

William M. Vance

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QUALIFICATION SUMMARY

- 25 years of local government management experience with significant achievements in fiscal management and across-the-board local government infrastructure improvements. Many years of local government management remaining.
- Successful experiences in budgeting, project management, planning, finance, capital improvement, recruitment, personnel supervision, training, and public relations.
- Innovative, common sense leader with outstanding ability to positively motivate people and maximize available resources to achieve short- and long-term goals. ICMA certified local government manager with uninterrupted good standing since 1994. Managerial strengths over local government management career focused on maintaining active lines of accurate communications with elected leadership and citizens concurrent to providing high level of responsive managerial services to same. Collectively beneficial communication and coordination with regional and State partners accomplished.

OHIO LOCAL GOVERNMENT MANAGEMENT EXPERIENCES

CITY MANAGER, City of Pickerington, Ohio (7/1/10 – 5/31/18)

Managed professional organization of 90+ employees that served 20,000 residents. City Manager's Office responsible for providing managerial support/supervision to Finance, City Engineer, Police, Public Works; Water, Sewer, Streets, Parks and Recreation, Development Services, Economic Development, Building Inspections/Code Enforcement and Human Resources/Risk Management Departments. Community-wide beautification effort including daily City-wide litter collection efforts. Proponent of leading by example through the routine provision of positive and visible results concurrent to providing highest levels of municipal customer service.

Selected 2010-2018 Team Pickerington Achievements

- *Successfully re-created Team concept and professionally operating local government organization where serious professionals are provided the support resources these employees need to ensure their success and in doing so the continual improvement of our local government and those it serves.*
- *Initiated individual multi-Staff supported development services meeting opportunities for potential local or outside investors designed to expedite investment in Pickerington. Goals to prioritize the collective negotiation of ways to say yes as opposed to no using necessary guidance from City Land-Development Regulations.*
- *Since July 2010 supported and coordinated responsible commercial and residential development activities exceeding \$260 million dollars to include the \$40M OhioHealth Medical Campus. Pickerington also actively serves/accommodates a 90% commercial retail occupancy retention rate.*
- *City sponsored Olde Village (Downtown Revitalization) public/private matching grant program stimulating exterior improvements to Main Street commercial properties.*
- *City established numerous TIF (tax incentive financing agreements in support of maintaining and providing for infrastructure improvements to sustain City-wide development (OhioHealth). CRA incentive experience as well.*

- *Led efforts to successfully bring together 6 Central Ohio, City/County Utilities to regionally negotiate individual multi-year water tank maintenance programs with the benefit of predictable fixed annual costs.*
- *Established 1st City Employee Safety Committee. Established 1st City Risk Management Committee chaired by 1st ever City Risk Manager.*
- *Managed multi-million dollars of water, sewer, storm-water projects.*
- *Comprehensive revision of City Land-Use Regulations (2013/2014)*
- *City successfully pursued and obtained \$15M in ODOT Federal Transportation Safety Grant Funds to expand and enhance regional thoroughfares in Pickerington.*
- *Transformed City Development services utilizing contractual inspection and plan review services whereby building and engineering departments provided highest level of development support services possible paid for by developers and not taxpayers.*
- *Maintained stream-line City operations with CM providing active support role.*
- *City established annual \$1M neighborhood paving program since 2015.*
- *No property or income tax increases since 2000 yet City General Fund reserves have increased from \$2M in 2010 to \$5.8M at conclusion of 2017 fiscal year.*
- *Led Team that negotiated historically significant 5-year trash contract and reduced residential trash rates courtesy of regional partnership with neighboring Village of Baltimore.*

OTHER LOCAL GOVERNMENT MANAGEMENT EXPERIENCES

TOWN MANAGER, Town of Lauderdale-by-the-Sea, Florida (March 2019 - January 2021) In LBTS created a professional local government organization of 38 employees serving 6,000 residents and in excess of 10,000 residents during winter season. LBTS Town Manager's Office responsible for guaranteeing direction and necessary oversight to Planning and Development, Finance, Transportation & Marketing & Events, Town Clerk, Human Resources, Public Works, Risk Management, Town Engineer, CIP Infrastructure and Facility Project Administration, Building Permits, Code Enforcement, Parks and Recreation, Community-wide beautification maintenance efforts including provision of successful daily municipal litter collection & downtown/beach sanitation disposal services. Establishing and maintaining active communication between Town Manager and elected officials and management Team guarantees efficient town operations and the ability to document organizational performance levels and professional accountability.

Selected 2019-2021 Team Lauderdale-by-the-Sea Achievements

- *Created can-do attitude in community whereby finding legal ways to say "yes" responsibly post-March 19, 2020 became the regionally well-known and practiced goal of LBTS Town Staff. LBTS Administration upgraded key heavy traffic portions of downtown LBTS electrical grid, trash services, business permitting, and responding to periodic water deficiencies.*
- *Made public safety/employee safety/Staff development amongst highest of administrative priorities. Started Town's 1st employee Safety Committee prior to COVID. Meetings monthly with all Town departments represented.*
- *As LBTS-TM restored negotiations necessary to raze and remove prominent 5 story (condemned) Old Holiday Inn Beach Hotel whose dangerous condition had been a topic of discussion in LBTS for previous 7-10 years. The comprehensive and complete clean-up of this site done at property-owners expense. Removal of this historic, dangerous, and regionally famous*

LBTS commercial blight immediately provided best new development site in-Town and significantly enhanced values of surrounding commercial and residential properties.

- *Co-managed design/construction of \$250K Friedt Rec Park Improvements.*
- *Administrated coordination of design/permitting and implementation of \$1.1M investment involving long awaited Terra Mar (inter-coastal island) stormwater piping improvements set to conclude March/April 2021.*
- *Stimulated redesign of regionally beneficial septic-to-sewer improvements benefitting LBTS, Pompano Beach, Ft. Lauderdale communities. If directed by LBTS Town Commission this project now ready for bid.*
- *Administrated coordination of regional negotiations between Pompano Beach, Ft. Lauderdale, and LBTS to activate 16" water-line connecting Pompano Beach and Ft. Lauderdale water utilities. This currently uncharged 16" water-line runs through LBTS (along AIA) and will provide additional (currently non-existent) emergency fire protection and (when necessary) potable water resources to thousands of property owners in LBTS upon 2021 execution of inter-local agreement.*
- *Initiated highest Town Commission priority (identified in LBTS-TM position opening advertisements in 2018/2019) which remain to be the historic ocean corridor El Mar Transportation Improvements.*
- *During my tenure, LBTS-TM, Town Administration, and Finance Staff secured \$2M in documented Broward MPO/Federal grant support for ocean corridor El Mar paving, sidewalk, stormwater, lighting and pedestrian improvements politically in the works for the last 8-10 years. Town CIP reserves & MPO grant funds to start project remain available and set aside within LBTS CIP account.*
- *Professionally updated/re-organized Human Resources organizational chart, classification plan and competitive salary ranges, and LBTS job descriptions with the assistance and involvement of every Town employee and adoption by Town Commission.*
- *LBTS-TM, Town Administration, and Finance Staff secured \$598K in Federal COVID Cares grants courtesy of comprehensive application process administrated by Broward County, Florida. Federal Cares money covered law enforcement, facility maintenance, and downtown spacing requirements associated with pro-active LBTS response to COVID public safety needs.*
- *LBTS total CIP-GF fund balances increased from \$18M-\$24M; 3/19-1/21.*
- *Initiated plan-of-action necessary to make way for 2021 Beach re-nourishment efforts.*

TOWN MANAGER, Town of Lady Lake, Florida (3/1/04 – 10/09)

Managed professional organization of 100+ employees that served 14,000 residents, whose local government priorities centered on the provision of timely and efficient customer service concurrent to perpetual maintenance of professional accountability. Administered annual \$20M dollar budget: General, Utility & Special Revenue Funds. Administered Town provided services & Town contracted services included growth management – land use & commercial design standards negotiations, police, library, parks and recreation, streets, water, sewer, building inspections, solid waste and curbside recycling programs, active code enforcement, ongoing beautification and daily town-wide litter collection & the maintenance of an active democracy where anything is possible, and one person's idea can make a difference. Ensured responsible development activities maintained via establishing mutually beneficial and pro-active business relationships with St. John's River and Water Management District (negotiated 20-year Consumptive Use (Water) Permit w/Florida Department of Community Affairs.

Selected 2004-2009 Team Lady Lake Achievements

- *Creation of Team concept and introduction of professional accountability concurrent to re-establishing community pride – local governments must lead by example. Organizational foundation based upon professionalism.*
- *Successfully planned for response and then responded to aftermath of two hurricanes and one tornado (Ground Hog Day 2/2/07) services which included expedited debris removal, due to multiple debris contractors on retainer and under contract for immediate response following worse-case scenario weather events, and achieved 90% FEMA reimbursement rate, or approximately \$2M in debris removal costs reimbursed by FEMA to Lady Lake between 2004-2007.*
- *Administered the construction of an ever-expanding wastewater treatment plant and the installation of 21,000 plus linear feet of water, sewer, reuse trunk line extensions to serve previously unserved commercial corridors.*
- *Negotiated public-private responsible development partnerships whereby private development interests successfully invested in excess of \$1M into tax base enhancing CR 466 utility trunk line extensions and concurrent water/sewer capacity treatment upgrades.*
- *Enticed and provided foundation for realized high-end commercial development activities in excess of \$100M.*
- *Instituted commercial design standards and water friendly landscaping requirements whereby the expansion of Town commercial tax base was complimentary to pre-existing historic in-town commercial developments.*
- *Fraternal Order of Police Labor Contract negotiation/contracts negotiated.*
- *Successfully applied for and established 1st Tree City USA Designation via National Arbor Day Foundation.*
- *Administered \$600K plus in local road improvements*
- *Establishment of Solid Waste Roll-out Container and Curbside Recycling Services.*
- *Commercial Development generated \$1.5M in Supplementary School Construction Impact Fees.*

TOWN MANAGER, Town of Luray, Virginia (2/00 – 9/03)

Responsible for all planning and operations for this town of 4,800 residents. Supervised a staff of (30+) full-time and part-time employees. Administered annual \$6M budget, which included General, Water & Sewer Funds. Town provided services & contracted services included: land use-planning, police, recreation, public works, water & wastewater treatment, economic development, significant annual paving improvements plus aggressive sidewalk installation, local cable access channel, active code enforcement, ongoing beautification & daily town-wide litter collection.

Selected 2000-2003 Team Luray Achievements

- *Creation of team concept, re-introduction of accountability in local government, community pride.*
- *Increased fund balance reserves from \$1.8M (2/00) to \$3.5M (7/03).*
- *Enhanced Town employee compensation & benefits to competitive levels, instituted needed job descriptions and updated pay plan. Doing so improved employee moral, attention to detail, accountability, and production.*
- *Since 2/00 contributed to Luray successfully attaining & utilizing \$736K from VDOT in TEA-21 (80/20) Matching Enhancement Grants which have funded an ongoing restoration of Luray's historically recognized train depot station concurrent to the completion (6/03) of sidewalk improvements on First Street.*
- *Initiated comprehensive Downtown Revitalization Activities; in 2003 attained*

\$25,000 CDBG Planning Grant geared towards Luray receiving anticipated \$750K-\$1M in 2004 CDBG Downtown Revitalization Grants – Coordinated Luray's 2003 Downtown Historic District Designation as recognized by Virginia's Department of Historic Resources and the National Register of Historic Places – Coordinated Luray's 2002 formal affiliation with Virginia's Main Street Program.

- *Creation of Luray Economic Development Committee that meets monthly and stimulates progressive local economic development and the retention of existing commercial and industrial businesses/jobs. This Town Committee instituted first Luray Farmers' Market (3/03).*
- *Creation of Luray Tree & Beautification Committee which meets monthly and coordinates ongoing attempts to improve community quality of life through progressive beautification and tree planting efforts. This Town Committee coordinated Luray's 3rd annual recognition as a Tree City USA concurrent to scheduling and hosting Annual Luray Arbor Day Celebrations since April 2000.*
- *Appointment of Town's first Safety Officer to administer Luray's first Safety Program which was recognized in 2003 by the Virginia Municipal League for its related merits.*
- *Coordinated all aspects (engineering, financing, construction) of \$1M worth of previous (2000-2003) water and sewer improvements which included waterline installations, gravity sewer extensions, sewer pump station replacement/upgrades plus telemetry equipment. Infrastructure improvements included an additional \$750K in water system improvements which included water (trunk line) installation and construction of new booster pump station necessary to improve water quality and fire protection in western and eastern Luray.*
- *Initiated design of \$1.5M Town Hall Restoration Project.*
- *Recreational greenway project funded utilizing DCR grants.*
- *Established numerous professional resources within Virginia's Economic Development Partnership, Department of Environmental Quality, Department of Conservation & Recreation, the Virginia Resource Authority, USDA-Rural Development, Virginia Department of Housing and Community Development & Virginia's Department of Historical Resources.*
- *Coordinated creation of Luray's first website @ townofluray.com.*

TOWN ADMINISTRATOR, Town of Franklinton, North Carolina (7/94 – 2/00)
Responsible for all planning and operations for this town of 2,200 residents.

Selected 1994-2000 Team Franklinton Achievements

- *Creation of team concept, re-introduction of accountability in local government, community pride.*
- *Increased fund balance reserves over 400% (\$200K to \$800K).*
- *Successfully coordinated passage of \$1.25M Bond Referendum in 1995 to make major water and sewer improvements (new sewer pump stations, sewer main outfall line installations, water treatment finished water storage improvements i.e. new clear well-pumping station).*
- *Successfully attained in excess of \$1M in water and sewer grants from North Carolina's Revolving Loan/Grants Program (1998-2000).*
- *Initiated Curbside Recycling utilizing NC Solid Waste Grants to do so.*
- *Appointment of Franklinton's first ever planner-assistant administrator position to enhance local permit and code enforcement assistance.*
- *Creation of Franklinton Economic Development Committee which administrated pro-active downtown revitalization activities utilizing matching grant funds obtained from local industry dedicated to exterior and interior downtown building improvements.*

EDUCATION

**APPALACHIAN STATE UNIVERSITY (Boone, North Carolina)
B.S., Political Science Major, Public Administration Concentration. Land-Use
Planning Minor (1992)**

DURHAM JORDAN HIGH SCHOOL, Durham, NC (1986)

CHURCH

FAIRFIELD CHRISTIAN, Lancaster, Ohio

PROFESSIONAL REFERENCES

**The Honorable Lee A. Gray
Mayor of Pickerington, Ohio
614-837-3974**

**The Honorable Jeff Fix
Fairfield County Commissioner/former Council President of Pickerington, Ohio
740-652-7090**

**The Honorable Elliot Sokolow
Town Commissioner of Lauderdale-by-the-Sea, Florida
954-640-4200**