

Partnering with Local  
Governments to Recruit,  
Assess and Develop  
Innovative, Collaborative,  
Authentic Leaders



# Executive Director Search

Triage Level Briefing  
February 17, 2022



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# Meeting Objectives

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- Overview of Recruitment Process & Candidate Pool Demographics
- Review Applicants
- Selection of 10 to 12 Semifinalist candidates to continue in process
- Review & Discuss Next Steps
- Review/Discuss Revised Search Timeline



# SGR Candidate Outreach

- SGR marketing: 10 in 10 Newsletter 47X; SGR website for 59-days; Featured job ads November 25-January 31; posted on Facebook, Twitter, and LinkedIn 7X each; posted on Instagram 4X; and 3 email blasts to SGR's opt-in Job Alert subscribers.
- External position-specific ad placements included approved national, state, and regional organizations.
- Extensive Recruiter direct outreach including 1,300+ targeted emails with prospective candidates



# Applicant Pool Profile: 26 Applicants

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## Geographic Diversity – 11 States

- 10 Applicants from Florida
- 4 Applicants from California
- 3 Applicants from Texas
- 2 Applicants from Vermont
- 1 Applicant each from Georgia, Illinois, Kansas, Mississippi, North Carolina, Oregon, and South Carolina
- 8 new Applicants following extension of posting period through January 31st



# Applicant Pool Profile: Demographics

	Gender		Race			
Total Applicants	Female	Male	Asian (Not Hispanic or Latino)	Hispanic or Latino	I Choose Not to Respond	White (Not Hispanic or Latino)
26	4	22	4	1	1	20



## Triage Process

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- The Triage Process is like a funnel
- At the initial Application stage, we know a little about a lot of candidates based upon what they have included in their submitted materials and/or previous experience in other SGR searches.
- As we progress to Semifinalists, we will learn more information regarding experience, style, and background of each candidate.
- As a Finalist, we will learn virtually everything there is to know that would be of interest to a future employer about each candidate.

**Applicants**

**Semifinalists**

**Finalists**

# Top Prospects for R2CTPO's Consideration

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- SGR deems the following Applicants to meet and/or exceed the criteria for the Executive Director position based upon the approved Position Profile Brochure including the background, credentials, and ideal candidate attributes that were used to market the opportunity.
- The inclusion of recommended Applicants for consideration is primarily based on qualifications and/or known issues with individual Applicants as presented in their application materials.
- SGR has NOT evaluated style and philosophical issues at this stage of the recruitment.
- The placement of the Applicant's background slide is alphabetical based upon their first name; therefore, no ranking should be inferred vis-à-vis each Applicant.



## **Benjamin (Ben) Limmer –**

- General Manager (Project Manager), Bus Operations, Charlotte Area Transit System, Charlotte, North Carolina, 2020-Present
- Chief Executive Officer, Hillsborough Area Regional Transit Authority, Tampa, Florida, 2019-2020
- Assistant General Manager, Planning, Metropolitan Atlanta Rapid Transit Authority, Atlanta, Georgia, 2016-2019
- Director of Transportation, City of Atlanta/Atlanta Beltline, Incorporated, Atlanta, Georgia, 2014-2015
- Planning & Development Manager, Valley Metro Public Transportation Authority, Phoenix, Arizona, 2005-2014
- Master's Degree in Urban Planning, Design, and Development, Bachelor's Degree in Public Administration, Bachelor's Degree in Geography, AICP



## **Binu Abraham –**

- Various positions, Sacramento Area Council of Governments (SACOG), (Metro pop. 2.5m) Sacramento, California, 2010-Present
  - Principal Analyst: Metropolitan Transportation Plan/Sustainable Communities Strategies (MTP/SCS) Project Manager, 2020-Present
  - Senior Analyst: Smart Mobility/Intelligent Transportation Systems (ITS) Program Manager, 2015-2020
  - Associate Transportation Analyst: Data and Forecasting 2010-2015
- Associate Transportation Engineer, DKS Associates, Sacramento, California, 2001-2009
- Master's Degree in Civil Engineering, Bachelor's Degree in Civil Engineering

## **Chandra (Chad) Parasa –**

- Executive Director, Wichita Area Metropolitan Planning Organization, Wichita, Kansas (Metro pop. 648k), 2019-Present
- Assistant Director of Transportation and Data, Lehigh Valley Planning Commission, Allentown, Pennsylvania, (Lehigh Co. pop. 366k & Northampton Co. pop. 303k), 2018-2019
- Senior Transportation Planner/Multi Modal, Pasco County (pop. 554k) & Manatee County (pop. 403k), New Port Richey, Florida, 2016-2017
- Transportation Engineer/Modeler, Mid-Ohio Regional Planning Commission, Columbus, Ohio, 2004-2015
- Master's Degree in Transportation Engineering, Bachelor's Degree in Civil Engineering

## **Charles (Charlie) Baker –**

- Executive Director, Chittenden County Regional Planning Commission, Delaware, (pop. 164k) 2008-Present
- Land Use General Manager, Planning Manager, New Castle County, Delaware, (pop. 559k) 2000-2008
- Acting Director, Wilmington Area Planning Council, Newark, Delaware, (New Castle Co. pop. 571k & Cecil Co. pop. 104k), 1996-2000
- Senior Consultant, Trip Reduction Services, Inc. Union, New Jersey, 1994-1996
- Bachelor's Degree in Urban and Regional Studies

## **Edward (Ned) Connell –**

- Town Administrator, Town of Coventry, Vermont (pop. 12k) January 2021-Present
- Director of Administration (Assistant Town Manager), Town of St. Albans, Vermont (pop. 7k) 2016-2020
- Special Projects Administrator, Southeastern Connecticut Council of Governments, Norwich, Connecticut (Metro pop. 275k), 2014-2016
- Technical and Management Consultant, Transportation Systems Planning, Lebanon, New Hampshire, 1996-2014
- Bachelor's Degree in Geography

## Eric Miller –

- Various positions, Tri-County Regional Planning Commission, Peoria, Illinois (Metro pop. 374k):
  - Executive Director, 2013-Present
  - Program Manager (GIS & Data Collection), 1999-2013
  - Senior Planner & Planner, 1989-1997
- Project Manager, Farnsworth Group, Peoria, Illinois, 1997-1999
- Bachelor's Degree in Geography



## **Erik Steavens –**

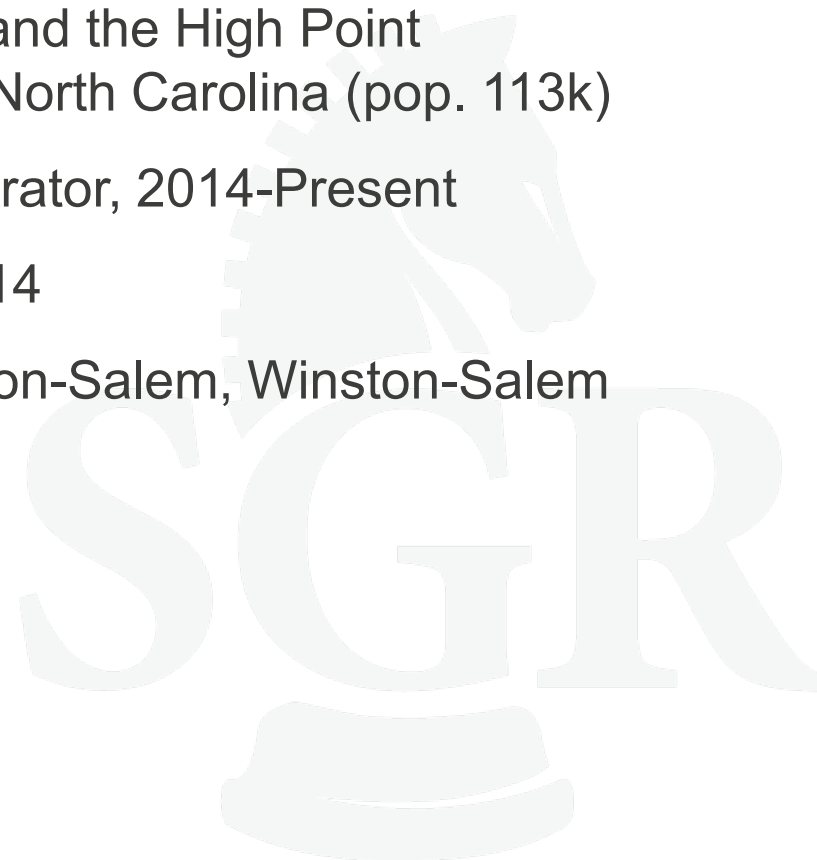
- Project Manager, EXP US Services Inc, Atlanta, Georgia, 2020-Present
- Executive Vice President, SL King and Associates, Atlanta, Georgia, 2016-2020
- Rail Division Director, Texas Department of Transportation Austin, Texas, 2013-2016
- President and Founder, TIP Consultants, Atlanta, Georgia, 2011-2013
- Division Director for Intermodal, Georgia Department of Transportation, Atlanta, Georgia, 2008-2011
- Master's Degree in Civil Engineering, Bachelor's Degree in Civil Engineering

## George Kinney –

- Development Director, City of Dunedin, Florida (pop. 37k) 2021-Present
- Development Director, South Whitehall Township, Pennsylvania (pop. 20k) 2017-2021
- Transportation Planning Director, Lehigh Valley Transportation Study, Allentown, Pennsylvania (pop. 120k) 2014-2017
- Development Director, City of St. Pete Beach, Florida (pop. 10k) 2012-2014
- Planning Manager/Executive Director, East Central Florida Regional Planning Council, Orlando, Florida (Metro pop. 2.7m), 2008-2012
- Planning Director, Talbot County, MD (pop. 38k), 2003-2008
- Master's Degree in City and Regional Planning, Bachelor's Degree in Environmental Planning, AICP

## **Gregory (Greg) Venable –**

- Various positions, City of High Point and the High Point Metropolitan Planning Organization, North Carolina (pop. 113k)
  - Transportation Planning Administrator, 2014-Present
  - Transportation Planner, 2006-2014
- Transportation Planner, City of Winston-Salem, Winston-Salem MPO (Metro pop. 244k) 2001-2006
- Bachelor's Degree in Geography





## **Jack (Al) Butler –**

- Various Positions, City of Ocoee, Florida (pop. 48k):
  - Director of Support Services, 2012-Present
  - Capital Improvement Program Manager, 2006-2012
- Managing Member, Butler & Butler, LLC, (dba MilePost Zero) Winter Garden, Florida, 2002-2019
- Public Works Division Director, Hamilton County, Tennessee (pop. 367k) 1997-2001
- Multiple positions, Florida Department of Transportation, Tallahassee, Florida, 1986-1997
- Master's Degree in Engineering, Bachelor's Degree in Business Administration, AICP, CPMP

## James Boyle –

- Planning Director, Sacramento Regional Transit District, Sacramento, California (Metro pop. 2.4m), 2017-Present
- Various positions, Alaska Department of Transportation and Public Facilities, Juneau, Alaska:
  - Chief of Statewide Planning, 2016-2017
  - Planning Manager Programs and Aviation, January-December 2015
  - Anchorage Transportation Planner, January-December 2014
- Regional Transportation Planner, Jacksonville Transportation Authority, Jacksonville, Florida (Metro pop. 1.6m), 2006-2013
- Master's Degree in International Affairs, Bachelor's Degree in Urban and Regional Planning

## **Kathryn (Terry) Tyler –**

- Owner, TCT Advantage LLC, Daytona Beach, Florida, 2018-Present
- Senior Manager, LegalShield, Ada, Oklahoma, 2009-Present
- Various positions, Florida Department of Transportation District Five, DeLand, Florida:
  - Rail & Special Projects Administrator, 1994-2003
  - Transit & Intermodal Manager, 1986-1994
  - Urban Programs Manager, 1981-1986
  - Rideshare Coordinator, 1980-1981
- Bachelor's Degree in Organizational Behavior

## Malisa Mccreedy –

- Director of Transportation and Mobility, City of Gainesville, Florida (pop. 132k) 2018-Present
- Transportation Division Manager, City of Portland, Oregon (pop. 610k) 2015-2018
- Regional Manager II, SP+ Corporation, Portland, Oregon, 2013-2015
- Pedestrian Program Manager/Transportation Planner, Charlotte DOT, City of Charlotte, North Carolina (pop. 872k) 2011-2013
- Various positions, City of Orlando, Florida (pop. 281k):
  - Planning Manager – Families, Parks & Recreation, 2008-2010
  - Planner III – Economic Development Department, 2004-2008
  - Customer Service Manager/Parking Supervisor – Public Works Department, 2000-2004

## **Malisa McCreedy, continued –**

- Master's Degree in Public Administration, Bachelor's Degree in Communications, AICP, CNU-A, CAPP



## Narasimha (Patrick) Mandapaka –

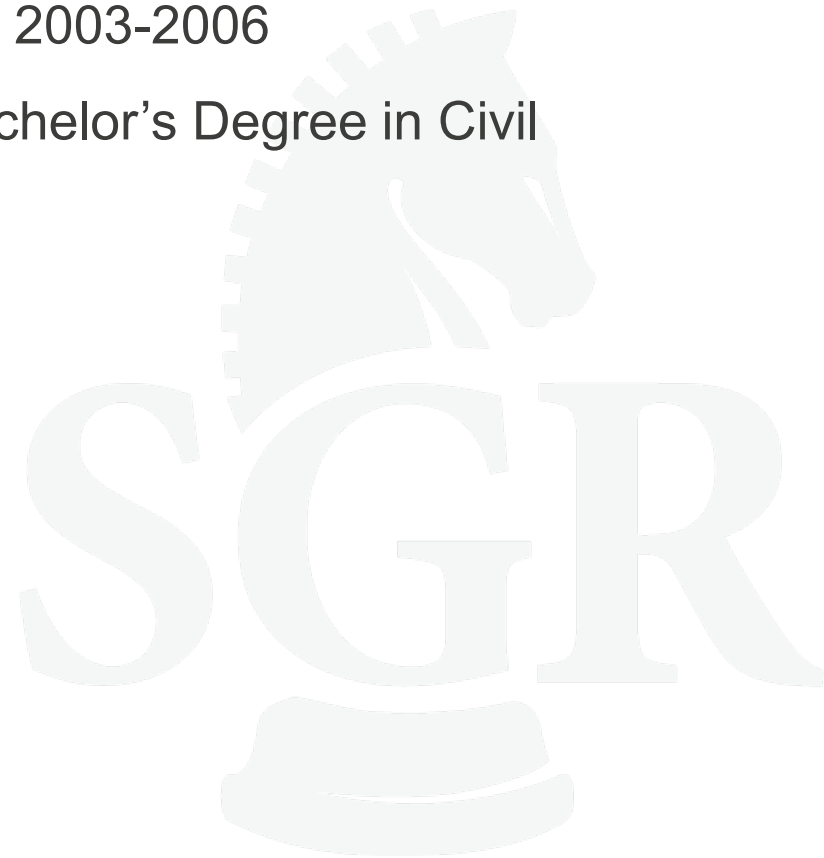
- Assistant Director, (Metropolitan Planning Organization) - Houston Galveston-Area Council (H-GAC), Houston, Texas (Metro pop. 7.1m), 2016-Present
- Principal Transportation Planner (Sustainable Development) – North Central Texas Council of Governments (NCTCOG), Arlington, Texas, 2007-2016
- Project Manager & Urban Planner, J-Quad Planning Group, Dallas, Texas, 2003-2007
- Doctoral Degree in Urban Planning and Public Policy, Master's Degree in City and Regional Planning, Bachelor's Degree in Architecture, AICP

## Nelson Galeano –

- Various positions, Public Works - Transportation Planning Division, Manatee County, Florida (pop. 403k):
  - Transportation Planning Division Manager, 2020-November 2021
  - Transportation System Engineer, 2014-2020
- Transportation Engineer, Metroplan - Central Arkansas Council of Governments, Little Rock, Arkansas (metro pop. 738k), 2012-2014
- Planning Analyst in Transportation, Regional Planning Agency, Chattanooga-Hamilton County, Tennessee (Metro pop. 563k), 2010-2011
- Project Engineer, McMahon Associates, Fort Meyers, Florida, 2006-2009

## **Nelson Galeano, continued, –**

- Engineering Designer, Vansas & Daylor at Weston & Sampson Engineers, Inc., Fort Meyers, Florida, 2003-2006
- Master's Degree in Management, Bachelor's Degree in Civil Engineer, PE, PTP, PTOE





## **Paul (Jerome) Gavin –**

- Executive Director & CEO, Genesee Finger Lake Regional Planning Council, Rochester, New York, October 2021-Present
- Executive Director, Gulf Regional Planning Commission, Biloxi, Mississippi, 2018-2021
- Highway Planning Manager, Nebraska Department of Transportation, Lincoln, Nebraska, 2017-2018
- Transportation Specialist, U.S. Department of Transportation – Federal Highway Administration, Washington, D.C., 2016-2017
- Senior Transportation Analyst, New York State Department of Transportation, Buffalo, New York, 2007-2016
- Master's Degree in Accounting and Finance, Bachelor's Degree in Marine Transportation and Logistics

## **Ronnie Blackshear –**

- MPO Executive Director, Pasco County – Pasco Metropolitan Planning Organization, New Port Richey, Florida (Co. pop. 554k), March 2020-September 2020
- Long Range Planning Director, Office of Planning & Development, Comprehensive Planning Division & Transportation Planning Organization, Polk County, Florida (pop. 725k), 2014-2020
- Various positions, Hillsborough County, Florida (pop. 1.5m):
  - Principal Planner, Development Services Department-Development Review Division, 2009-2014
  - Principal Planner, Development Services Department-Zoning Division, 2004-2009
- Juris Doctor Degree, Bachelor's Degree in Computer Science and Urban Studies/Planning, CPM

## **Sungman (Simon) Kim –**

- Principal, Landform & Planning, Lincoln City, Oregon, January 2021-Present
- Community Development Director, City of Starkville, Mississippi (pop. 26k) 2019-January 2021
- Director of Development Services, City of South Padre Island, Texas (pop 2k) 2013-2017
- Chief Planner, Floodplain Manager, & CLG Coordinator, Clay County Board of County Commissioners, Clay County, Florida (pop. 219k) 2006-2012
- Planning Manager/Senior Planner, City of Deltona, Florida (pop. 90k), 2003-2006

## **Sungman (Simon) Kim, continued –**

- Doctorate Degree in Landscape Architecture, Master's Degree in Business Administration, Master's Degree in Landscape Architecture, Bachelor's Degree in Landscape Architecture, AICP, PLA, GISP, SPHR, SHRM-SCP



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# Next Steps

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- Select 10-12 Semifinalists
- Review Next Steps
- Review & Discuss Revised Search Timeline



# Next Steps

- **Semifinalist Preparations:**
  - Questionnaires & Video Interviews
  - Stage 1 Media Search
- **Preparation for Finalists:**
  - Background/Reference Checks & Stage 2 Media Search
  - First Year Game Plan
  - Any Assessment Exercise?
- **On-site Interview Process:**
  - **Day 1:**
    - Search Committee One-on-Ones?
    - Candidate Tours
    - Senior Staff Engagement Session
  - **Day 2:**
    - Search Committee Interviews
    - Deliberations & Decision on Final Candidate(s)
- **Negotiations of Executive Director Employment Agreement**
- **Board Approval of Executive Director Employment Agreement**

# Search Timeline

Draft River to Sea TPO Executive Director Revised Search Timeline: 02-09-2022	Search Process Milestones	SGR Recommendations & Notes (City Meeting Dates w/ SGR in Red Font)
Position profile brochure is finalized/ Projected Job Launch	Tuesday, November 23, 2021	
Job Posted/Ads Placed - Posting Period Extension	Wednesday, November 24, 2021	Internal steps with SGR - Run Ads for ~ 68-Days
Deadline for first review of applications	Monday, January 31, 2022	Position Close at 5:00 PM CST
Send Resume materials /Power Point Presentation	Friday, February 4, 2022	Internal steps with SGR
SGR meets with TPO to review applicant pool / selection of Semifinalists	Thursday, February 17, 2022	Confirmed ~2-hour meeting (SGR Virtual) on Monday, February 17th
Stage 1 Media Search Due	Thursday, March 3, 2022	Internal steps with SGR
Questionnaire Due	Thursday, March 3, 2022	Internal steps with SGR
Online Interviews Due from Candidate	Thursday, March 3, 2022	Internal steps with SGR
Semifinalist briefing materials/Online interview links delivered to TPO	Friday, March 4, 2022	Projected on Friday, March 4th
Semifinalist briefing materials include cover letters, resumes, and questionnaires		
SGR meets with TPO to review Semifinalists and facilitate selection of Finalists	Wednesday, March 9, 2022	Propose ~2-hour Meeting (SGR virtual) on March 9th, 10th, or 11th
First Year Game Plan Due from Candidate	Wednesday, March 23, 2022	Internal steps with SGR
Background Checks Due	Wednesday, March 23, 2022	Internal steps with SGR
Stage 2 Media Searches Due	Wednesday, March 23, 2022	Internal steps with SGR
Finalist briefing materials delivered to TPO	Friday, March 25, 2022	Projected NLT March 25th (SGR needs ~2-weeks to complete background work on Finalists)
Finalist briefing materials include DiSC assessments & comprehensive media reports		
Interview Start Date	Thursday, March 31, 2022	Propose 2-Back-to-Back Days Thursday, March 31st & Friday, April 1st
		*Non-local candidates arrive afternoon preceding start date of 2-day interview process



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# Questions?

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