



MEMORANDUM

DATE: November 19, 2014

TO: Annapolis City Council

FROM: Mayor Michael Pantelides
City Manager Thomas Andrews *[Handwritten initials]*

RE: Confirmation of Exempt Level Appointments

Pursuant to City of Annapolis Code, Section 3.08.030, we are seeking confirmation by the City Council of our appointment to the following Exempt level position:

Michael Morris – Recreation and Parks - A20/step 8, \$128,831.30

A copy of Mr. Morris' resume is attached for your review and consideration.

Mr. Morris was the top candidate recommended by the selection committee from a field of 46 candidates from around the country. The candidates' credentials were reviewed by the selection committee and the committee selected ten that they interviewed using a structured and weighted interview rating process. The selection committee was comprised of:

Regina Eldridge-Watkins, City Clerk
Taney Hamill, Chair of the Recreation Advisory Board
Chief Joseph S. Johnson, Chief of Security, HACA
Paul M. Rensted, Director of Human Resources
Brian Woodward, former Director of Recreation and Parks

Mr. Morris was selected by the Mayor and City Manager from among 3 finalists.

Mr. Morris is a graduate of Old Dominion University with a Master of Education Degree in Sports Management and a candidate for a Doctorate of Public Administration.

Mr. Morris is a Certified Parks and Recreation Professional through the National Recreation and Parks Association and is a former President of the Virginia Recreation and Parks Society. With over 20 years experience in the field of recreation and parks Mr. Morris has spent the majority of his career at the director level of municipal parks and recreation departments. Mr. Morris most recently served as the Director of Parks and Recreation for Corpus Christi, Texas managing a \$22 million operating budget and \$16 million capital budget. In this position he ensured the 430 employees provided park, recreation, senior services, athletics, arts and culture golf courses, beaches, and youth development services in an urban environment for a population of 315,000 people. From 2003 until 2010 Mr. Morris held the same role for the City of Portsmouth, Virginia serving 100,000 people. Under his leadership they supported the Cock Island Race (sailboat races), the Portsmouth Invitational Tournament (an NBA Basketball tournament) and the AAU Junior Olympics. Mr. Morris has strong credentials as a budget manager as well as an innovator in establishing programming.

Accordingly, we trust that you will find the education, training and experience of Mr. Morris to far exceed the minimum qualifications required for the position. Mr. Morris will be present for confirmation at the City Council meeting scheduled for Monday, November 24, 2014.

MICHAEL MORRIS

PROFESSIONAL EXPERIENCE:

DIRECTOR OF PARKS AND RECREATION, City of Corpus Christi, TX 2010 - Present
Department includes Parks Maintenance, Park Development, Recreation Centers, Senior Services, Athletics, Arts and Culture, Special Events, Golf Courses, Gulf of Mexico and Corpus Christi Bay Beaches and Youth Development (Juvenile Assessment Center). Corpus Christi is an urban city with a population of 315,000 people. Responsible for a \$22 million operating budget, \$16 million capital improvement budget and over 430 employees. Also hosted the Texas Amateur Athletic Federation - Games of Texas (2012, 2013) with over 8,000 athletes in 12 different sports.

DIRECTOR OF PARKS, RECREATION AND LEISURE, City of Portsmouth, VA 2003 - 2010
Department includes Parks and Grounds Maintenance, Recreation, Tourism, Special Events, Golf Courses and Cultural Arts Theatre. Portsmouth is an urban City of 100,000 people. Accountable for 86 full-time staff, over 230 part-time staff and a budget of \$9 million. Lead staff for three major events – Cock Island Race (Sailboats), Portsmouth Invitational Tournament (NBA Basketball), AAU Junior Olympics (2006, 2001, 1998).

ADJUNCT FACULTY, Old Dominion University, Norfolk, VA 2008 – 2010
Teach undergraduate classes in Recreation and Sports Management.

NBA SCOUT, Marty Blake & Associates, Director of NBA Scouting 2001 - 2005
Scout college basketball players who are anticipated to be drafted in the NBA Draft. Evaluate players and submit detailed reports to the NBA Main Office through the Director of Scouting.

DIRECTOR OF PARKS & RECREATION, Montgomery County, Christiansburg, VA 2001 - 2003
Oversight of a Department that included Park Maintenance, Aquatics, Athletics, Senior Citizen Programs and Afterschool Programs.

RECREATION MANAGER, City of Portsmouth, VA - Parks and Recreation 1996 – 2001
Responsible for the Recreation Division including Recreation Centers, Aquatics, Therapeutic Recreation, Athletics, Aquatics, Seniors and Special Events. Oversight of 22 full-time and 175 part-time staff and a \$2 million budget.

ASSISTANT DIRECTOR OF ATHLETICS, Messiah College, Grantham, PA 1993 - 1996
ASSISTANT MEN'S BASKETBALL COACH
Oversight of marketing and promotions for 16 varsity sports. Hosted NCAA Final Four and Region Tournaments in Men's and Women's Soccer and Field Hockey.

MANAGER, John H. Myers & Sons, York, PA 1993
Managed the operation of a business selling kitchen cabinetry and appliances to builders.

SALES REPRESENTATIVE, Win-Kit Company, Reinholds, PA 1991 - 1993
Company was a wholesale distributor of building products, selling to retail building supply companies.

KITCHEN & BATH DESIGNER, K & M Home Center, York, PA 1988 - 1991
Designed kitchens/baths and sold kitchen/bath cabinetry and appliances.

SALES REPRESENTATIVE, ARA Services, Harrisburg, PA 1986 – 1988
Distributor of snack food products.

MANAGER, Bob Morris Furniture, York, PA 1984 – 1986
Managed a retail furniture store.

AWARDS:

- **Trust for Public Land – “ParkScore” Index** - #1 in Texas and #28 Nationally 2014
- **Texas Gold Medal (TRAPS)** – Excellence in Parks and Recreation Management 2014
- **Corpus Christi Convention and Visitors Bureau** – Most Valued Partner (MVP) Award 2013
- **TRAPS Media Excellence Award** – 2012 TAAF Games of Texas – Marketing Campaign 2012
- **TRAPS Maintenance Achievement Award** – Beach Operations (Padre Island Beaches) 2012
- **Texas Travel Industry Association** – Texas Nature Tourism Award – Suter Nature Park 2011
- **Corpus Christi Convention and Visitors Bureau** – Excellence in Customer Service Award 2011
- **Texas Recreation and Parks Society (TRAPS)** – Outstanding Service Club Partnership 2010
- **American Shore and Beach Preservation Association** – Best Restored Beach in America 2010
- **VRPS Best New Program** – “6 to 6” Before and After School Program 2007
- **VRPS Best Promotional Piece** – Summer Galaxy Program Brochure 2007
- **VRPS Best Specialty Promotional Piece** _ UMOJA Festival Rack Card 2007
- **Top 100 Events in North America** – Olde Towne Holiday Music Festival 2006
- **VRPS Best New Facility** – Fort Nelson Park 2006
- **VRPS Best New Program** – Kids Café Program 2004
- **VRPS Best Facility Renovation** – Port Norfolk Recreation Center 2003
- **VRPS Best Promotional Piece** – Spring/Summer Brochure 2001
- **VRPS Best Facility Renovation** – Cradock Recreation Center 2001
- **VRPS Best New Program** – Portsmouth Summer Galaxy Program 2000
- **VRPS Best Facility Renovation** – Portsmouth Senior Center 2000
- **VRPS President’s Scholarship** – Virginia Recreation and Parks Society 1999

EDUCATIONAL EXPERIENCE:

- **Certified Parks and Recreation Professional (CPRP)** – National Recreation and Parks Assoc.
- **15 Credits Toward Doctorate** – Public Administration – Old Dominion University
- **Executive Institute** – Weldon-Cooper School Of Government – University of Virginia 2004
- **Master of Science in Education** - Sports Management - Old Dominion University 2001
- **Bachelor of Science** - Accounting - Messiah College, Grantham, PA 1984

MEMBERSHIPS & ACTIVITIES:

- **National Recreation and Parks Association (NRPA)** 1997 – Present
- **Texas Recreation and Parks Society (TRAPS)** 2010 - Present
- **Virginia Recreation and Parks Society (VRPS)** 1997 – Present
 - Board of Directors (2007 – 2010) - President (2009)
- **Portsmouth Invitational Tournament Board of Directors** – Vice-Chairman 1997 - Present
- **Ronald McDonald House Charities Board of Directors** 2014 - Present
- **Old Dominion University – Darden College of Education** – Board of Advisors 2006 - 2010
- **Varsity Basketball - Messiah College** 1980 - 1984
 - All-American and Team Captain - Senior Year
- **Varsity Baseball - Messiah College** 1980 – 1983