeking a leader with integrity, good judgement, and outstanding work ethic, who like myself, can be an ambitious advocate for the City. I have specific intergovernmental and board/*community communication* experience driving change. I am a former County water and sewer systems (WASD) engineer who ran the project management office (PMO). I worked in WASD processing, operations, and facility construction in the most diverse counties, ethnically and economically in America. Prior to joining the County, I was part of the team at FPL that successfully received the Deming TQM recognition. Subsequent to Miami-Dade, I worked as the Deputy Chief of Staff for a regional water authority that included advanced Ag. There I gained regional collaborative experience, managed the Clerk's Office, the Budget, and Public Works. I also have major K-12 Education senior leadership experience, managing a school system with 80% of the students receiving free and/or reduced lunch. I have led many multifaceted organizations with a staff composed of a broad range of diverse backgrounds. **I am a former Police Officer, Public Works Director and Engineer, and I have master's degrees in Finance and Public Administration.** With regard to my academic and professional research, (though on hold for now) it centers around the importance of community engagement and collaboration regime theory – techniques to generate the maximum productivity through the 3 spaces of... education, government systems, and stakeholder engagement as a means to address equity in marginalized communities.

I believe my expertise and success in diverse areas, positions me to be well-suited in providing early value-add in a community seeking a highly skilled new generalist with depth in the key areas mentioned. My

passion for challenges drives my eagerness for continuous personal growth to be well-rounded, and it spurs my desire to **engage staff, invest in their development**, and assist and effectively mentor others in their growth. As a mantra, I believe it is critical for good leaders to embrace the value of change, build on current success, address acute deficiencies, and yet maintain organizational stability, while always raising the bar in customer service.

Just a brief introduction of myself.... My Father is a retired Army General Officer, and my Mother was a career Special Education Teacher and College Professor – both retired in the DC area. As an experienced, would-be **Birmingham CM**, I believe my parents' legacy created a depth and diversity in my personal, academic, and professional backgrounds that is now built on the foundation of public service. It is this interpersonal flexibility that makes me an ideal candidate to tackle the most complex challenges of public service. I am someone who is self-motivated and sees and understands the big picture, but also has the ability to analyze the critical pieces necessary to help make the Community and the Mayor's vision become reality. I am highly adaptive and flexible and have **many years of cross-disciplinary experience**, creating departments, strategic planning, developing policy, structuring and implementing new innovative ERP technology initiatives. Geographically, I have worked on the East Coast, West Coast, and in the Midwest; this highlights my agility and ability to ramp up quickly on a wide range of local laws and regulations. Notably, I have served in various leadership roles in K-12 Education and local government in So. California, Eastern Washington, South Florida, and in Western Michigan.

I am a principle-based, team-oriented, hands-on servant leader who believes strongly in the value of investing in, and building, genuine, authentic, non-transactional relationships with staff *and* stakeholders. This aspect of my leadership gives me the capacity to effectively work with Boards and Commissions, earned and unearned media, and the wide range of community stakeholders. ***I highly value trust, teamwork, loyalty, hard work, energy, enthusiasm, and innovation.*** If asked, my past and present leadership teams will tell you, I excel in long/short-range strategic planning, analytical problem solving, data driven continuous process improvement, and the relentless pursuit of best performance-based practices for programs and initiatives uniquely tailored to address difficult problems and changing community needs.

Through a career of success *and* limited failures, life has taught me *not to be afraid to ask for input or assistance*. In this vein, I have become a *skilled communicator*, effective at collaboration, and successful at developing strong inclusive partnerships with staff and colleagues. As such, throughout my career I have been extremely effective in high pressure environments - from managing in hierarchical or matrix-styled organizations. I lead and manage employees with integrity and all-ways prioritize internal *and* external stakeholders. To this day, the collaborative efforts of my staff under my leadership reflect innovation, integrity, initiative, adaptability, optimism, and empathy – ***the same traits, I hope can serve as guiding principles for the staff of Birmingham.*** We, in my staff, press ourselves to continuously focus on *mutual trust, respect, and good communication* as a platform for strong partnerships and overcoming organizational silos. And, among those whom I have met and with whom I have worked, my style of leadership is well noted as being open, engaging, friendly and consistently invoking of a sense of calm, yet action-oriented demeanor.

My goal is always to provide the utmost quality of professionalism to support the visions of the Mayor and Commission, and to successfully **meet the goals and objectives the Commission and Mayor have set for the City**. Within that scope, I seek to drive the highest level of excellence in the organization and the City writ-large - through vision, innovative solution-making, and by providing the City Commission with a consistent, yet exceptional municipal services acumen and competence. Though I have enjoyed my time in my current capacity and am extremely proud of the many achievements of my team (against great odds), I believe this **CM** role would offer an ideal opportunity for my family, and for me, to make a transition to a larger community where we can thrive as a family and contribute personally and professionally. I truly believe if given the opportunity to join the leadership team in **Birmingham**, we can continue to achieve excellence in partnership together. The City of Birmingham can be the perfect space where my family and I are able... *to lead, to learn, and to grow in a great City, that is Birmingham.*

## TROY BELL - MPA, MS Finance, ICMA-CM

## EDUCATION

Purdue University in process (coursework April 2017 - June 2020)

- **Interdisciplinary PhD - focus: Education/Government Mgmt**

University of Miami, Coral Gables, FL

- Master of Science, Finance (2019 - Honors 4.0)
- Dual Bachelor's Degrees - Economics and Sociology, Intl. Finance
- Adnl. Bachelor Concentrations: Applied Physics/Mechanical Eng.

City University of New York (CUNY) – Bernard Baruch

- Master of Public Administration, City Management (2012)

National Urban Fellowship Recipient

- Executive City Management Fellowship

Miami Dade Criminal Justice Institute (Miami Police Officer 6yrs)

- Police Law Enforcement Academy (#1 graduate)

(09/27/19 - current)

- 11,000 Residents
- Budget **\$9M** ▪ **Direct Reports: 7 Indirect: 4 ▪ Total: 77**
- **Responsible to 7-member Council; direct management of all services, departments, and divisions of City and the organization budget; Serve as Exec. Dir. of Downtown Development Authority; Land Use; Economic Development; Media Relations and PIO**
- **Achievements** - Negotiated innovative technology and solar contracts. Established reserve certified police officer program. Architect of "Reaching New Heights" **Renaissance Vision Initiative**: downtown revitalization, marketing campaign, neighborhood renewal (gentrification *without* displacement), Orchestrated Community Developments – Park Place on Broadway and Shoppes on Sherman. Steered City through COVID-19 emergency declarations and implementation of Cannabis Licensing and Social Justice Plan; Reorganized city departments and restructured Public Works, Water Filtration, Facilities and Maintenance, and Engineering. **Captured \$850K+ lost revenues**; Partnered with State Treasury to fund Target Market Analysis, Finance office overhaul, and development of large State-owned parcels in City; Developed new affordable high-quality housing construction and home renovations - attracting multiple new investors and developers. Spearheading universal childcare effort; and successful "Buy Here, Live Here, Work Here, Invest Here" Campaign, Raised \$70K from local businesses to support new community engagement technology initiatives; Negotiated 7 Collective Bargaining Units. **Procured ~\$30M in federal, state, and local economic development grants.**

**Deputy City Manager and Treasurer, Acting City Manager - City of Walla Walla, WA**

**(July 2016 – November 2016)**

- 35,000 Residents
- Budget **\$60M** ▪ **Direct Reports: 5 Indirect: 7 ▪ Total Staff: 275 / Vendors: Multiple**
- **Responsible** for direct management of the Support Services portfolio of Divisions – Communications, I.T., CDBG Neighborhood and Community Services, Fleet and Facility Service, the City Clerk's Office, and Municipal Courts. As DCM, also served as **City Treasurer and Risk Management Officer, per City Charter.**
- **Managed** all departments in Chief of Staff styled DCM role – Parks and Rec, Libraries, HR, Public Works, Planning, Police and Fire.
- **Responsible** for Council Agenda Prep and Latino and Homeless relations and outreach. Designee as City's representative for various external committees – Lodging Tax Advisory Board, the CVB, Housing Authority, CDBG Board, etc. Served (the large majority of my tenure) as Acting CM responsible for all City full-services.
- CM rescinded leave of absence, my term as interim ended, CM hired new DCM.

**Superintendent of Schools (Chief Academic Officer): Pathway Academies, Pasadena and Lighthouse Academies, Tampa**

**(June 2014 – July 2016)**

- **80+ Interstate Schools/6 states w/24,000 majority - poor and minority students (Innovation and Inquiry Academies – i<sup>2</sup>)**
- Budget **\$240M** ▪ **Direct Reports: 8 ▪ Total Staff: 2400 / Vendors: Multiple**
- **Responsible** for developing and managing K-12 charter schools nationally; all strategic and operational activities; Led Strategic Planning Process. Performed major reorganization and overhaul. Restructured operations and funding mechanisms.
- **Managed** HR, IT, Fleet, Facilities, Public Safety, Capital Improvement Growth/Development Plans, Libraries, Rec. Programming.
- Recruited to rejoin Local Government as part of succession plan to serve as DCM, Interim CM, then CM.

**Florida Director of Outreach and Deputy State Legislative Advocacy Director (Education: Students First)**

**(March 2013 – June 2014)**

- State of Florida ▪ Pop: **19M**
- Budget **\$10M** Operating ▪ **Direct Reports: 5 ▪ Total Staff/Volunteers: 2030 / Vendors: 2000 FTE**
- **Managed** statewide community outreach and Intergovernmental Relations - state, regional, local and with community-based organizations; Created organizational strategic plan. Served as Registered lobbyist.
- **Responsible** for enacting legislation and writing policies. Directed all field staff operations across the state. social-media, paid media, earned media campaigns. Established organizational performance management metrics.
- Florida state organization was dissolved when funding was eliminated.

## **National Dir. of Gov. Affairs (12 States) - CSUSA National Ed. Network (February 2012 – March 2013)**

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- 12 existing states + 4 prospecting states
- Budget **\$70M CIP** ▪ **Direct Reports: 4** ▪ **Total Staff: 70 / Vendors: 11 @ 55 FTE**
- **Responsible** for Economic/Business Development - all new market expansion strategies, passage of favorable legislation, cultivating strong relationships with State and Local Legislators, Boards, Councils and Non-profits.
- **Managed** staff and vendors across 16 states.
- Position outsourced to align distributed resources needed for rapid national growth.

## **Assistant to City Manager - City of Beverly Hills, CA (September 2010 – November 2011)**

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- 35,000 Residents; 200,000 Daytime Population
- Budget **\$450M** ▪ **No Direct Reports (9 non-direct reports in Special Projects Role)** ▪ **Total Staff: 996+**  
Special Projects Management role; Inter-departmental engagement: Public Works and Parking, HR Budget and Finance, Library Parks and Recreation, Public Safety, Building and Planning
- **Responsible** for implementation of multiple Cross-Departmental Initiatives - ERP Implementation (and Requirements Mapping); Co-Led Strategic Plan development with CM; Led Bicycle Street Plan development; Designed City-Branded credit card program; Created 1st City – 5-Year Budget Forecast; Created Employee Green Commuter Incentive Plan; Solar Electric Facility Plan Team.
- Competitive Fellowship Placement – Successfully completed fellowship with honors.

## **COO and Regional Director/Superintendent, New School Economic Development Program - Indy (November 2007 – September 2010)**

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- 800,000 Residents
- 25 total Schools (10 Midwest Region + 15 Outside Midwest); **9,000** majority poor and minority students served
- Budget **\$120M CIP/\$70M Ops** ▪ **Direct Reports: 5** ▪ **Total Staff: 445 / Vendors: 15 @ 150 FTE**
- **Responsible** for all new school concepts, school operations and school safety (Built and operated 25 schools), and Capital Improvement Plan and development. Using unique Public Private Partnerships, I designed, created, and managed this **Innovative Comprehensive Economic and Education Development Program**.
- **Responsible** for working with Mayor's Office and locating, selecting, financing, purchasing land, and re-zoning properties.
- **Managed** project approvals, facility design and construction; vendor selection and management, procurement, facility maintenance and repair, inventory control, fleet management, transportation management, technology plan/implementation.
- **Managed** HR, curriculum selection, student recruitment, **community outreach, parent engagement** and all State and Local government relations.
- Accepted prestigious National Urban - City Management Fellowship requiring relocation.

## **IBM – State/Local Gov. Public Sector Solutions, Consulting, and Implementation (August 2003 – October 2007)**

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- Complex Solutions Division Manager (Hardware, Software, Services)
- Various **Cities/Local Government, Education, Healthcare**
- Budget **\$36M** ▪ **Direct Reports: 50 (matrix)** ▪ **Total Staff: 1250** ▪ **Vendors: 25 @ 1000 FTE**
- **Responsible** for IBM business process solutions implementation team for complex (hardware, software, and services) solutions in State and Local government, education, and healthcare sector. Assisted numerous public sector and local government clients to optimize systems and processes with strategic planning, organizational development consulting, and technology workflow solutions.
- **Managed** highly matrixed staff, implementing best-in-class complex IT Projects and solutions for cities and counties: enterprise-wide (ERP) financial, HR, Billing and payment services, customer relations management, workflow management, GIS and RFID systems, inventory management, healthcare insurance - selection, enrollment, and fulfillment mgmt. syst. (**Massachusetts**)
- **Responsible** for streamlining building and construction permitting processes and systems, implementing police dispatch solutions, smart traffic solutions, and city-wide broadband and wi-fi connectivity.
- Includes staffing Florida Office of Professional Regulations

## **South Florida Water Management (SFWMD) - 16 Counties, 8M residents (March 1997 – July 2003)**

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### **•Deputy Chief of Staff - 3.5 years**

- Budget: **\$1.07B** ▪ Pop: **7.9M** ▪ Direct Reports: **4** ▪ Total Staff: **794** / Vendors: **N/A**
- **Responsible** for portfolio of Departments: Public Works; Budget and Finance; Procurement; Clerk's Office, Board Agenda and Board Operations and Business Management; Project Management Office; Emergency Management and Disaster Response.

### **•Public Works Director - 2 years**

- Budget: **\$245M** ▪ Pop: **7.9M** ▪ Direct Reports: **2** ▪ Total Staff: **212** / Vendors: **8 @ 160 FTE**
- **Responsible** for Public Works Department – Electronic and IT Field Support Services, SCADA/Microwave Communication Systems; Regional Operations; Performance Management; Strategic Planning; Emergency Management, Disaster Response, Flood Control.
- **Managed** Maintenance and Repair, Fleet (Airplanes, Helicopters, Boats, Heavy Construction Equipment, and Vehicles), Facilities, Parks and Park Maintenance, Roads/Canals and Traffic.

### **•Compliance Director - 6 months**

- Budget: **\$120M** ▪ Pop: **7.9M** ▪ Direct Reports: **4** ▪ Total Staff: **45** / Vendors: **N/A**
- **Responsible** for administration of Minority, Women, Small and Disadvantaged Business Program.
- **Managed** Accounting; Research and Database Administration ▪ Professional Development Programs and Certifications ▪ Compliance and Enforcement.

## **Miami-Dade Water and Sewer Dept. (\$880M CIP) (January 1992 – March 1997)**

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### **•CSO Federal Consent Decree Portfolio Program Director \$480M - 2 years**

- Budget: **\$480M** ▪ Pop: **2.5M** ▪ Direct Reports: **25** ▪ Total Staff: **597** / Vendors: **10 @ 540 FTE**
- **Managed** Federal Combined Sewer Overflow (CSO) Consent Decree Program (high visibility, time sensitive, multiple regulatory interests, ambitious MWDB goals).
- **Responsible** for large complex organization Structure with team of design engineers, QC/QA Inspections, operations, general contractors at-Risk Pool, and Minority, Women, Small and Disadvantaged (WMDB) Business Program.

### **•Public Works/New Construction Division Director \$400M - 3 yrs**

- Budget: **\$400M** ▪ Pop: **2.5M** ▪ Direct Reports: **2** ▪ Total Staff: **145** / Vendors: **10 @ 120 FTE**  
Promoted 3 levels in 6 months ▪ Administration of Complex Organization.
- **Responsible** for design engineers, quality control/quality assurance inspections, operations, general contractors MWDB Program, budget and expenditures approval and tracking.
- **Managed** All New Construction, Engineering and Renovation and Operations for Treatment Plant Systems and Buildings.

## **Miami Area Certified Sworn Police Officer (Full-Time and Part-Time) (February 1995 – February 2002)**

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- Graduated at top of Academy Class with perfect exam score in all written and high-liability qualifications. Served as general sworn patrol officer – riding one-man; **Community Oriented Policing Program**. Recommended for promotion to corporal.

(\*Responsible for departmental operating budget and monitoring cost/expenditures)

## ADDITIONAL QUALITIES AND QUALIFICATIONS

### EXECUTIVE MANAGEMENT CERTIFICATIONS

- ◆ Univ. of Minnesota - Humphrey School of Pub. Pol.: Policy Analysis
- ◆ Univ. of Kansas – School of Public Affairs and Administration:
  - Performance Budget 2.0
  - Police Professionalism and Social Equity
- ◆ Duke University – Sanford School of Public Policy: Sustainability
- ◆ Syracuse U. - Maxwell School of Pub. Admin.: IBB Labor Negotiation
- ◆ University of Louisville – Legislative Policy Advocacy
- ◆ Southern University – Social Justice Advocacy
- ◆ ICMA Mid-Career Manager’s Institute
- ◆ ICMA Gettysburg Leadership Institute
- ◆ ICMA Credential Manager
- ◆ Pi Alpha Alpha, National Honor Society for Public Affairs and Administration
- ◆ NFBPA - Executive Leadership Institute Distinguished Graduate

### CIVIC ACTIVITIES

- ◆ Board of Directors - Crossroads Boy Scouts Assoc. of America
- ◆ Board of Directors - Omega Psi Phi, Uplift Foundation
- ◆ Rotary Club and DEI Committee Member – Muskegon County Rotary Club
- ◆ Sworn Law Enforcement Officer **(Feb 1995 – Feb 2002)**
- ◆ Greater Lafayette, Indiana – Diversity Round Table Steering Committee
- ◆ Public Administration (Unpaid) Guest Lecturer: Purdue U and Colgate U.
- ◆ Building, Zoning, Planning, and Real Estate - Community Experience Indianapolis, IN and Coral Gables, FL
- ◆ Muskegon Lake Water Shed Council
- ◆ Path Finders (Youth in Crisis) Board of Directors
- ◆ Diversity Equity and Inclusion Training for Police Departments

### PROFESSIONAL ORGANIZATIONS AND AFFILIATIONS

- ◆ International City/County Managers’ Association (ICMA)
  - Task Force on Women
  - Standing Committee on Graduate Education
  - Standing Committee on Assistant City Managers
- ◆ American Public Works Association (APWA)
- ◆ Government Finance Officer’s Assoc. (GFOA)
- ◆ American Society of Public Administration (ASPA)
- ◆ Council of Minority Public Administrators (COMPA)
- ◆ American Association of School Administrators (AASA)
- ◆ Board of National Forum for Black Public Administrators (NFBPA)
- ◆ Vice President – University of Miami, BAS Alumni Organization
- ◆ FEMA - Long Term Recovery Cadre
- ◆ Local Government Hispanic Network (LGHN) member

**Recent Work-Related References**

Mark Eisenbarth – County Manager, Muskegon County

█ [REDACTED]  
█ [REDACTED]

Mark Washington – City Manager, Grand Rapids, MI

█ [REDACTED]  
█ [REDACTED]

Maurice Sain – Chief of Police, Muskegon Heights, MI

█ [REDACTED]  
█ [REDACTED]

Honorable Judge Gregory C. Pittman

█ [REDACTED]  
█ [REDACTED]

Phyllis Loudermill – Owner, HerCo, Local Business Owner

█ [REDACTED]  
█ [REDACTED]

**Purdue/U. Miami:**

Purdue Professor – Jason Ware, PhD, Instructor

█ [REDACTED]  
█ [REDACTED]

Purdue Cohort Student – Lawanda Mitchell, PhD

█ [REDACTED]  
█ [REDACTED]

Purdue Cohort Student – Araba Osei-Tutu, PhD

█ [REDACTED]  
█ [REDACTED]

Purdue Student Life Reference – Rev. Rodney Lynch, Dir Baptist Student Ministries

█ [REDACTED]  
█ [REDACTED]

U Miami Professor (Finance Dept Dir) – Alok Kumar, PhD

█ [REDACTED]  
█ [REDACTED]

**Walla Walla, WA**

Allen Pomraining – Mayor

█ [REDACTED]  
█ [REDACTED]

**Beverly Hills, CA**

Anil Comelo – HR Manager

█ [REDACTED]  
█ [REDACTED]

**SFWMD**

Nic Gutierrez – Chairman, South Florida Water Management District

█ [REDACTED]  
█ [REDACTED]

**School Superintendent (Chief Academic Officer)**

Dr. Carl Warren – Chairman, Legacy Lighthouse Academies Schools

█ [REDACTED]  
█ [REDACTED]

**Personal/Professional**

Sharon Landers, ICMA-CM: City Manager - City of Carson, Deputy CM - Irvine

█ [REDACTED]  
█ [REDACTED]

# The Bernard M. Baruch College

The City University of New York

*In pursuance of the authority vested in it by the laws of the State  
of New York and upon the recommendation of the faculty, the Board of Trustees  
of the City University of New York confers upon*

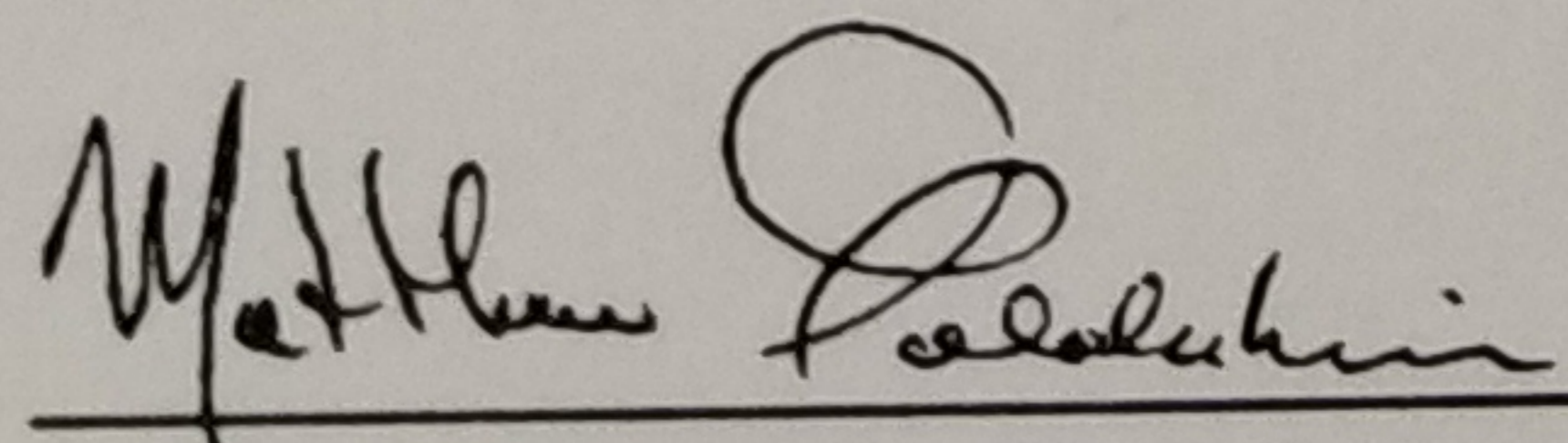
***Darryl LeTroy Bell***

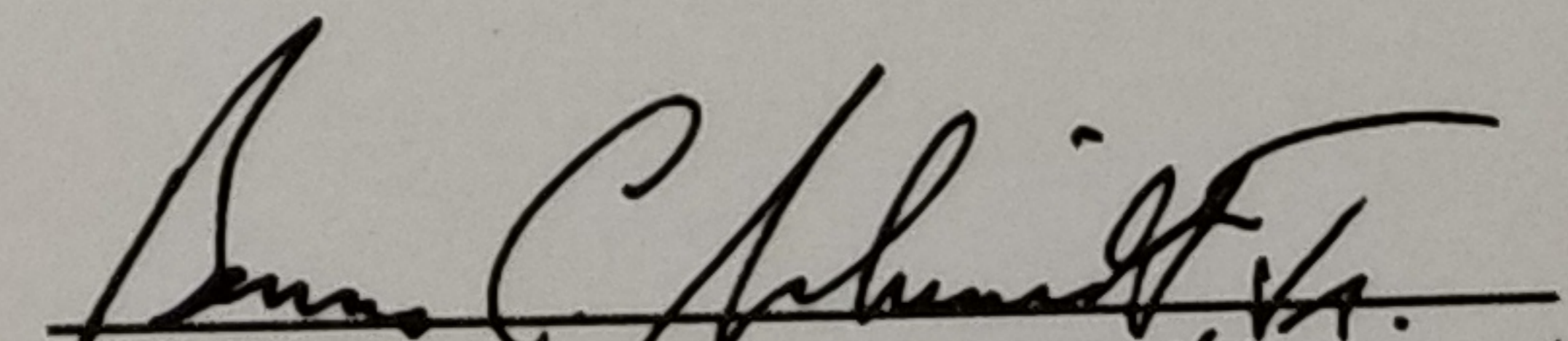
*the degree of*

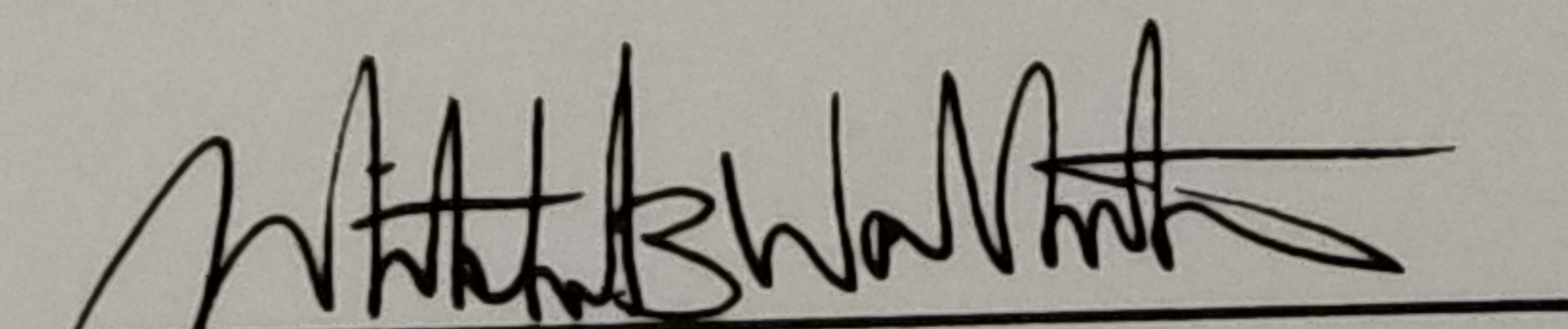
***Master of Public Administration***

*together with all the rights, privileges, immunities and honors appertaining thereto  
in consideration of the satisfactory completion of the requisite course of study.*

*Given at the City of New York this  
month of February, two thousand and twelve.*

  
Chancellor of the University

  
Chair of the Board

  
President

**CUNY** The City  
University  
of  
New York



**Official Graduate Transcript**

Name: Darryl Bell  
Student ID: 16151703

Print Date: [REDACTED]  
SSN: [REDACTED]  
Birthdate: [REDACTED]

Send To: [REDACTED]

Term GPA: 3.900 Term Total: 9.00 9.00

**2011 FA**

Public Administration Major

Regular Academic Session (09/01/2011 - 12/23/2011)

Course	Description	Attempt	Earn	Grd
PAF 9999	Independent Study Pa	0.00	0.00	W

Withdrawal Date: 11/17/2011

Term GPA: 0.000 Term Total: 0.00 0.00

**Degrees Awarded**

Degree: Master of Public Administration  
Confer Date: 02/01/2012  
Plan: Public Administration  
Sub-Plan:

**Cumulative Totals**

	Attempt	Earn
Cum GPA: 3.750	45.00	45.00
Transfer Cum GPA: 0.000	0.00	0.00
Comb Cum GPA: 3.750	45.00	45.00

**End of Official Graduate Transcript**

**Beginning of Graduate Record**

**2010 SU**

Public Administration Major

Regular Academic Session (06/01/2010 - 08/05/2010)

Course	Description	Attempt	Earn	Grd
PAF 9100	Intro Public Affairs	3.00	3.00	A
PAF 9103	Comm Public Settings	3.00	3.00	A-
PAF 9140	Budget Acc/Fin Analy	3.00	3.00	A
PAF 9170	Research And Analsis	3.00	3.00	A

Term GPA: 3.925 Term Total: 12.00 12.00

**2010 FA**

Public Administration Major

Regular Academic Session (09/01/2010 - 12/22/2010)

Course	Description	Attempt	Earn	Grd
PAF 9120	Pub/Non Prof Mgt I	3.00	3.00	A-
PAF 9191	Preservice Internshp	3.00	3.00	A

Term GPA: 3.850 Term Total: 6.00 6.00

**2011 SP**

Public Administration Major

Regular Academic Session (02/01/2011 - 05/26/2011)

Course	Description	Attempt	Earn	Grd
PAF 9160	Pub/Nonprofit Mgt II	3.00	3.00	B
PAF 9163	Ldrshp & Strategy	3.00	3.00	A
PAF 9180	Policy Analysis	3.00	3.00	P
PAF 9190	Capstone Seminar	3.00	3.00	B
PAF 9192	Urban/Rural Fellowsh	6.00	6.00	A-

Term GPA: 3.480 Term Total: 18.00 18.00

**2011 SU**

Public Administration Major

Regular Academic Session (06/01/2011 - 08/03/2011)

Course	Description	Attempt	Earn	Grd
PAF 9130	Eco An & Pub Policy	3.00	3.00	A
PAF 9151	Admin Not-For-Profit	3.00	3.00	A-
PAF 9172	Research/Analysis II	3.00	3.00	A

Attempt Earn

*Edmund D. Ser*

Senior Registrar





## Employment Application | Submitted: 30-Nov-2022

AAA

Blaine Wing

City Manager



United States

**Job Location** - Birmingham, MI

**Department** - Manager's Office

**Source** - Other

### Employment Experience

List any jobs held in the past 10 years. List your present employment first. List every promotion as a new job. Briefly summarize your job duties to give the reviewer a general idea of your tasks and responsibilities. Please include all requested information, even if a résumé is attached.

*Note: If you are unable to provide a phone number, enter 000-000-0000.*

#### Employment Gap - Unemployed

May/2022 - Nov/2022

**Details:** I resigned in May of 2022, as the Rochester City Council, through the Mayor advised me that they wanted new leadership. I was offered a 6-month severance that was greater than if I stayed and was terminated.

Additionally, my wife and I recently had our first child, who was almost 4 months old at the time. We were having difficulty finding child care and thus getting up to 6-months of severance, allowed me to stay home and raise my son. **Length:** 0 years, 6 months

#### City of Rochester

##### Job Title: City Manager

**Dates Employed From:** Nov/2015

**Dates Employed To:** Nov/2022

**Employment Length:** 7 years

**Position Type:** Full-Time

**Duties:** Rochester provides full city services, including police, fire, water/sewer services, and currently employs 75 full-time and 30 part-time employees with a general fund budget of \$15 million. As the City Manager, my daily responsibilities included: General Administration, Community Development including CDBG, Capital Improvements, Financial Management, Human Resources, Risk Management, and Legal. Key Accomplishments: \*Structured a 20-year \$100,000,000 infrastructure improvement plan to update, repair, and replace the City's water, sewer, roads, alleys, bridges, sidewalks, lights, etc.

\*Began implementing \$12 million in water and sewer projects using low-

##### Supervisor Name: Mayor and City Council

**Supervisor Title:** Rochester City Council

**Starting Rate of Pay:** \$114,000

**Ending Rate of Pay:** \$128,700

**May We Contact?** Yes

interest loans through the State. \*Assisted in the creation/implementation of the Sustainable Rochester Development program. \*Helped develop the City's 2022 Master Plan (future land use, placemaking, etc.). \*Implemented improvements and changes to the City's health, dental, and life insurance plans, saving Rochester approximately \$1.6 million.

**Reason For Leaving:** Resignation with separation agreement. The new Council wanted different leadership.

## City of Des Plaines

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### Job Title: Director of Human Resources

**Dates Employed From:** Feb/2014

**Dates Employed To:** Oct/2015

**Employment Length:** 1 year, 8 months

**Position Type:** Full-Time

**Duties:** Des Plaines has a Council-Manager form of government, had a general fund budget of \$65 million, employed 355 full-time and 40 part-time employees. As the Director, my daily responsibilities included: Administrative Management, Human Resources, Health & Human Services, Risk Management, and Legal. Key Accomplishments: \*Implemented improvements and changes to the City's health, dental, and life insurance plans, along with increased employee participation in the cost of insurance, saving the City approximately \$225,000/year. \*Completed negotiations with both the fire and police unions, resulting in successor agreements which increased the union members health insurance cost sharing portion by 2%. \*Transitioned to a new employee assistance and electronic benefits administration provider equating to an approximate \$100,000 annual savings.

**Reason For Leaving:** Returned home and career advancement.

**Supervisor Name:** Dorothy Wisniewski

**Supervisor Title:** Assistant City Manager/Director of Finance

**Starting Rate of Pay:** 121,000

**Ending Rate of Pay:** 121,000

**May We Contact?** Yes

## Village of Oak Brook

---

### Job Title: Assistant Village Manager

**Dates Employed From:** Jan/2008

**Dates Employed To:** Feb/2014

**Employment Length:** 6 years, 1 month

**Position Type:** Full-Time

**Duties:** Oak Brook had a general fund budget of \$24 million, employed 139 full-time and 60 part-time employees with eight departments. As the Assistant Manager, my daily responsibilities included: Administrative Management, General Administration, Financial Management, Information Technology, Human Resources, Risk Management, Purchasing, Emergency Management, Legal, Economic Development, and Public Communications and Relations. Key Accomplishments: \*Implemented improvements and changes to the Village's health, dental, vision, and life insurance plans, along with increased employee participation in the cost of insurance saving the Village approximately \$350,000/year. \*Transitioned the Village from an in-house emergency dispatching center to a regional emergency dispatching agency, which provides improved service to residents and businesses, while saving the Village approximately \$300,000 annually. \*Negotiated agreements with T-Mobile and AT&T that generate approximately \$55,000/year. \*Implemented risk

**Supervisor Name:** David Neimeyer

**Supervisor Title:** Village Manager

**Starting Rate of Pay:** \$87,000

**Ending Rate of Pay:** \$120,000

**May We Contact?** Yes

management changes that resulted in premium savings over \$1,000,000 over 5 years. \*Attended the International Council of Shopping Centers (ICSC) Retail Estate Convention; secured interest with several businesses, resulting with successful placements. \*Worked on the Village's first TIF district (Oak Brook Promenade), a \$50 million shopping site.

**Reason For Leaving:** Career advancement

## Village of Cary

---

### **Job Title:** Assistant Village Administrator

**Dates Employed From:** Oct/2006

**Dates Employed To:** Dec/2007

**Employment Length:** 1 year, 2 months

**Position Type:** Full-Time

**Duties:** Cary has a Council-Manager form of government with a general fund budget of approximately \$8 million. During my employment, the Village had 78 full-time employees and five departments. As the Assistant, my responsibilities included: Administrative Management, IT, Risk Management, and Public Relations. Key Accomplishments: \*Oversaw and managed the Village's wide area network, improving the Village's IT infrastructure. \*Organized the pre-employment hiring process, from recruitment through conditional offers. \*Provided budgetary recommendations and assisted with the development of the annual and capital improvement budgets.

**Reason For Leaving:** Career advancement

**Supervisor Name:** Cam Davis

**Supervisor Title:** Village Administrator

**Starting Rate of Pay:** I don't recall.

**Ending Rate of Pay:** I don't recall.

**May We Contact?** Yes

## Village of Flossmoor

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### **Job Title:** Assistant to the Manager

**Dates Employed From:** Oct/2000

**Dates Employed To:** Oct/2006

**Employment Length:** 6 years

**Position Type:** Full-Time

**Duties:** Flossmoor has a Council-Manager form of government, a general fund of approximately \$10 million, and during my tenure had six departments employing 53 full-time employees. As the Assistant to the Manager, I worked under the direction of the Village Manager and my responsibilities included: Administrative Management, Personnel Administration, Marketing/Communications, Financial Management, and Information Technology. Key Accomplishments: \*Directed and advised the Village Board, Public Art Commission, Community Relations Commission, Flossmoor Festival Committee, Flossmoor 5K Committee, and the Home Rule Education Committee. \*Developed, coordinated, and produced the Village's newsletter, brochures, and marketing materials. \*Prepared the annual Administrative, Legislative, Legal, and Public Program operational budgets, forecasting revenues and capital improvement plans. \*Assisted with the management of the Village's IT infrastructure; including the first Village-wide IT Plan.

**Reason For Leaving:** Career advancement

**Supervisor Name:** Peggy Glassford; then Bridget Wachtel

**Supervisor Title:** Village Manager

**Starting Rate of Pay:** I don't recall.

**Ending Rate of Pay:** I don't recall.

**May We Contact?** Yes

## City of Battle Creek

---

**Job Title:** Intern/ Administrative Assistant

**Dates Employed From:** Apr/1999

**Dates Employed To:** Sep/2000

**Employment Length:** 1 year, 5 months

**Position Type:** Part-Time

**Duties:** Battle Creek has a Commissioner-Manager form of government, had a general fund budget of \$45 million, employed approximately 650 full-time employees within 22 departments. As an Administrative Intern, I reported to the Special Projects Manager I was later promoted to Administrative Assistant and reported to the Assistant to the City Manager. Key Accomplishments:  
\*Assisted with the administration, coordination, documentation, management, and promotion of a city-wide community/economic development initiative called BREAKING THROUGH THE BARRIERS \*Represented the City at various conferences, meetings, and workshops.

**Reason For Leaving:** Career advancement

**Supervisor Name:** Odis Jones / Michelle Reen

**Supervisor Title:** Special Projects / Assistant to the City Manager

**Starting Rate of Pay:** I don't recall.

**Ending Rate of Pay:** I don't recall.

**May We Contact?** Yes

**Educational Background**

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

**Northwestern University | Certification**

**Degree:** Certificate in Electronic Media

**Major:** E-media

**Location:** Evanston, IL, UNITED STATES

**Graduated?** No

**Western Michigan University | Graduate School**

**Degree:** Masters of Public Administration

**Major:** Local government/Public Administration

**Location:** Kalamazoo, MI, UNITED STATES

**Graduated?** Yes

**Western Michigan University | College or University**

**Degree:** Bachelor of Science

**Major:** General University Studies/Political Science

**Location:** Kalamazoo, MI, UNITED STATES

**Graduated?** Yes

**Cover Letter & Resume**


You may provide us with your cover letter & resume here. You may either copy and paste a cover letter & resume in the space provided or upload a file.

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

**File Name**

**Link**

Wing Resume.11.8.22.pdf

 Preview [Download](#)

Cover for Birmingham City Manager Position from Blaine Wing.pdf

Q Preview

Download


Reference List 11.8.22.pdf

Q Preview

Download

## Text Only Resume

C. Blaine Wing

  
www.linkedin/in/blainewing

Collaborative and experienced local government professional with a demonstrated history working for various sized municipal governments in both Michigan and Illinois. Skilled in community development, human resources, labor relations, finance, budgeting, infrastructure (roads, water, sewer, storm drainage, fiber, sidewalks, lights, park paths, etc.) , local government management, technology, event management, grants and communications. Team player with excellent communications skills, high-quality of work, driven, and customer focused.

### Experience

November 2015 - May 2022

City Manager/City of Rochester, MI - Population 13 ,035 (2020 Census)

The City of Rochester has a rich history focused around its award-winning downtown. Rochester is a city in Oakland County on the north side of the Detroit-metro area. Rochester has natural beauty due to waterways, abundant green space, and winding nature trails. Major airports include Bishop International and Detroit Metro. The City provides full city services, including police, fire, water/sewer services, and currently employs 75 full-time and 30+ part-time employees with a general fund budget of \$15 million. As the City Manager, my daily responsibilities included : General Administration, Community Development including CDBG, Capital Improvements, Financial Management, Human Resources, Risk Management, and Legal.

### Key Accomplishments :

Structured a 20-year \$100 ,000 ,000 infrastructure improvement plan to update, repair, and replace the City's water, sewer, roads, alleys, bridges, sidewalks, lights, etc. Began implementing \$12 million in water and sewer projects using low-interest loans through the State.

Assisted in the creation/implementation of the Sustainable Rochester Development program.

Helped develop the City's 2022 Master Plan (future land use, placemaking, etc.) .

Part of the team that received the 2020 Michigan Chapter of the APWA Project of the Year Award.

Worked with developers to obtain two (2) \$1 million State brownfield cleanup grants.

Implemented improvements and changes to the City's health, dental, and life insurance plans, saving the City approximately \$1.6 million over my tenure.

February 2014 - October 2015

Director of Human Resources/City of Des Plaines, IL - Population 58 ,840 (2012 Census) ; Daytime Population 100 ,000

The City of Des Plaines consists of a blend of residential subdivisions, industrial campuses, commercial businesses, office and retail properties. Des Plaines has close proximity to Interstates 90 , 94 , and 294 , both commuter and commercial rail, as well as O'Hare International Airport, and is located about 12 miles northwest of Chicago in Cook County. Des Plaines has a Council-Manager form of government, had a general fund

budget of \$65 million, employed 355 full-time and 40 part-time employees. As the Director, my daily responsibilities included : Administrative Management, Human Resources, Health & Human Services, Risk Management, and Legal.

Key Accomplishments :

Implemented improvements and changes to the City's health, dental, and life insurance plans, along with increased employee participation in the cost of insurance, saving the City approximately \$225 ,000/year.

Completed negotiations with both the fire and police unions, resulting in successor agreements which increased the union members health insurance cost sharing portion by 2%.

Transitioned to a new employee assistance and electronic benefits administration provider equating to an approximate \$100 ,000 annual savings.

January 2008 - February 2014

Assistant Village Manager/Village of Oak Brook, IL - Population 7 ,883 (2010 Census) ; Daytime Population 85 ,000

Oak Brook consists mainly of residential subdivisions, with the exception of the OakBrook Center (shopping mall) , other retail properties and office campuses along 22nd Street. Oak Brook has close proximity to Interstates 88 , 294 and 290 , and is located about 20 miles west of Chicago in DuPage County. The Village has a hybrid Council-Manager form of government, had a general fund budget of \$24 million, employed 139 full-time and 60 part-time employees within eight departments. As the Assistant Manager, my daily responsibilities included : Administrative Management, General Administration, Financial Management, Information Technology (IT) , Human Resources, Risk Management, Purchasing, Emergency Management, Legal, Economic Development, and Public Communications and Relations.

Key Accomplishments :

Implemented improvements and changes to the Village's health, dental, vision, and life insurance plans, along with increased employee participation in the cost of insurance saving the Village approximately \$350 ,000/year.

Transitioned the Village from an in-house emergency dispatching center to a regional emergency dispatching agency, which provides improved service to residents and businesses, while saving the Village approximately \$300 ,000 annually.

Negotiated agreements with T-Mobile and AT&T that generate approximately \$55 ,000/year.

Implemented risk management changes that resulted in premium savings over \$1 ,000 ,000 over 5 years.

Attended the International Council of Shopping Centers (ICSC) Retail Estate Convention; secured interest with several businesses, resulting with successful placements.

Worked on the Village's first TIF district (Oak Brook Promenade) , a \$50 million shopping site.

OCTOBER 2006 - DECEMBER 2007

Assistant Village Administrator/Village of Cary, IL - Population 18 ,713 (2000 Census)  
The Village of Cary is a progressive, growing community 50 miles northwest of Chicago in McHenry County. The Village has a Council-Manager form of government with a general fund budget of approximately \$8 million. During my employment, the Village had 78 full-time employees and five departments. As the Assistant, my responsibilities included : Administrative Management, IT, Risk Management, and Public Relations.

Key Accomplishments :

Oversaw and managed the Village's wide area network, improving the Village's IT infrastructure.

Organized the pre-employment hiring process, from recruitment through conditional offers.

Provided budgetary recommendations and assisted with the development of the annual and capital improvement budgets.

OCTOBER 2000 - OCTOBER 2006

Assistant to the Manager/Village of Flossmoor, IL - Population 9 ,301 (2000 Census)

The Village of Flossmoor is a culturally diverse residential, full-service community that has an award-winning sculpture park located near the heart of its downtown. This southern suburb has a Council-Manager form of government, a general fund of approximately \$10 million, and during my tenure had six departments employing 53 full-time employees. As the Assistant to the Manager, I worked under the direction of the Village Manager and my responsibilities included : Administrative Management, Personnel Administration, Marketing/Communications, Financial Management, and Information Technology.

Key Accomplishments :

Directed and advised the Village Board, Public Art Commission, Community Relations Commission, Flossmoor Festival Committee, Flossmoor 5K Committee, and the Home Rule Education Committee.

Developed, coordinated, and produced the Village's newsletter, brochures, and marketing materials.

Prepared the annual Administrative, Legislative, Legal, and Public Program operational budgets, forecasting revenues and capital improvement plans.

Assisted with the management of the Village's IT infrastructure; including the first Village-wide IT Plan.

APRIL 1999 - SEPTEMBER 2000

Administrative Assistant/Intern/City of Battle Creek, MI - Population 54 ,364 (2000 Census)

The City of Battle Creek encompasses 44 square miles and is located along I-94 , midway between Detroit and Chicago. Battle Creek is the world headquarters for the Kellogg Company and the W.K. Kellogg Foundation. The City has a Commissioner-Manager form of government, had a general fund budget of \$45 million, employed approximately 650 full-time employees within 22 departments. As an Administrative Intern, I reported to the Special Projects Manager. I was later promoted to Administrative Assistant and reported to the Assistant to the City Manager.

Key Accomplishments :

Assisted with the administration, coordination, documentation, management, and promotion of a city-wide community/economic development initiative called BREAKING THROUGH THE BARRIERS.

Represented the City at various conferences, meetings, and workshops.

Education

Bachelor of Science	Western Michigan University, Kalamazoo, MI
1994 - 1998	
Masters of Public Administration	Western Michigan University, Kalamazoo, MI
1998 - 2000	
Certificate in Electronic Media	Northwestern University, Evanston, IL
2003 - 2004	
Certifications	
Society for Human Resource Management (SCP)	Senior Certified Professional (SHRM-SCP)
2015 - 2024	
Human Resource Certification Institute (SPHR)	Senior Professional Human Resources
2014 - 2024	

ICMA & Professional Development Academy High Performance Leadership Master Certificate 2021

Disney Institute  
2019

Business Excellence Certificate

Computer Skills

Microsoft Office Suite . LOGOS . Munis . BS&A . GIS . Photoshop . InDesign . CivicPlus

#### Affiliations

International City/County Management Association (ICMA)	2000 - Present
Michigan Municipal Executives (MME) - State ICMA Affiliate	2016 - Present
Society for Human Resource Management (SHRM)	2011 - Present
American Public Works Association (APWA)	2016 - 2022
Michigan American Planning (MAP) Association	2016 - 2022
Michigan Public Employer Labor Relations Association (MPELRA)	2015 - 2022
Illinois Public Employer Labor Relations Association (IPELRA)	2004 - 2015
Illinois City Management Association (ILCMA)	2000 - 2015
Illinois Association of Municipal Management Assistants (IAMMA)	2000 - 2015
Illinois Development Council (IDC)	2012 - 2014
International Economic Development Council (IEDC)	2012 - 2014

#### Activities

SEMOG, City of Rochester Representative	2016 - 2022
Jefferson Health Plan, MI Municipal Health Insurance Cooperative, Vice-Chair	2019 - 2022
Leadership Oakland, Class of XXVII	2016 - 2017
IPELRA, Board Member (At-Large) & Technology Committee Member	2013 - 2015
IPELRA, Training Committee Member	2009 - 2015
ILCMA Promote the Profession Committee Member	2010 - 2015
IRMA, Coverage, Claims & Litigation Committee (Member)	2013 - 2014
IRMA, Membership Relations Committee (Member and Vice-Chair)	2009 - 2012
ICMA 2010 National Conference Committee Member	2009 - 2010
IAMMA Executive Board Member (Treasurer, President-Elect, President)	2006 - 2009

#### Awards

IPELRA Special Appreciation Award	October 2015
ILCMA Special Service Award	June 2013

#### References

Professional references attached.

## References

Please fill out the information below regarding references.

*Note: If you are unable to provide a phone number, enter 000-000-0000. If you are unable to provide an email address, enter noreply@noemail.com*

**David Niemeyer**

**Company:** CPS HR Consulting

**Occupation:** Executive Recruiter / Former City Manager

**Years Known:** 20

**Phone:** [REDACTED]

**Email:** djniem@yahoo.com

Ciona Hall

Company: City of Detroit  
Occupation: Community Development Specialist  
Years Known: 6

Phone: [REDACTED]  
Email: [REDACTED]

Jessica Fitzgerald

Company: Morgan Stanley  
Occupation: Financial Advisor  
Years Known: 6

Phone: [REDACTED]  
Email: [REDACTED]

Additional Questions

General Information | Score Total - 0

Question	Answer	Score	Disqualifier?
Minimum Salary Acceptable: *	\$150,000		
Date available for work: *	1-16-2023		
Prior addresses (last 5 years):	[REDACTED]		
Are you interested in full-time work? *	Yes	0	
Are you interested in part-time work? *	No	0	
Would you like to be considered for seasonal opportunities? *	No	0	
Are you 18 years of age or older? *	Yes	0	
Do you have any relatives now or previously employed by the City of Birmingham? *	No	0	
Have you ever been convicted of a crime? (A positive response to this question does not automatically disqualify you from consideration) *	No	0	
Are there any felony charges pending against you? *	No	0	
Do you know of any reason why you	No	0	

would not be able to perform the essential functions of the job for which you are applying, with or without accommodation?

(Michigan law requires employers to make accommodations to disabled applicants and employees where the accommodation does not impose an undue hardship on the employer. Disabled employees and applicants may request an accommodation of their disability by notifying the City in writing of the need for accommodation within 182 days of the date the disabled individual knows or should know that an accommodation is needed. This requirement does not apply to an individual’s rights under the Americans with Disabilities Act. Failure to notify the City will preclude any claim that the employer failed to accommodate the disabled individual.) \*

Have you ever worked for a company under a different name? *	Yes	0
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If yes, what was the name? *	Chester Blaine Wing III, Chester B. Wing III, Chester Wing, C. Blaine Wing, Blaine Wing
------------------------------	---

Have you ever been discharged from any employment? (A positive response to this question does not automatically disqualify you from consideration) *	No	0
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Professional Licenses/Certifications/Credentials | Score Total - 0

Question	Answer	Score	Disqualifier?
List all professional licenses, certifications, and/or credentials. Include type and number:	Senior Certified Professional (SHRM-SCP) 2015-2024 Senior Professional Human Resources (SPHR) 2015-2024 High Performance Leadership Master Certificate from ICMA & PDA 2021 Business Excellence Certificate from the Disney Institute 2019		

## Driver's License Information | Score Total - 0

Question	Answer	Score	Disqualifier?
Driver's License Number: *	<div></div>		
Expiration date: *	<div></div>		
State Issued: *	Michigan		

## Computer & Systems Proficiency | Score Total - 0

Question	Answer	Score	Disqualifier?
Please list any applicable computer skills:	Microsoft Office Suite, LOGOS, Munis, BS&A, GIS, Photoshop, InDesign, Website design and management, social media (Facebook, Twitter, LinkedIn) for local governments.		
Please list your typing speed: ____wpm *	60		

## Military Service | Score Total - 0

Question	Answer	Score	Disqualifier?
Have you served in the Military? *	No	0	

## Applicant Statement

If selected for employment, the following prescribed conditions must be met before such employment offer is considered final. All persons hired by the City of Birmingham must undergo and pass a medical examination (including, but not limited to, physical examination, psychological evaluation (for sworn Fire and Police), and drug and/or alcohol screening) from a City- appointed physician or other professional at no cost to the applicant. The medical examination must be scheduled and taken, and results received, prior to the employee's first date of employment. Prior to the date of hire, candidates must provide original documents establishing their employment eligibility as required under the Immigration Reform and Control Act of 1986. An investigation of past employment references and other information will be conducted. Acceptance of an offer of employment does not create a contractual obligation upon the City of Birmingham to continue employment in the future.

I understand that by completing this application there is no guarantee of a job interview or a job offer. No promises regarding employment have been made to me and I understand that no such promise or guarantee is binding upon the City. I also understand that nothing in this employment application, in the City's statements, policies, or Employee Handbook, or in my communications with any City official or representative is intended to create an employment contract between the City and me. Additionally, I understand that if an employment relationship is established, I have a right to terminate my employment at any time. I also understand that the City retains the right to terminate my employment at any time, unless I am subject to a just cause provision under a collective bargaining agreement. Further, I understand that the City has the right to modify its policies without giving me any notice of the change(s).

I hereby authorize the City of Birmingham to verify all the information I have provided on my application. I also agree to execute, as a condition of employment or continued employment, any additional written authorizations necessary for the City to obtain access to and copies of records pertaining to this information. I expressly authorize the City of Birmingham to contact any of my current or prior employers, educational institutions, and other references I have

provided, and release all of those employers, educational institutions and references and the City of Birmingham from any and all liability arising from their giving information about my employment, academic, and/or military experience. For purposes of the medical examination(s), I hereby authorize the City of Birmingham to access any medical histories or records pertaining to me. I also hereby waive any right under the Bullard-Plawewski Right to Know Act, 1978 PA 397, to receive written notice from the City of Birmingham or any former or current employer, that a disciplinary report, letter of reprimand, or other disciplinary action taken against me while employed, will be or has been disclosed to a third person or entity.

I agree not to commence any action or suit relating to my employment with the City of Birmingham more than 180 days after the occurrence of the facts giving rise to the claim, or more than 180 days of the date of my termination of such employment, whichever is earlier, and to waive any statute of limitations to the contrary.

If I am employed, I understand that additional personal data will be required for determination of benefit eligibility and for statistical purposes.

I will abide by all policies, rules and regulations of the City of Birmingham.

The City of Birmingham is an equal opportunity employer to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, sex (including pregnancy), sexual orientation, national origin, age, disability, genetic information, marital status, height or weight, or any other characteristic protected by federal, state or local laws. We provide reasonable accommodation for qualified individuals with a disability if requested.

I certify that I can and will, upon request, substantiate all statements made by me on this application; that such statements are true, complete and correct to the best of my knowledge. I understand that a false statement, dishonest answer, misrepresentation or omission to any question will be sufficient for rejection of my application, removal of my name from eligibility or my immediate discharge should such falsifications or misrepresentations be discovered after I am employed.

☒ I agree to the above.

**Signature:** C. Wing

**Date:** 2022-11-30 11:19:04pm

Wet Signature:



---

Signature

---

Date

November 30, 2022

Mr. Joseph Lambert  
151 Martin Street  
Birmingham, MI 48009

Sent via Email

Re: City Manager Position

Dear Mr. Lambert:

I am writing in response to your advertisement on the ICMA website for the City Manager position with the City of Birmingham. Based on the requirements listed in the posting and the recruitment brochure, I feel that my skills and experience are a great match.

I am collaborative leader with a great deal of experience in human resource and infrastructure. I have most recently earned the High Performance Leadership Master Certificate from ICMA & the Professional Development Academy (12/2021), while maintaining senior human resource certifications from SHRM and HRCL. As for infrastructure, I completed Pavement Surface Evaluation and Rating (PASER) training through Michigan Technological University, as well as trainings related to water, storm drainage, and building construction.

The above skills helped me successfully plan, bond (at less than 2%), and build a new public works administration building, and upgrade the entire public works campus with the assistance of our engineers, various contractors, and my fellow co-workers between 2019 through 2021.

Over the past 2 years I was also heavily involved with the City of Rochester's Planning Commission and planning consultants, as we completed and City Council adopted the 2022 Master Plan. That policy document lays out the future land uses, discusses sustainability (while referencing the Sustainability Plan that I participated in the creation of a few years prior), as well as updating zoning. I have also worked closely on TIFs, CDBG programs, with building department staff and contracted inspectors, developers on PUDs and brownfield grants, as well as with various entities (school districts, neighboring towns, counties, and other authorities) on new and existing developments, as well as grants.

In conclusion, I am a results-driven, customer focused professional with extensive experience developing and managing new initiatives, leading people and project teams, implementing and overseeing cost reduction/revenue enhancement programs, and administering multi-million-dollar budgets. I have uploaded my resume and references to the City's site for your review. I look forward to discussing the City Manager opportunity with you. If you have any questions, please email me at [REDACTED] or call me at [REDACTED].

Sincerely,

*C. Blaine Wing*

C. Blaine Wing

# C. Blaine Wing

www.linkedin/in/blainewing 

Collaborative and experienced local government professional with a demonstrated history working for various sized municipal governments in both Michigan and Illinois. Skilled in community development, human resources, labor relations, finance, budgeting, infrastructure (roads, water, sewer, storm drainage, fiber, sidewalks, lights, park paths, etc.), local government management, technology, event management, grants and communications. Team player with excellent communications skills, high-quality of work, driven, and customer focused.

## Experience

NOVEMBER 2015 – MAY 2022

### **City Manager/City of Rochester, MI – Population 13,035 (2020 Census)**

The City of Rochester has a rich history focused around its award-winning downtown. Rochester is a city in Oakland County on the north side of the Detroit-metro area. Rochester has natural beauty due to waterways, abundant green space, and winding nature trails. Major airports include Bishop International and Detroit Metro. The City provides full city services, including police, fire, water/sewer services, and currently employs 75 full-time and 30+ part-time employees with a general fund budget of \$15 million. As the City Manager, my daily responsibilities included: General Administration, Community Development including CDBG, Capital Improvements, Financial Management, Human Resources, Risk Management, and Legal.

#### *Key Accomplishments:*

- Structured a 20-year \$100,000,000 infrastructure improvement plan to update, repair, and replace the City's water, sewer, roads, alleys, bridges, sidewalks, lights, etc.
- Began implementing \$12 million in water and sewer projects using low-interest loans through the State.
- Assisted in the creation/implementation of the Sustainable Rochester Development program.
- Helped develop the City's 2022 Master Plan (future land use, placemaking, etc.).
- Part of the team that received the 2020 Michigan Chapter of the APWA Project of the Year Award.
- Worked with developers to obtain two (2) \$1 million State brownfield cleanup grants.
- Implemented improvements and changes to the City's health, dental, and life insurance plans, saving the City approximately \$1.6 million over my tenure.

FEBRUARY 2014 – OCTOBER 2015

### **Director of Human Resources/City of Des Plaines, IL – Population 58,840 (2012 Census); Daytime Population 100,000**

The City of Des Plaines consists of a blend of residential subdivisions, industrial campuses, commercial businesses, office and retail properties. Des Plaines has close proximity to Interstates 90, 94, and 294, both commuter and commercial rail, as well as O'Hare International Airport, and is located about 12 miles northwest of Chicago in Cook County. Des Plaines has a Council-Manager form of government, had a general fund budget of \$65 million, employed 355 full-time and 40 part-time employees. As the Director, my daily responsibilities included: Administrative Management, Human Resources, Health & Human Services, Risk Management, and Legal.

#### *Key Accomplishments:*

- Implemented improvements and changes to the City's health, dental, and life insurance plans, along with increased employee participation in the cost of insurance, saving the City approximately \$225,000/year.
- Completed negotiations with both the fire and police unions, resulting in successor agreements which increased the union members health insurance cost sharing portion by 2%.
- Transitioned to a new employee assistance and electronic benefits administration provider equating to an approximate \$100,000 annual savings.

JANUARY 2008 – FEBRUARY 2014

**Assistant Village Manager/Village of Oak Brook, IL – Population 7,883 (2010 Census); Daytime Population 85,000**

Oak Brook consists mainly of residential subdivisions, with the exception of the OakBrook Center (shopping mall), other retail properties and office campuses along 22<sup>nd</sup> Street. Oak Brook has close proximity to Interstates 88, 294 and 290, and is located about 20 miles west of Chicago in DuPage County. The Village has a hybrid Council-Manager form of government, had a general fund budget of \$24 million, employed 139 full-time and 60 part-time employees within eight departments. As the Assistant Manager, my daily responsibilities included: Administrative Management, General Administration, Financial Management, Information Technology (IT), Human Resources, Risk Management, Purchasing, Emergency Management, Legal, Economic Development, and Public Communications and Relations.

*Key Accomplishments:*

- Implemented improvements and changes to the Village's health, dental, vision, and life insurance plans, along with increased employee participation in the cost of insurance saving the Village approximately \$350,000/year.
- Transitioned the Village from an in-house emergency dispatching center to a regional emergency dispatching agency, which provides improved service to residents and businesses, while saving the Village approximately \$300,000 annually.
- Negotiated agreements with T-Mobile and AT&T that generate approximately \$55,000/year.
- Implemented risk management changes that resulted in premium savings over \$1,000,000 over 5 years.
- Attended the International Council of Shopping Centers (ICSC) Retail Estate Convention; secured interest with several businesses, resulting with successful placements.
- Worked on the Village's first TIF district (Oak Brook Promenade), a \$50 million shopping site.

OCTOBER 2006 – DECEMBER 2007

**Assistant Village Administrator/Village of Cary, IL – Population 18,713 (2000 Census)**

The Village of Cary is a progressive, growing community 50 miles northwest of Chicago in McHenry County. The Village has a Council-Manager form of government with a general fund budget of approximately \$8 million. During my employment, the Village had 78 full-time employees and five departments. As the Assistant, my responsibilities included: Administrative Management, IT, Risk Management, and Public Relations.

*Key Accomplishments:*

- Oversaw and managed the Village's wide area network, improving the Village's IT infrastructure.
- Organized the pre-employment hiring process, from recruitment through conditional offers.
- Provided budgetary recommendations and assisted with the development of the annual and capital improvement budgets.

OCTOBER 2000 – OCTOBER 2006

**Assistant to the Manager/Village of Flossmoor, IL – Population 9,301 (2000 Census)**

The Village of Flossmoor is a culturally diverse residential, full-service community that has an award-winning sculpture park located near the heart of its downtown. This southern suburb has a Council-Manager form of government, a general fund of approximately \$10 million, and during my tenure had six departments employing 53 full-time employees. As the Assistant to the Manager, I worked under the direction of the Village Manager and my responsibilities included: Administrative Management, Personnel Administration, Marketing/Communications, Financial Management, and Information Technology.

*Key Accomplishments:*

- Directed and advised the Village Board, Public Art Commission, Community Relations Commission, Flossmoor Festival Committee, Flossmoor 5K Committee, and the Home Rule Education Committee.
- Developed, coordinated, and produced the Village's newsletter, brochures, and marketing materials.

- Prepared the annual Administrative, Legislative, Legal, and Public Program operational budgets, forecasting revenues and capital improvement plans.
- Assisted with the management of the Village's IT infrastructure; including the first Village-wide IT Plan.

APRIL 1999 – SEPTEMBER 2000

**Administrative Assistant/Intern/City of Battle Creek, MI – Population 54,364 (2000 Census)**

The City of Battle Creek encompasses 44 square miles and is located along I-94, midway between Detroit and Chicago. Battle Creek is the world headquarters for the Kellogg Company and the W.K. Kellogg Foundation. The City has a Commissioner-Manager form of government, had a general fund budget of \$45 million, employed approximately 650 full-time employees within 22 departments. As an Administrative Intern, I reported to the Special Projects Manager. I was later promoted to Administrative Assistant and reported to the Assistant to the City Manager.

*Key Accomplishments:*

- Assisted with the administration, coordination, documentation, management, and promotion of a city-wide community/economic development initiative called *BREAKING THROUGH THE BARRIERS*.
- Represented the City at various conferences, meetings, and workshops.

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## Education

<b>Bachelor of Science</b>	Western Michigan University, Kalamazoo, MI	1994 – 1998
<b>Masters of Public Administration</b>	Western Michigan University, Kalamazoo, MI	1998 – 2000
<b>Certificate in Electronic Media</b>	Northwestern University, Evanston, IL	2003 – 2004

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## Certifications

<b>Society for Human Resource Management</b>	Senior Certified Professional (SHRM-SCP)	2015 – 2024
<b>Human Resource Certification Institute</b>	Senior Professional Human Resources (SPHR)	2014 – 2024
<b>ICMA &amp; Professional Development Academy</b>	High Performance Leadership Master Certificate	2021
<b>Disney Institute</b>	Business Excellence Certificate	2019

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## Computer Skills

Microsoft Office Suite • LOGOS • Munis • BS&A • GIS • Photoshop • InDesign • CivicPlus

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## Affiliations

International City/County Management Association (ICMA)	2000 – Present
Michigan Municipal Executives (MME) – State ICMA Affiliate	2016 – Present
Society for Human Resource Management (SHRM)	2011 – Present
American Public Works Association (APWA)	2016 – 2022
Michigan American Planning (MAP) Association	2016 – 2022
Michigan Public Employer Labor Relations Association (MPELRA)	2015 – 2022
Illinois Public Employer Labor Relations Association (IPELRA)	2004 – 2015
Illinois City Management Association (ILCMA)	2000 – 2015
Illinois Association of Municipal Management Assistants (IAMMA)	2000 – 2015
Illinois Development Council (IDC)	2012 – 2014
International Economic Development Council (IEDC)	2012 – 2014

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## Activities

SEMCOG, City of Rochester Representative	2016 – 2022
Jefferson Health Plan, MI Municipal Health Insurance Cooperative, Vice-Chair	2019 – 2022
Leadership Oakland, Class of XXVII	2016 – 2017
IPELRA, Board Member (At-Large) & Technology Committee Member	2013 – 2015
IPELRA, Training Committee Member	2009 – 2015
ILCMA Promote the Profession Committee Member	2010 – 2015
IRMA, Coverage, Claims & Litigation Committee (Member)	2013 – 2014
IRMA, Membership Relations Committee (Member and Vice-Chair)	2009 – 2012
ICMA 2010 National Conference Committee Member	2009 – 2010
IAMMA Executive Board Member (Treasurer, President-Elect, President)	2006 – 2009

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## Awards

IPELRA Special Appreciation Award	October 2015
ILCMA Special Service Award	June 2013

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## References

Professional references attached.

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## C. Blaine Wing's References

**Tom Tanghe**

City Manager, City of Auburn Hills

[REDACTED]  
[REDACTED]  
[REDACTED]

Neighboring City and MME

**Mark Wollenweber**

ICMA Senior Advisor & Retired City Manager

[REDACTED]  
[REDACTED]  
[REDACTED]

ICMA and MME

**Bryan Barnett**

Mayor, City of Rochester Hills

Past Mayor for US Conference of Mayors

[REDACTED]  
[REDACTED]  
[REDACTED]

Neighboring City & US Conference of Mayors

**Jaymes Vettraino**

Director of Civic Engagement

Rochester University

[REDACTED]  
[REDACTED]  
[REDACTED]

Former Rochester City Manager & Current Resident

**Mark Mendola**

Owner, D'Marcos Italian Restaurant

[REDACTED]  
[REDACTED]  
[REDACTED]

Downtown Rochester Business

**Jessica Fitzgerald**

Senior VP – Financial Advisor, Morgan Stanley

[REDACTED]  
[REDACTED]  
[REDACTED]

Rochester Business & Vendor to City of Rochester

**David Niemeyer**

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Former supervisor, ICMA, and ILCMA

**Amanda Harrison**

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Rochester Hills Library, Rochester Council, & DIA

**Ciona Hall**

Community Development Specialist II/

Program Analyst II – Choice Neighborhood Grands Coord.

[REDACTED]  
[REDACTED]  
[REDACTED]

Former Rochester Employee

**Adam Kochenderfer**

Oakland County Commissioner & Associate General

Counsel, DRiV Automotive

[REDACTED]  
[REDACTED]  
[REDACTED]

Rochester's County Commissioner



## **MEMORANDUM**

Human Resources Department

**DATE:** Wednesday, February 1, 2023

**TO:** City Commission

**FROM:** Joseph Lambert, HR Manager

**SUBJECT:** City Manager Recruitment - Selection of Candidates

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### **INTRODUCTION:**

Next steps of City Manager recruitment process require selections and a motion to proceed.

### **BACKGROUND:**

This concludes the first round of interviews for the City Manager position. Three candidates need to be identified for the next round.

### **LEGAL REVIEW:**

The City Attorney has no concerns with the suggested commission action.

### **FISCAL IMPACT:**

No fiscal impact anticipated beyond the standard costs for a broad recruitment.

### **PUBLIC COMMUNICATIONS:**

The public are invited to attend the finalist Meet-and-Greet, on Wednesday, February 15, 2022. Additionally, the public may make a comment on this motion.

### **SUMMARY:**

Select three candidates that you feel should be brought to the public Meet-and-Greet and department head interview and tour. The three most recommended by the City Commission will proceed to the next round.

### **ATTACHMENTS:**

- City Manager Candidate Selection Form
- City Manager Candidate Selection Tally Sheet

### **SUGGESTED COMMISSION ACTION:**

Make a motion adopting a resolution to proceed with the second round in the recruitment

process with the three selected candidates: \_\_\_\_\_,  
\_\_\_\_\_, and \_\_\_\_\_.



## City of Birmingham City Manager Recruitment Post-Interview Top 3 Selection

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Interviewer Name: \_\_\_\_\_

Please indicate the City Manager candidates you would like to proceed to the public Meet-and-Greet and department head interview and tour stage by selecting three (3) interviewed candidates.

*(Do not rank your candidates – just place an X in the box)*

Candidate Name	3 Selections
Troy Bell	<input type="checkbox"/>
Jana Ecker	<input type="checkbox"/>
George Lahanas	<input type="checkbox"/>
Erik Tungate	<input type="checkbox"/>
Blaine Wing	<input type="checkbox"/>



## City of Birmingham City Manager Recruitment Post-Interview Results

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Candidate Name	Commissioner Selections
Troy Bell	
Jana Ecker	
George Lahanas	
Erik Tungate	
Blaine Wing	