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**EXECUTIVE PROFILE**

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Hands-on, highly motivated and high performing executive with demonstrated ability to respond to challenges, develop innovative solutions, advance goals and objectives, and secure collaborative, pragmatic relationships with a variety of stakeholders.

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**SKILL HIGHLIGHTS**

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Leadership, Public Relations, Project Delivery Methodologies, Negotiation Skills, Problem Resolution, Budget Development and Administration, Organizational-Effectiveness and Transformation, Operations Management, Capital Program Management, Contract Development and Management, Service Quality Improvement, Risk Management, Labor Cost Control, Performance Analysis, Team Building, Cross-Cultural Communication, Community Outreach

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**CORE ACCOMPLISHMENTS**

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<b><u>Administration/Leadership</u></b>	<b><u>Authorized/Guided New Initiatives</u></b>
<i>Developed &amp; Implemented Staff Career Path Program</i>	<i>New Police Building</i>
<i>Created Standard Customer Service Protocols</i>	<i>Pavement Condition Rating of Roadways</i>
<i>Achieved Increased Employee Morale/Engagement</i>	<i>Asset Management System for Infrastructure</i>
<i>Implemented Project Development Protocol</i>	<i>Energy Benchmarking of City Buildings</i>
<i>Increased Capital Project Completion Rate</i>	<i>Alternate Project Delivery of CIP Projects</i>
<i>Ensured Compliance with MDE MS4 Regulations</i>	<i>Implementation of CMMS for Facilities Work</i>
<i>Directed Goal/Performance Measurements</i>	<i>New Road Code for Development Projects</i>

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**PROFESSIONAL EXPERIENCE**

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**City of Gaithersburg**  
Gaithersburg, MD

**Director of Public Works & City Engineer**

**05/2014 – Present**

Accountable for providing daily customer-centered services to nearly 70,000 customers, directing 97.1 non-unionized FTE staff, and bidding and administering service and construction contracts. Developed and implemented an innovative Career Path Program for Line Staff that improved employee morale and capacity, implemented an objective condition assessment of city pavements utilized to control life-cycle costs, initiated and implemented a physical asset management system for city infrastructure utilized to control life-cycle costs, directed the design and construction of new police headquarters building. Improved project delivery for CIP projects. Directed repaving of municipal roads, planning, design & construction of new parks and bridges.

### ***Technical Accomplishments***

- Developed and implemented a \$15 million annual operating budget; \$25 million infrastructure capital program and \$19 million stormwater capital program.
- Developed and implemented a career path program for line staff that provided an organized way of developing staff skill competencies with concomitant compensation.
- Directed the preparation of Facility Needs Assessments for development of facility maintenance and capital programs.
- Implemented a Computerized Maintenance Management System (CMMS) for tracking facilities work-order completion and productivity.
- Initiated and directed the development of energy benchmarking studies for city facilities.
- Developed the RFP to retrofit all city street lights from HID/HPS to Light Emitting Diode (LED).
- Developed and implemented a digital pavement assessment program for 223 lane-miles of city streets. This provided pavement managers with a rational and objective basis for annual funding requests while ensuring a constant pavement network condition.
- Developed and implemented a physical infrastructure asset management system for city infrastructure.
- Directed compliance with Maryland Department of the Environment stormwater regulations and oversaw the preparation of the Municipal Separate Storm Sewer System (MS4) permit.
- Directed Chesapeake Bay Capital Improvement Projects
- Directed the design of a new pedestrian bridge over Great Seneca Highway (MD119) and the AstraZeneca-Medimmune campus.
- Directed the design and construction of a synthetic sports field in the Lakelands subdivision.
- Developed staff competencies in project delivery and control.
- Restructured citywide recycling program to mitigate cost escalation resulting from instability in Asian markets
- Developed strong working relationships with Pepco and WSSC.

### **City of East Orange**

East Orange, NJ

#### **Acting Executive Director of Water Utility**

**02/2013 – 05/2014**

Direct day-to-day operation of a 10MGD potable water pumping station and distribution system. Strengthened company's business by leading implementation of the design of an air-stripping system to remove chlorinated volatile organic compounds (CVOCs). Strengthened relationships with the New Jersey Department of Environmental Protection (NJDEP) by using a collaborative, team-based approach. Created new revenue streams through remote meter reading and service shut-offs for adjacent water utility systems. Developed new utility billing practices and reduced accounts receivables by 15%.

### ***Technical Accomplishments***

- Directed financial and operational framework for water utility serving over 80,000 customers in East Orange and South Orange, New Jersey.
- Developed and implemented \$15 million annual operating budget; 5-year capital program (\$15 million).
- Directed design of air-stripping water quality improvements to East Orange groundwater wells and installation of 5MW Photovoltaic system for powering pumping station.
- Directed design and construction of potable water well rehabilitation efforts to increase 1.2 MGD in well pumpage.
- Negotiated 10-year bulk water purchase with the City of Newark.

**Director of Public Works, Chief Engineer**

**01/2008 – 05/2014**

Accountable for providing daily customer-centered services to over 70,000 customers, directing 111FTE unionized and 10.6 FTE seasonal employees, and bidding and administering service and construction contracts. Spearheaded new technologies for ice control, physical asset management, and automation controls for police headquarters. Directed repaving of municipal roads, construction of new parks, ADA and security upgrades for Municipal Court Building, adaptive reuse of old police station, design and construction of new health department. Negotiated new business opportunities through shared service initiatives with other municipalities and school district.

***Technical Accomplishments***

- Directed financial and operational framework for Public Works department serving over 70,000 customers in East Orange, New Jersey.
- Developed and implemented \$12 million annual operating budget; 5-year capital program (\$25 million); and formulated and recommended service delivery protocols for customers.
- Developed and implemented roadway pavement condition rating protocol for 82 miles of municipal roadways.
- Developed and implemented buildings and grounds planning and operations.
- Developed and implemented park master planning, maintenance and construction.
- Developed and implemented municipal capital project development and construction contract administration.
- Developed specifications and implemented municipal service contracts (Garbage collection, janitorial, snow plowing, leaf removal, landscaping etc.).

**Assistant Director, Chief Engineer**

**12/2003 - 12/2007**

Accountable for department operations, overall customer satisfaction, directing 61 FTE unionized employees, contract administration, and security, maintenance and operations of facilities. Developed and directed strategies to use quantitative metrics to benchmark and manage service performance. Spearheaded use of qualitative metrics of balanced scorecard to measure departmental performance in core areas. Ensured that the department achieved full compliance with state and federal regulatory requirements. Increased municipalities recycling rate resulting in 200% increase in grant funds.

**Lichtenstein Engineers, LLP**

New York City, NY

**Project Engineer**

**05/2003 - 12/2003**

Accountable for structural inspection of railroad bridges for Long Island Railroad (LIRR) and Port Authority of NY/NJ - supervised five FTE employees, and various subcontractors.

***Technical Accomplishments***

- Lead engineer for inspection of more than 200 above grade bridge structures for the LIRR in New York City and Long Island.
- Inspected suspension cables for the George Washington Bridge as part of the biennial inspection cycle.
- Prepared structural condition reports for structures inspected.

**Vollmer Associates, LLP**

New York City, NY

**Senior Structural Engineer**

**10/2001 – 5/2003**

Accountable for structural design and inspection of bridges, parking decks and special structures for various clients, supervised five FTE employees, and various subcontractors.

***Technical Accomplishments***

- Performed structural condition inspections and design of NYCDOT bridges.
- Performed structural condition inspections of several NYCTA electrical substation buildings.
- Prepared condition reports and repair details for electrical substation building improvements.
- Designed special structures for various private clients.
- Performed condition inspections and rehabilitation plans for several NYCDOT parking garages.

**CTE Engineers**  
New York City, NY

**Project Engineer**

**6/1998 – 10/2001**

Accountable for structural design and inspection of bridges and special structures for various clients, supervised seven FTE employees, and various subcontractors.

***Technical Accomplishments***

- Lead Engineer for structural inspection of the Metro-North Railroad Grand Central Terminal Train Shed a two level, 1.25 million square foot steel framed structure that supports E42nd Street to E57th Street between Madison Avenue and Park Avenue in Manhattan, NYC.
- Lead Engineer for structural inspection of 250 railroad bridges for Amtrak's Acela rail corridor from Boston, MA to Washington, DC.
- Responsible for preparation of inspection reports and repair detail plans for defects.
- Responsible for structural design for various private clients.

**Hardesty & Hanover, LLP**  
New York City, NY

**Project Engineer**

**6/1996 – 6/1998**

Accountable for structural design and inspection of bridges and special structures for various clients, supervised one FTE employee and various subcontractors.

***Technical Accomplishments***

- Lead Engineer for structural inspection and design of highway bridges for NYCDOT and NJDOT.
- Engineer on team for the inspection and design for structural refurbishment of three roadway tunnels owned by NYCDOT.

**New Jersey Transit Corporation**  
Newark, NJ

**Senior Engineer**

**11/1992 – 6/1996**

Accountable for development and construction of capital improvement projects on various passenger stations and rail facilities throughout the service territory.

*Technical Accomplishments*

- Project Manager for several rail station capital improvement projects statewide - Dollar value of improvements - \$12 million value.
- Responsible for project development and overseeing design, bidding and construction administration phases.
- Coordination with NJDEP and NJ State Historic Preservation Office to ensure projects were completed in accordance with governing regulations.
- Supervised four FTE and various consultants and contractors.
- Worked with community advocacy groups to ensure stakeholder interests were adequately represented.

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**EDUCATION & PROFESSIONAL**

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**MASTER OF SCIENCE: OPERATIONS RESEARCH**

**Columbia University**, New York City, NY, USA

**BACHELOR OF ENGINEERING: CIVIL ENGINEERING**

**The City College of New York**: New York City, NY, USA

**Harvard University JFK School of Government** – Short Course – Shared Service in the Public Sector

**University of Michigan** –Master Track Certificate in Construction Management (pending)

**University of Michigan** – Construction Management MasterTrack Certificate

Member of: ASCE Infrastructure Committee – Voting Member, APWA, CSI & IFMA

Certified Construction Contract Administrator

Certified Municipal Engineer - NJ

Certified Recycling Coordinator – NJ