

**VILLAGE OF VERNON HILLS
ORDINANCE 2022-061**

AN ORDINANCE AUTHORIZING APPROVAL OF AN EMPLOYMENT RECRUITMENT SERVICES CONTRACT WITH GOVHR USA, LLC FOR THE DIRECTOR OF COMMUNITY DEVELOPMENT RECRUITMENT AND SELECTION PROCESS

WHEREAS, all professional service engagements, which require the expenditure of over \$25,000, require Board of Trustee approval; and

WHEREAS, with the announced pending retirement of Director of Community Development Michael Atkinson, the Village Board has determined that GovHR USA, LLC of Northbrook, IL, is well suited to assist the Village with the Director of Community Development recruitment and selection process.

NOW THEREFORE BE IT ORDAINED BY THE VILLAGE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF VERNON HILLS, LAKE COUNTY, ILLINOIS:

That the Village Manager is authorized to execute the contract as set forth in Exhibit A to commit the Village to make payments to GovHR USA, LLC of Northbrook, IL, in an amount not to exceed \$22,500 for the employee recruitment services related to the Director of Community Development recruitment and selection process.

Dated the 19th of April, 2022

Adopted by roll call vote as follows:

AYES: 6 – Takaoka, Schenk, Forster, Oppenheim, Marquardt, Koch

NAYS: 0 – None

ABSENT AND NOT VOTING: 1 – Byrne



Thom Koch Jr., Chairman Pro Tem

PASSED: 04/19/2022

APPROVED: 04/19/2022

ATTEST: 04/19/2022



Kevin Timony, Village Clerk



Attachment A

GovHR USA Recruitment Proposal
March 29, 2022

**Village of Vernon Hills, Illinois
Community Development Director**

**Recruitment Proposal
March 29, 2022**



630 Dundee Road
Suite 225
Northbrook, IL 60062
Primary Contact Person: Laurie Pederson
Director of Administrative Services
847-380-3240
info@GovHRusa.com

A note about COVID-19 -- We are carefully monitoring recommendations from the federal, state and local governments and working with clients as they begin to reopen. Before COVID we made extensive use of technology for video interviews with candidates and meetings with clients. We have utilized these during COVID and can combine technology with appropriate in person meetings to assist clients in cost effective recruiting.

Table of Contents

Firm Profile.....	3
Our Team	4
Project Approach and Methodology.....	5
Phase I: Position Assessment, Position Announcement & Brochure.....	5
Phase II: Advertising, Candidate Recruitment & Outreach.....	5
Phase III: Candidate Evaluation & Screening	6
Phase IV: Presentation of Recommended Candidates	6
Phase V: Interviewing Process & Background Screening.....	6
Phase VI: Appointment of Candidate.....	7
Diversity, Equity & Inclusion in Recruitments.....	8
Project Timeline	8
Full Scope Recruitment – Price Proposal	9
Payment for Fees & Services.....	9
The GovHR Guarantee – Full Scope Recruitment	10
Why Choose GovHR?	11
Qualifications	11
Contract Signature Page	12
Optional Services	13

Attachments

Consultant Biography
Client List

Firm Profile

GovHR is a public management consulting firm serving local government clients and other public-sector entities across the country. The firm was originally formed as Voorhees Associates in 2009 and changed its name to GovHR USA in 2013. Our headquarters are in Northbrook, Illinois. We are a certified Female Business Enterprise in the State of Illinois and work exclusively in the public and non-profit sectors. GovHR offers customized executive recruitment services, management studies and consulting projects for local government and organizations who work with local government.

GovHR is led by Heidi Voorhees, President, and Joellen Cademartori, Chief Executive Officer. Ms. Voorhees has conducted more than 400 recruitments in her management consulting career, with many of her clients repeat clients, attesting to the high quality of work performed for them. In addition to her 17 years of executive recruitment and management consulting experience, Ms. Voorhees has 19 years of local government leadership and management service, including ten years as Village Manager for the Village of Wilmette, Illinois. Ms. Cademartori is a seasoned manager, with expertise in public sector human resources management. She has held positions from Human Resources Director and Administrative Services Director to Assistant Town Manager and Assistant County Manager. Ms. Cademartori has worked in forms of government ranging from Open Town Meeting to Council-Manager and has supervised all municipal and county departments ranging from Public Safety and Public Works to Mental Health and Social Services.

GovHR has a total of thirty-five consultants, both generalists and specialists (public safety, public works, finance, parks, etc.), who are based in Arizona, Colorado, Florida, Georgia, Illinois, Indiana, Massachusetts, Michigan, Minnesota, Ohio, Tennessee, Texas and Wisconsin, as well as eight reference specialists and nine support staff.

Our consultants are experienced executive recruiters who have conducted over 900 recruitments, working with cities, counties, special districts and other governmental entities of all sizes throughout the country. In addition, we have held leadership positions within local government, giving us an understanding of the complexities and challenges facing today's public sector leaders.

Our Team

Project Manager & Main Point of Contact:

GovHR Vice President Kathleen Rush will be responsible for your recruitment and selection process. Her biography is attached to this Proposal and her contact information is:

Kathleen Rush
Vice President
630-432-2677
KRush@GovHRusa.com

Proposal Inquiries:

Laurie Pederson
Administrative Services Director
847-380-3198
LPederson@GovHRusa.com

GovHR Owners:

Heidi J. Voorhees
President
847-380-3240
HVoorhees@GovHRusa.com

Joellen J. Cademartori
Chief Executive Officer
847-380-3239
JCademartori@GovHRusa.com

Project Approach and Methodology

A typical recruitment and selection process takes approximately 175 hours to conduct. At least 50 hours of this time is administrative, including advertisement placement, reference interviews, and due diligence on candidates. We believe our experience and ability to professionally administer your recruitment will provide you with a diverse pool of highly qualified candidates for your position search. GovHR clients are informed of the progress of their recruitment throughout the entire process. We are always available by mobile phone or email should you have a question or need information about the recruitment.

Phase I: Position Assessment, Position Announcement & Brochure

GovHR treats each executive recruitment as a transparent partnership with our client. We believe in engaging with stakeholders early in each recruitment process to fully understand the challenges and opportunities inherent in the position. Understanding the organizational culture is critical to a successful recruitment. We gain this insight and information through meetings (one on one and small groups), surveys and a review of relevant information. This information is reflected in a polished marketing piece that showcases the organization and the area it serves.

Information Gathering:

- One-on-one or group interviews with stakeholders identified by the client.
- Surveys can be used for department personnel to gather feedback.
- Conversations/interviews with department heads.

A combination of the above items can be used to fully understand community and organizational needs and expectations for the position .

Development of a **Position Announcement** to be placed on websites and social media.

Development of a thorough **Recruitment Brochure** for client review and approval.

Agreement on a detailed **Recruitment Timetable** – a typical recruitment takes between 90 to 120 days from the time you sign the contract to appointment of the finalist candidate.

Phase II: Advertising, Candidate Recruitment & Outreach

We make extensive use of social media as well as traditional outreach methods to ensure a diverse and highly qualified pool of candidates. In addition, our website is well known in the local government industry – we typically have 11,000 visits to our website each month. Finally, we develop a database customized to your recruitment and can do an email blast to thousands of potential candidates.

Phase II will include the following:

- GovHR consultants will personally identify and contact potential candidates.
- Develop a database of potential candidates from across the country unique to the position and to the Client, focusing on:
 - Leadership and management skills
 - Size of organization

- Experience in addressing challenges and opportunities also outlined in Phase I
- The database will range from several hundred to thousands of names and an email blast will be sent to each potential candidate.
- Placement of the Position Announcement in appropriate professional online publications:
 - Public sector publications & websites
 - Social media: LinkedIn (over 15,000 connections), Facebook, and Twitter
 - GovHR will provide you with a list of advertising options for approval

Phase III: Candidate Evaluation & Screening

Phase III will include the following steps:

- Review and evaluation of candidates' credentials considering the criteria outlined in the Recruitment Brochure
- Candidates will be narrowed down to those candidates that meet the qualification criteria
- Candidate evaluation process:
 - Completion of a questionnaire explaining prior work experience
 - Live Video Interview (45 minutes to 1 hour) conducted by consultant with each finalist candidate
 - References (at least 2 references per candidate will be contacted at this time)
 - Internet/Social Media search conducted on each finalist candidate

All résumés will be acknowledged and inquiries from candidates will be personally handled by GovHR, ensuring that the Client's process is professional and well regarded by all who participate.

Phase IV: Presentation of Recommended Candidates

Phase IV will include the following steps:

- GovHR will prepare a Recruitment Report presenting the credentials of those candidates most qualified for the position.
- GovHR will provide an electronic recruitment portfolio which contains the candidates' materials along with a "mini" résumé for each candidate so that each candidate's credentials are presented in a uniform way.
- Client will receive a log of all applicants and may review résumés if requested.
- Report will arrive in advance of the Recruitment Report Presentation.

GovHR will spend approximately 2 hours with the Client reviewing the recruitment report and providing additional information on the candidates.

Phase V: Interviewing Process & Background Screening

Phase V will include the following steps:

GovHR will:

- Develop the first and second round interview questions for your review and comment
- Coordinate candidate travel and accommodations
- Provide you with an electronic file that includes:

- Candidates credentials
- Set of questions with room for interviewers to make notes
- Evaluation sheets to assist interviewers in assessing the candidate’s skills and abilities

Background screening will be conducted along with additional references contacted:

GovHR USA Background Screening	
✓ Social Security Trace & Verification	✓ County/Statewide Criminal
✓ U.S. Federal Criminal Search	✓ Civil Search
✓ Enhanced Verified National Criminal	✓ Bankruptcy, Leans and Judgements
- National Sex Offender Registry	✓ Motor Vehicle Record
- Most Wanted Lists FBI, DEA, ATF, Interpol	✓ Education Verification – All Degrees Earned
- OFAC Terrorist Database Search	Optional: Credit Report – Transunion with score (based on position and state laws)
- OIG, GSA, SAM, FDA	Optional:
- All felonies and misdemeanors reported to the National Database	Professional License Verification
	Drug Screen
	Employment Verification

GovHR will work with you to develop an interview schedule for the candidates, coordinating travel and accommodations. GovHR consultants will be present for all the interviews, serving as a resource and facilitator.

GovHR will coordinate a 2-Step Interview process. The first round interviews will include five or six candidates. The second round interviews will include two or three candidates. GovHR will supply interview questions and an evaluation form.

In addition to a structured interview, the schedule can incorporate:

- Tour of Client facilities
- Interviews with senior staff

Phase VI: Appointment of Candidate

- GovHR will assist you as much as you request with the salary and benefit negotiations and drafting of an employment agreement, if appropriate.
- GovHR will notify all applicants of the final appointment, providing professional background information on the successful candidate.

Diversity, Equity & Inclusion in Recruitments

GovHR has a long standing commitment to Equity, Diversity and Inclusion in all of our recruitment and selection processes. Since our firm's inception we have supported, with our time and financial resources, organizations that advance women and other underrepresented minorities in local government. These include the National Forum for Black Public Administrators, the Local Government Hispanic Network, The League of Women in Government and CivicPride.

GovHR President Heidi Voorhees was a keynote speaker at the first meeting of the WCMA Women's Leadership Seminar. Our employees and consultants all underwent Implicit Bias Training in the last year and we are frequent speakers on incorporating DEI values in recruitment and selection. We have a list of DEI resources on the front page of our website (<https://www.govhrusa.com/diversity-equity-and-inclusion-resources/>) that can be accessed by anyone who visits our website.

GovHR has formally partnered with the National Forum for Black Public Administrators' consulting arm, i4x, in several recruitment and selection processes throughout the country including Toledo, OH, Ft. Collins, CO, Ann Arbor, MI, Oakland, MI and Arlington, TX. Our partnership reflects our mutual commitment to advancing DEI values and increasing the diversity of local government leaders at the highest levels of the organization.

Project Timeline

Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14
Phase I		Phase II				Phase III			Phase IV	Phase V		Phase VI	

Weeks 1 & 2	Phase 1: Stakeholder Interviews & Brochure Development
Weeks 3 thru 6	Phase 2: Advertising, Candidate Recruitment & Outreach
Weeks 7 thru 9	Phase 3: Candidate Evaluation & Background Screening
Week 10	Phase 4: Presentation of Recommended Candidates
Week 11 & 12	Phase 5: Interview Process & Additional Background Screening
Weeks 13 & 14	Phase 6: Appointment of Candidate

Full Scope Recruitment – Price Proposal

Summary of Costs: Full Scope	Price
Recruitment Fee: <i>(Reflects a repeat Client discount of \$1,000)</i>	\$18,500
Recruitment Expenses: (not to exceed) ➤ Expenses include candidate due diligence efforts	1,500
Advertising: *Advertising costs over \$2,500 will be placed only with client approval. If less than \$2,500, Client is billed only for actual cost.	2,500*
Total:	\$22,500**

*We are carefully monitoring recommendations from the federal, state and local governments and working with clients on alternatives to in person meetings. We are fully operational and can work with you via video and by utilizing electronic files. If at the time of recruitment, COVID-19 restrictions are lifted and travel is possible, we are happy to attend meetings in person.

**Consultant travel expenses are not included in the price proposal. If the consultant is requested to travel to the client, travel costs will be estimated at time of request. Only actual expenses will be billed to the client for reimbursement to GovHR.

Possible in-person meetings could include:

1. Recruitment brochure interview process
2. Presentation of recommended candidates
3. Interview Process

Any additional consultant visits requested by the Client (beyond the three visits listed above) will be billed at \$125/hour; \$500 for a half day and \$950 for a full day. The additional visits may also result in an increase in the travel expenses and those expenses will be billed to the client.

This fee does not include travel and accommodations for candidates interviewed.

Payment for Fees & Services

Payment of invoices is due within thirty (30) days of receipt. Professional fees and expenses will be invoiced as follows:

1st Invoice upon acceptance of proposal: 40% of the Recruitment Fee

2nd Invoice upon recommendation of candidates: 40% of the Recruitment Fee

Final Invoice upon completion: 20% of the Recruitment Fee plus all expenses

The GovHR Guarantee – Full Scope Recruitment

GovHR is committed to assisting our clients until a candidate is appointed to the position. Therefore, no additional professional fee will be incurred if the client does not make a selection from the initial group of recommended candidates and requests additional candidates be developed for interview consideration. If additional advertising beyond the Phase I advertising is requested, client will be billed for actual advertising charges. Reimbursable expenses may be incurred should the recruitment process require consultant travel to the Client.

Upon appointment of a candidate, GovHR provides the following guarantee: should the selected and appointed candidate, at the request of the Client or the employee's own determination, leave the employ of the Client within the first 12 months of appointment, we will, if desired, conduct one additional recruitment for the cost of expenses and announcements only. This request must be made within six months of the employee's departure.

Why Choose GovHR?

- We are a leader in the field of local government recruitment and selection with experience in more than 41 states, in communities ranging in population from 1,000 to 1,000,000. More than 28% of our clients are repeat clients showing a high level of satisfaction with our work. We encourage you to call any of our previous clients.
- We are committed to bringing a diverse pool of candidates to your recruitment process. We network extensively with state, city and county management associations, attending more than 20 state and national conferences each year. In addition, we support and attend the meetings of League of Women in Government, the Local Government Hispanic Network, National Forum for Black Public Administrators and Engaging Local Government Leaders.
- We conduct comprehensive due diligence on candidates. Before we recommend a candidate to you, we will have interviewed them via video, conducted reference calls, and news media and social media searches. Our knowledge of local government ensures that we can ask probing questions that will verify their expertise.
- We are your partners in this important process. You are welcome to review all the resumes we receive and we will share our honest assessment of the candidates.
- Our goal is your complete satisfaction. We are committed to working with you until you find the candidate that is the best fit for your position.

Qualifications

Please note the following key qualifications of our firm:

- Since our establishment in 2009, our consultants have conducted hundreds of recruitments in 41 states, with an increase in business of at least 30% each year. Twenty-eight (28%) of our clients are repeat clients, the best indicator of satisfaction with our services.
- Surveys of our clients show that 94% rate their overall experience with our firm as *Outstanding and* indicate that they plan to use our services or highly recommend us in the future.
- Our state-of-the-art processes, including extensive use of social media for candidate outreach and video interviews with potential finalist candidates, ensure a successful recruitment for your organization.
- Our high quality, thorough Recruitment Brochure reflects the knowledge we will have about your community and your organization and will provide important information to potential candidates.



Contract Signature Page

We believe we have provided you with a comprehensive proposal; however, if you would like a service that you do not see in our proposal, please let us know. We can most likely accommodate your request.

This proposal will remain in effect for a period of six months from the date of the proposal. We look forward to working with you on this recruitment and selection process!

Village of Vernon Hills, Illinois agrees to retain GovHR USA, LLC ("GovHR") to conduct an Community Development Director Recruitment in accordance with its proposal dated March 29, 2022. The terms of the proposal are incorporated herein and shall become a part of this contract.

ACCEPTED:

Village of Vernon Hills, Illinois

By: _____

Title: _____

Date: _____

Billing Contact: _____

Billing Contact Email: _____

GovHR USA, LLC

By: _____

Title: _____

Date: _____

Optional Services

GovTemps USA

Need an Interim? GovTempsUSA, a subsidiary of GovHR USA, specializes in the temporary placement of positions in local government. The firm offers short-term assignments, in addition to long-term and outsourced arrangements. Our placement professionals at GovTempsUSA have typically enjoyed distinguished careers in local government and displayed a commitment to public service throughout their career.

Recorded One-Way Video Interview of Candidates

Candidates we recommend for your consideration can complete a one-way video interview with 3 to 5 questions that will be recorded and which you can review electronically at your convenience. This can occur prior to making your decision on which candidates to invite for an interview. Cost \$100 per candidate.

Leadership/Personality Testing

GovHR has experience working with a wide variety of leadership and personality assessment tools, depending on the qualities and experiences the client is seeking in their candidates. These include but are not limited to Luminaspark, Caliper, DISC and others. Depending on the evaluation type selected fees can range between \$100 to \$500 per candidate.

360° Evaluation

As a service to the Client, we offer the option to provide you with a proposal for a 360° performance evaluation for the appointed position at six months into his or her employment. This evaluation will include seeking feedback from both elected officials and department directors, along with any other stakeholder the Client feels would be relevant and beneficial. This input will be obtained on a confidential basis with comments known only to the consultant. If you are interested in this option, GovHR will prepare a proposal for this service.



KATHLEEN F. RUSH



Kathleen F. Rush has over 30 years experience as a local government management professional including Woodridge and Riverside, Illinois. She is known for her extensive professional network.

From 2009 until 2017, Ms. Rush served as the Village Administrator in Woodridge, a progressive, vibrant, diverse community in south central DuPage County. During her tenure in Woodridge, Ms. Rush was responsible for an approximate \$44.5 million budget and 126 full-time employees. During her tenure in Woodridge award-winning intergovernmental cooperation and regional service, arrangements were initiated. She participated extensively at a leadership level in regional and County-wide agencies ensuring the implications of decisions were considered during decision making. Advancement of internal support systems were championed.

Ms. Rush served as the Village Manager In Riverside, Illinois (a national historic landmark) from 1998 to 2009. Riverside is a unique, small town with a high demand for resident service and attention to historic preservation. Designed by Frederick Law Olmsted, designer of Central Park, NY, the Village of Riverside presented a unique set of challenges and projects. The community is known for its significant amount of open space, distinctive zoning and curvilinear streets. The community retains its historic character that essentially has been unchanged since 1879. The community is part of the National Park Service inventory of designated landmarks. Significant financial challenges offered an opportunity for innovated financial solutions. Capital project financing, operational reductions and increased service demands were a focus. Significant water, street, sewer, forestry projects were completed. Significant grant funding and partnership with the National Park Service assisted in the financial undertakings. The Village of Riverside provided parks/recreation and fire services in addition to the primary Village operations.

Prior to serving in the Manager's role in Riverside, Ms. Rush did serve as the Assistant Village Administrator in Woodridge where she was responsible for human resources, information technology, purchasing, agenda management, community relations, special events and Village Board support. She served as the acting Director of Public Works and served as the project manager during the construction of a new Village Hall.

PROFESSIONAL EDUCATION

- Graduate Degree in Public Administration, Northern Illinois University
- Bachelor of Science in Political Science, Northern Illinois University

PROFESSIONAL DEVELOPMENT AND SPEAKING ENGAGEMENTS

- ILCMA, panelist at various conferences
- IAMMA, panelist at various conferences
- The Legacy Project, Panelist 2017 Annual Conference and luncheon speaker

MEMBERSHIPS AND AFFILIATIONS

- DuPage Credit Union, Former Board member and Secretary
- DuPage Federation on Human Services Reform, Board of Directors - Vice Chairperson
- Northern Illinois University division of Public Administration, Board of Advisor's - Former President

- Illinois City/County Manager's Association, Former President
- Illinois Municipal Management Assistants Association, Former President
- Intergovernmental Risk Management Agency, Former Chairperson
- DuPage Mayors and Managers Association, Executive Board and Transportation Committee - Former Chairperson

PROFESSIONAL BACKGROUND

Over 30 years' experience as a local government management professional

- Village Administrator, Village of Woodridge, IL 2009 – 2017
- Village Manager, Village of Riverside, IL 1998 – 2009
- Assistant Village Administrator, Woodridge, IL 1985 – 1998





Community & Economic Development Client List

STATE	CLIENT	POSITION	POPULATION	YEAR
Alabama	Decatur	Director of Development	54,844	2020
Arizona	Central Arizona Regional Economic Development Foundation	Executive Director	Multi	2012
California	San Jose	Division Manager - Community Services Division	1,025,000	2021
Colorado	Eagle	Community Development Director (Virtual)	6,739	2019
	Eagle County	Community Development Director	53,000	2018
				2021
Connecticut	Norwalk Redevelopment Agency	Executive Director	89,005	2019
Florida	Gainesville	Director, Department of Sustainable Development	133,997	2021
	Riviera Beach Community Redevelopment Agency	Executive Director	35,000	2020
Illinois	Bloomington-Normal Economic Development Council	President/CEO	Multi	2019
	Brookfield	Community & Economic Development Director	19,500	2014
	Calumet City	Community & Economic Development Coordinator	37,000	2013
	Chicago Metropolitan Agency for Planning	Executive Director	Multi	2015
				2019
		Executive Director for Finance and Administration	Multi	2015
	Clarendon Hills	Community Development Director	8,653	2012
	Columbia	Community Development Director (Professional Outreach)	10,273	2018
	Decatur	Community Development Director	76,178	2020
		Economic and Community Development Director	76,178	2017
	Des Plaines	Community & Economic Development Director	58,364	2016
		Director of Community & Economic Development	58,364	2021
	Effingham Regional Growth Alliance	Executive Director/CEO	Multi	2020
	Elgin	Community Development Director	108,000	2010
		Senior Planner	108,000	2016

	Elk Grove Village	Director of Marketing & Business Development	34,737	2010
	Evanston	Community & Economic Development Director	75,000	2010
				2013
	Frankfort	Community and Economic Development Director	20,077	2020
	Franklin Park	Community Development Director	17,898	2012
	Freeport	Community & Economic Development Director (Limited)	25,000	2021
	Greater Freeport Partnership	Executive Director	25,000	2019
	Gurnee	Community & Economic Development Director	31,295	2014
	Highland Park	Director of Community & Economic Development	31,365	2013
	Invest Aurora	President/CEO	Multi	2018
	Joliet City Center Partnership	Executive Director	Multi	2012
		Vice President	Multi	2012
	Knox County Area Partnership for Community & Economic Development	Executive Director	Multi	2014
	La Grange	Director of Community Development	15,610	2016
	Lake County Partners	President/CEO	Multi	2011
	Lisle	Development Services Director & General Recruitments	22,930	2017
	Lisle Economic Development Partnership	Executive Director	Multi	2021
	Northfield	Director of Community & Economic Development	5,400	2011
	Northwest Illinois Development Alliance	Executive Director/President-CEO	Multi	2018
	Oak Park	Assistant Director of Development Customer Services	52,000	2017
	Park Ridge	Community Preservation and Development Director	37,496	2021
	Plainfield	Director of Planning	41,734	2016
		Economic Development Director	41,734	2016
	Rolling Meadows	Superintendent of Community Development Operations (Professional Outreach)	24,099	2021
	Round Lake	Community & Economic Development Director	18,481	2017
	Skokie	Economic Development Specialist	66,468	2009
	St. Charles	Economic Development Division Manager	33,264	2009
	Sun Prairie	Director of Economic Development	32,894	2021
	Tri County Regional Planning Commission	Executive Director	Multi	2014

	Villa Park	Community Development Director (Virtual)	22,038	2020
	Wauconda	Community Development Director	14,125	2018
	West Dundee	Community Development Director	8,000	2014
		Director of Community Development/Building Official	8,000	2021
	Westmont	Director of Community Development (Virtual)	24,767	2018
	Wheeling	Director of Community Development	38,878	2020
		Director of Economic Development	38,878	2020
	Will County Center for Economic Development	Vice President	Multi	2012
	Winnetka	Community Development Director	12,417	2017
Indiana	Highland	Redevelopment Director	23,127	2017
Iowa	Des Moines	City Manager/Economic Development Director	203,400	2011
Michigan	Ann Arbor Downtown Development Authority	Executive Director	121,477	2021
	Eastpointe	Economic Development Manager (Professional Outreach)	32,673	2019
	Ferndale	Community & Economic Development Director	20,428	2022
	Ferndale Downtown Development Authority	Executive Director	20,428	2019
	Oakland County	Director of Economic Development	1,251,000	2020
	Portage	Director of Development Services	50,126	2020
	Rochester Hills	Economic Development Director	73,125	2016
Minnesota	Oakdale	Director of Community Development	28,315	2021
	Red Wing	Community Development Director	16,572	2021
	Woodbury	Community Development Director	70,559	2019
Missouri	University City	Assistant to the City Manager/Economic Development Director	35,172	2018
Montana	Bozeman	Community Development Director	39,860	2016
New York	New Rochelle	Commissioner of Development	79,067	2022
North Carolina	Asheville	Director of Development Services	87,236	2017
	Fayetteville	Chief Development Officer	210,000	2011
		Development Services Director	210,000	2017
Ohio	Monroe	Development Director	15,412	2021
Texas	Garland	Planning & Community Development Director	233,206	2014
Virginia	Hampton	Deputy Director of Community Development	137,436	2021
	Roanoke	Director of Economic Development	100,220	2021
Wisconsin	Baraboo	Executive Director - Community Development Authority	12,048	2010
	Beloit (City)	Economic Development Director	36,966	2020
	Franklin	Economic Development Director	36,155	2015
				2018

Green Bay	Plan Review Administrator	104,779	2015
Sun Prairie	Director of Economic Development	32,894	2021
Wausau	Development Director	39,160	2021
Wauwatosa	Economic Development Director	47,000	2009