



BENJAMIN WAYNE MINUS II

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 my **LinkedIn** profile

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Monday, 18 November 2024

With 22+ years of experience in the United States Air Force - current rank of Major - serving as the Assistant Director of Operations and Air Liaison Officer of the 10th Air Support Operations Squadron at Fort Riley Army Interoperability Network in Kansas. As a Weapons System Officer of a Nuclear Certified five-person crew, \$84MM All-Weather, high-altitude precision bomber responsible for launching air-launched cruise missiles, I stand ready to execute upon Presidential Order and prepared to deploy at a moment's notice anywhere in the world.

During my service, I completed four tours as an Air Liaison Officer/Air Component primary representative to the tactical ground force commander and advising the Division Commander, his subordinate Brigade Commanders, and associated battle staff on full-spectrum air and space capabilities. I also assist in planning, coordinating, and accomplishing squadron participation in support of joint and combined real-world contingencies and operational warfighting exercises. A member of the elite branch Special Warfare Airmen, 10th Air Support Operations Squadron, I am considered one of the most highly skilled Joint Terminal Attack Controller qualified Air Liaison Officers ready to Advise, Assist, and Control at a moments notice any time any place.

As a leader, I believe it is my responsibility to set the standard, be the standard, and live the standard to ensure my people are trained and knowledgeable to foster an environment conducive to growth and continuous improvement. By holding all members of the organization accountable to the standards set, I believe we exceed goals, increase productivity, and make working hard contagious. In building relationships throughout my career, I have always been professional, approachable, and more than happy to oblige and provide training and information. My peers, staff, and superiors have described me as responsible, organized, disciplined, reliable, thorough, observant, listener, confident, ethical, and humble.

My career achievement is complemented by a **Master of Public Administration**, a **Bachelor of Science in Public Administration**, and membership in the International City/County Management Association (ICMA), Florida City and County Management Association (FCCMA), and a Top Secret/SCI Security Clearance (Active). While not at work, I enjoy fishing, hunting, watching/coaching football, weight lifting, working on my truck, and gardening.

As a result-oriented professional I welcome the opportunity to meet with you to discuss how my previous experience, education, and skill set would be of benefit to your organization.

Thank you for your time and consideration.

Sincerely

Benjamin Minus II

Benjamin Wayne Minus II

INCLUSIVE SERVANT LEADER - WORKFORCE AUTHORITY

Organizational Management | Resource Management | Project Management

BENJAMIN WAYNE MINUS II

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**Asset Management | Budget Management | Change Management | Continuous Improvement | Contract Negotiation
Personnel Evaluations | Cost Control | Customer Service | Employee Training | Leadership Development | NextGen Systems**

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- Relationship Building
- Collaboration
- Understand Differences
- Issue Resolution
- Expectation Setting
- Confidentiality
- Active listening
- Critical Thinking
- Integrity
- Realistic Goal-Setting
- Teamwork
- Recognizing/Rewarding

Having directly supervised 30 Officers, 210 Airmen, and numerous Navigators on the navigation of the B52 and the programming of munitions, as an Air Liaison Officer I have mentored countless US Army Staff members and provided expertise on the use of lethal and non-lethal effects. As a Joint Terminal Attack Controller, I have provided mentorship to numerous Army Officers and Ground Commanders on the use of Air Force aviation and munitions.

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"Major Minus worked tirelessly to ensure all-inclusive use of multi-service capabilities were utilized within 1st Infantry Division fires. He spent numerous hours training with the staff to ensure Air Force capabilities were synchronized between combat arms staff sections, conducting weekly training showcasing clearance of fires with integrated CAS and Air Interdiction. A combat-proven leader who flourished in a liaison role advising NATO and joint personnel. Hand-picked EUCOM deployer to fill critical role in the defense of NATO's eastern flank, advising 1st Infantry Division as a fixed wing SME".
Timothy H. Hood, Colonel, USAF

SELECTED PROFESSIONAL ACHIEVEMENTS

- Trained joint integration with the Army Staff, increasing interoperability and ability to request CAS at all Echelons of the Army, including NATO Partners. He created an iterative process for developing and assessing the correct effects and capabilities for CAS Support, enabling Army Staff to request Air and meet the Commander's intent precisely.
- As the Deputy Exercises, Plans, and Programs Director for the 50-member Hurricane Evacuation team, I secured a haven for ten aircraft and 78 Airmen and sheltered \$1.4B of strategic assets.
- As Lead Planner for Combined Forces-Jordan J35, Exercise Eager Lion, I facilitated training for 12,000 Soldiers from 17 nations.
- Coordinated Naval Surface Fires training and enabled live training for four destroyers, 7500 Sailors, 70 pilots, and 6 Joint Terminal Attack Controllers, as well as having the carrier group certified for deployment.
- As a Wing Staff Agency Director with an Operations Support Squadron, I ensured the combat and inspection readiness of 5,000 military personnel.

UNITED STATES AIRFORCE



2011- Present

ASSISTANT DIRECTOR OF OPERATIONS/ AIR LIAISON OFFICER

10th Air Support Operations Squadron

03/2021 - Present

- Lead Commander's Support Staff (CSS) Airmen in providing evaluation quality control on-time submission, in-out processing, admin updates, record management, and Squadron readiness.
- Provide clerical advice and support to 143 Air Force Special Warfare Airmen and liaise with supporting geographically Military Personnel Flight to specific personnel actions.
- Oversee 15 programs and synchs with 20+ Army and Air Force Agencies on administration, pay, and duty updates for Air Force personnel across 11 Air Force Specialty Codes.
- Lead Airmen on job status reporting and record management for 65 Tactical Air Control Party Airmen and 34 Support Personnel, ensuring 100% mission readiness.
- Coordinated a safety awareness project with the local Police Department and developed a DUI brief for a squadron of 220 Airmen informing them of the fatal/financial risks of driving under the influence and relevant State and local Laws.

SUBJECT MATTER EXPERT at COMBINED RESOLVE 21

In March 2022, I was selected by the 93 Air Ground Operations Wing Commander, my boss's boss - a Colonel - to lead a team of 40 Joint Terminal Attack Controllers in support of a contingency deployment in Eastern Europe in the European Command/NATO area of responsibility (the last time a contingency deployment of this magnitude was in 1999 to Kosovo). After Russia invaded Ukraine, my team and I had just seven days to hastily mobilize to East Europe to enable the 1st Infantry Division for peacekeeping operations in Eastern Europe.

Actions taken to address the situation:

- Within seven days, we mobilized 40 Airmen, 16 vehicles, 4 Containers, tactical equipment, and firearms and developed a personnel and equipment laydown area, assigning Airmen to echelons within the 1st Infantry Division.
- Additionally, based on the laydown of Airmen and equipment, a Joint Air Targeting Cycle/Airspace/Fires based on NATO's current planning cycle (Communication Network for requesting Air Support) will be established.
- Trained an inexperienced 1st Infantry Division Staff of 340 Army Officers on the application of Air Force munitions, aircraft, lethal and non-lethal effects, and the process for requesting support.

Impact: As Subject Matter Expert of Air Force fixed-wing and Air-Ground munitions capabilities, I trained NATO Allies/partners and represented the 1st Infantry Division Fires enterprise at COMBINED RESOLVE 21, a major European readiness exercise designed to prepare and ensure NATO units and partners' readiness.

- Trained the 11th Polish Mechanized Division on the use of air interdiction, clearance of fires, and airspace management in Large Scale Combat Operations and the 1st Infantry Division on joint integration as an Army Staff, increasing interoperability and the ability to request Close Air Support at all Echelons of the Army, including NATO Partners.
- Created an iterative process for developing and assessing the correct effects and capabilities for Close Air Support to enable Army Staff to precisely request Air Support, meeting the Commander's intent to ensure all-inclusive use of multi-service capabilities were utilized within 1st Infantry Division fires.
- The 1st Infantry Division's standard targeting methodology was revolutionized to meet the United States European Comm while balancing lethal efforts with planning toward exercises and building partnership capacity with NATO and its partners. Over the course of the deployment, it enabled the 1st Infantry Division to place effects on the battlefield and capitalize on the projection of non-lethal effects.

CHIEF OF WING PLANS AND PROGRAMS

2d Bomb Wing Plans and Programs

10/2018 - 03/2021

- Accountable for ensuring the combat readiness and inspection of 5,000 2d Bomb Wing Airmen.
- Led plans & programs and supervised programs to assess Wing capabilities and shortfalls in conventional and nuclear readiness.
- Review Wing Support Plans to all tasked OPLANS. Additionally, I formulated Wing programs to perform conventional/nuclear operations and exercises.
- Built and implemented base-wide strategic planning processes to affect operations at Air Force Global Strike Command worldwide dual Designated Operational Capability mission.

DIRECTOR OF OPERATIONS/SUPPORT**7th Air Support Operations Squadron, Fort Bliss, TX****2011/13 - 2010/18**

- Accountable for providing combat-ready Tactical Air Control Party and Air Support Operations Center personnel and controlled close air support assets for 14,000+ soldiers of the 1st Armored Division and all three Brigade Combat Teams.
- Advised Army Commanding General and staff on US/Allied air/space power warfighting doctrine and capabilities.
- Integrated Close Air Support, Electronic Warfare, Air Interdiction, and reconnaissance air assets into joint battle plans.
- Directed operations and combat mission-ready training for 130 Tactical Air Control Party and 27 Air Support Operations Center Airmen, execution of a \$590K operating budget, weapon systems, and communications equipment valued at \$13MM.

CHIEF OF WING SCHEDULING/FLIGHT COMMANDER/RADAR NAVIGATOR**2nd Operations Support Squadron, Barksdale AFB, LA****2010/09 - 2011/13**

- Instrumental in the maintenance, programming, and scheduling of B-52 flight hours for 3 Squadrons, 36 Aircraft, and 350 Aircrew.
- The flying hour program comprised 7,512 hours and 1,089 sorties valued at \$195MM.
- Managed the scheduling of challenging and realistic aircrew training, airfield services, operations, life support, egress training, and survival/evasion/resistance/escape.
- These are essential tasks in the 2nd Operations Support Squadron, which is the foundation of the 2nd Bomb Wing nuclear and conventional combat capability, which enables global exercises, nuclear, and contingency tasks.

DIVISION AIR LIAISON OFFICER/CHIEF OF TRAINING**9th Air Support Operations Squadron, Fort Hood, TX****10/2006 - 2010**

- Advised the Commander and Director of Operations of daily Close Air Support scheduled execution and operations training programs and currency for the Squadron.
- Programmed, maintained, and ensured Electronic Warfare, Close Air Support, air-to-ground integration, and small arms training for 65 Battlefield Airmen performing duties in support of the 1st Cavalry Division and four Combat Brigades.
- Advised Army Commander and battle staff on Air and Space asset employment in order to gain desired battlefield effects.

WEAPONS & TACTICS B-52 RADAR NAVIGATOR**23rd Bomb Squadron, Minot AFB, ND****2008/04 to 2010/06**

- Navigation officer of a five-person crew/multimillion-dollar strategic bomber.
- Accountable for precise timing and navigation to deliver all B-52 offensive nuclear and conventional weapons.
- Member of an elite branch in the 23rd Bomb Squadron, which consists of only the most highly skilled B-52 tactical employment instructors and crewmembers.
- Developed, coordinated, and conducted weapons and tactics qualification and continuation training programs to prepare 125 aviators to effectively execute nuclear and conventional combat taskings of the 5th Bomb Wing.

B-52 NAVIGATOR STUDENT**11th Bomb Squadron, Barksdale AFB, LA****2012/03 to 2008/04**

- Completed the B-52 Navigator Initial Qualification Course for the duration of 118 training days, consisting of academics and flight training in the B-52 and associated simulators.
- Cumulatively, the course consisted of 283.5 academic hours, four significant tests, a flight phase composed of 108.9 flight hours in the B-52, and 138 simulator hours in the Weapons System Trainer and Offensive System Mission Trainer.

UNDERGRADUATE NAVIGATOR TRAINING**562 Flying Training Squadron, Randolph AFB, TX****2011/02 to 2012/03**

- Completed and was *winged* following a 53-week Joint Undergraduate Navigator Training pipeline.
- Learned and mastered aviation weather, flight planning, mission planning, high altitude and low altitude navigation, time control, fix to-fix, approach procedures, Instrument Flight Rules, and FAA and Air Force Flight Regulations.

FORMAL EDUCATION**Master of Public Administration**, University of Missouri-Columbia, Missouri (2002)**Bachelor of Science - Public Administration**, Talladega College, Alabama, (2000)**MILITARY EDUCATION and TRAINING****Air Command Staff College**, Air University, Alabama (2013) **Squadron Officer School**, Air University, Alabama (2010)**Air Liaison Qualification Course**, Nellis AFB, Nevada (2006) **B-52 Initial Qualification Course**, Barksdale AFB, Louisiana (2004)**Undergraduate Navigator Training Course**, Randolph AFB, Texas (2003) **Aero Space Basic Course**, Air University, Alabama (2002)

CERTIFICATION

Security Clearance - Top Secret/SCI (Active)	B-52 Radar Navigator - AFGSC	Air Liaison Officer - ACC
Joint Terminal Air Controller – ACC		Realtor , State of Kansas (2021)

HONORS - AWARDS

Bronze Star Medal	Meritorious Service Medal, 5OLC	
Joint Service Commendation Medal	Air Force Commendation Medal, 3OLC	
Army Commendation Medal, 2 OLC	Eagle Scout (Life Member) / Boy Scout Volunteer	

MEMBERSHIPS

International City/County Management Association (ICMA)
 Florida City and County Management Association (FCCMA)
 Tactical Air Control Party Association (TACP)

TOP 40 SKILLS AND COMPETENCIES

- | | | |
|--|---------------------------|--------------------------|
| Active Top Secret/SCI Security Clearance | Employee Training | Problem-Solving |
| Asset Management | Equipment Maintenance | Productivity Improvement |
| Budget Management | Event Management | Program Management |
| Change Management | Fast-Paced Environments | Project Management |
| Communications Plans | Government Liaison | Quality Assurance |
| Complex Programs | Innovation | Requirements Management |
| Concept of Operations | Workforce Management | Resource |
| Continuous Improvement | Leadership Development | Allocation/Management |
| Contract Negotiation | Logistics Management | Strategic Communications |
| Cost Control | Needs Assessment | Strategic Planning |
| Customer Service | NextGen Systems | Supply Chain Management |
| Demand Planning | Non-compliance Mitigation | Team Leadership |
| Disaster Relief | Operational Effectiveness | Time Compliance |
| | Personnel Evaluations | |

Software: Windows-based Computers, Windows 10 (Microsoft 365), Outlook, Word, Publisher, Excel, PowerPoint, Access, Teams, One Note, Edge, Chrome. Windows, iOS, Adobe Acrobat, Slack, Joint Mission Planning System - JMPS

Hardware:

Wideband Networking Handheld Radio AN-PRC-152, Wideband HF/VHF Manpack AN-PRC-160
 Multiband Networking Manpack Radio AN/PRC-117G, Multi-channel Handheld Radio AN/PRC-163
 ROVER 6S Transceiver Handheld, Type 163 Target Designator with Laser Rangefinder

Social Media: LinkedIn



Candidate Questionnaire

Candidate Name: Benjamin Wayne Minus II

Position: City Manager

1. Please list your previous jobs/positions going back at least 10 years, plus any previous jobs/positions beyond 10 years that is related to the position of City Manager. Please include the following:
 - a. Position start and end dates.
 - b. Position title and organization.
 - c. To whom you directly reported.
 - d. Ending salary.
 - e. Population of community served.
 - f. Total number of employees in the organization.
 - g. Number of employees supervised (directly and indirectly).
 - h. Total budget of the organization.
 - a. 07/2002 start and end 02/2025
 - b. Air Liaison Officer / United States Air Force
 - c. Lt. Col Ademyi Fakunle / Lt Col Steven Raspet
 - d. \$120K
 - e. United States of America
 - f. 200
 - g. 57 directly / 143 indirectly
 - h. \$14 Million

2. Why are you interested in pursuing this position? Every since I was a young man I had an affinity for helping people and my community. Growing up in Fort Pierce as a young man I volunteered many years in the Boy Scouts of America and Police Explorers. While in the Boy Scouts I participated in many habitat for humanity projects, county and city park renovations, lawn care and rennovations for the elderly, and food and clothing drives



benefiting the Salvation Army. While in the Police Explorers I participated in a variety of activities and training geared towards learning about law enforcement and helping the community. Training/Career exploration, learned about physical fitness, organizational communication, clerical skills and gained exposure to criminal justice and how law enforcement enables a peaceful crime-free community. Overall my participation in both Boy Scouts and the Police Explorer program allowed me to build self-confidence, character through teamwork through challenging experiences and ultimately created a way for me to give back to my community and grow a love for public administration

3. How would you describe your management style? My Management style is a combination of both Transformational and Mentorship. As a Transformational leader I focus on the people and what behaviors they display or need to adapt in order to make the organization successful for the long-term. Part two as a good leader you must mentor. As a mentor my focus is on the development of my staff while at the same time providing guidance and the support needed to help all employees reach their full potential. Then finally I merge those management styles in with an open door policy. By integrating the open door policy I want to be an available servant leader to my employees. I want to be available to them for communication when issues arise either work related or personal. By being a leader with an open door transformation management style I effectively communicate and take care of my employees. As a result of taking care of my employees, my employees will take care of the citizens of the City.

4. Describe your approach to managing personnel issues such as hiring, discipline, ethical violations, labor relations, and performance evaluations. When managing people I always put the people of my organization first. Without those people working hard and doing the mission of the organization nothing will happen or be accomplished. I then couple that with an open door policy. If issues are impacting my organization, personnel, or processes I want to know about it so that I can solve or help solve the problem. When it comes to discipline, ethical violations, and performance evaluations in an organization the behavior, performance, and culture is a direct reflection of the leadership. As a leader it is your duty to be the standard, live the standard, and enforce the standard. As a leader (City Manager) you have an involuntary influence on the behavior of your employees. If your employees see you coming in late and not doing your job. Over time the effect of your not doing your



THE SUNRISE CITY

FORT PIERCE
CITY MANAGER'S OFFICE *Florida*

job will cause your employees to exhibit the same behavior. So as a leader you must convey your expectations via policy and day to day behavior around the organization, but you must be a living & breathing example of it everyday. Make no mistake you are being watched (be the standard). As a leader your behaviors are admisable and reflect your character 24/7 on and off the job. How you behave at home, in public, and in your private life effect the organization and the way your procieved by the employees at the organization (live the standard). Finally, after communication of standards via policy and day to day actions of the organizations leadership this is where I then enforce the standard. Live the standard, be the standard, and enforce that standard all go hand in hand and require consistant presence of one another inorder for this methodology to maintain good order, discipline and professional behavior from employees in the organization. Bottomline, if I ask my employee to work hard and show up ontime as their leader (City Manager) they can expect me to be doing the same.

5. How would you deal with city budget constraints and identify new revenue sources? When dealing with budget constraints I will start by first meeting with my team (City Department Heads). Then hold a meeting with the Mayor and City Council. Throughout the process I will fight as a servant to my community to never deprive the citizens of the City of those basic services needed for survival (water, sewer, electricity, gas, law enforcement, fire/rescue). Anytime your dealing with budget, especially budget constraints it is imparative that all echlons on the City are synched, share the same mental model, and know and understand the way forward (plan). After meeting with my team and developed a plan. I would then present the budget cuts (non essential services) to City Council and the Mayor for execution or refinement. In terms of indentifying new revenue sources, I would brainstorm with my staff and examine existing assets, services, and city owned ventures for refinement of fees or taxes based on local use and need. I would also have my team look at new economic development opportunities, City and County Partnerships, business initiative strategies like advertising and data analytics from social media to identify untapped revenue streams in the City. Once my team and I have identified new revenue plans we would present those plans to the Mayor and City Council for approval.
6. How will you prioritize competing demands for resources within the city? As stated in my answer to the previous question, as servant to my community it is my goal to never deprive



the citizens of the City of those basic services needed for survival (water, sewer, electricity, gas, law enforcement, fire/rescue). Furthermore, when prioritizing competing demands it is important to identify or frame the problem you are trying to solve first as a leader. Once you have framed the problem, then convene a meeting with your staff with their evidence, concerns, and solutions for solving the problem. During the meeting with my staff as a team we would prioritize those competing demands for resources logically, so that all requirements for those resources are satisfied. The goal at the end of the day is to ensure that all employees get what they need to fulfill their duties and make the City successful.

7. Describe a successful initiative you have led as a City Manager. I have never led an initiative as a City Manager. However, on 03/15/2022 I was notified that I had to deploy myself, 100 Airmen, necessary tactical equipment, vehicles, and coordinate life support for an indefinite amount of time with only 7 days notice to Eastern Europe. This initiative took a clear communication between myself and my team. Clear understanding of the problem, what tasks needed to be accomplished, by whom, when, and what deliverables are due based on timeline. An initiative like this is influenced by a lot of dynamic variables that you can not always plan for or anticipate, as a leader you have to be flexible and have open communication with your team. I accomplished this initiative by backwards planning from boots on the ground in Eastern Europe to the day of notification. I laid out a timeline with my team with milestones where updates would be due and tasks were required to be accomplished in order to get myself and deployers to Eastern Europe on time. Communications and complete understanding to the mission amongst all involved is crucial when tackling any initiative.
8. Describe a time when you had to manage a crisis situation in a city setting. I have never managed crisis in a city setting, however I have done it a lot during my tenure in the military. One tool or technique that I have found to be very useful is having an Emergency Action Plan or Play Book for crisis response. The Emergency Action Plan is a living document of plans that outline immediate and long-term actions that are to be taken in the event of crisis in the City. The Emergency Action Plan outlines responses and actions to be taken in the event of fire, flood, hurricane, employee death, mass casualty, chemical spills, etc. In addition, the Emergency Action Plan is designed to bring the City's government together and go through steps outlined in the plan step by step as well as address dynamic variables



associated with the crisis that are not addressed in the Emergency Action Plan. Additionally, communicate with outside agencies if assistance is going to be required from Federal, State, or local government for additional resources.

9. What steps do you take to ensure transparency and accountability in city operations. In order to establish transparency with employees. Maintaining and communicating an Open door policy with all employees in your organization is crucial. An open door policy fosters communication and trust between you as the leader and the men and women of your organization. An open door policy shows that you care about your people and you are present and available to help 24/7. If the people of your organization feel that you are there for them and they can trust you, they will work hard and take care of the citizens of the City. Another facet of transparency as a leader, always reward in public and make sure all employees are aware of expectations. At no time should a leader ever reward an employee behind closed doors. Rewards and praise should be held in a public venue in a City Council meeting or a Department meeting where all employees are invited. Another way I will ensure transparency is make sure my team, the Mayor, and Council are all aware of my decisions as a City Manager. Before I make a decision or receive information, I always ask myself, "I know who else needs to know". When making those decisions use email, City Council Meetings, and Special Meetings as much as possible to document those decisions, collaborations, and correspondence that led up to that decision being made. Finally, maintain accountability as a leader by using the following motto, "Be the standard, live the standard, and enforce the standard".
10. Please describe your experience working with unions. I have no experience of working with a union in my professional career.
11. Please describe your experience managing or overseeing a police department? What do you see as your role in guiding the police department? I have no experience managing or overseeing a police department. However I feel my role as a City Manager in the guiding of the police department would be to ensure that department receives proper funding, equipment, training, and mission aligns/supports the needs and culture of the City.



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CITY MANAGER'S OFFICE *Florida*

12. How will you ensure that the city's services meet the needs of all its citizens? When it comes to making all city services meet the needs of all citizens it comes down to the following, "Are the services accessible, available, and are they useable". As a City Manager it is your duty to make sure all services are accessible, available, and useable. Meaning there are no barriers (language, technology, financial, etc) blocking the accessibility, usability, and availability. When accessing accessibility there is no one way to examine the problem, because it is dynamic and it must be examined from multiple angles. One way a city could stay on top of accessibility is keeping track of census data. Census data would give you a starting point for determining the demographic of your city. Another way to examine accessible, available, and are they useable would make it easy for users to provide feedback about city services. Finally, hold focus groups every so often to find out if what the city offers in regards to services are sufficient or how services could be improved.
13. What strategies will you use to build relationships with stakeholders in the community? When building relationships with stakeholders in your community focus groups are an excellent way to meet face to face with the public to gain direct feedback, insight, and perspective. In the process of conducting focus groups you learn the culture, network, and build relationships by spending time with citizens. Another way to build community relationship with stakeholders is by way of invitation. It simple invite stakeholders from the community to City Council meetings, ground breakings, and awards ceremony. As a result of inviting community stakeholders to city functions, it will give them a feeling of inclusion and that they are apart of the City. The same is true in regards to receiving an invitation as a City leader. City leaders should accept invitations from stakeholders when they invite City Leaders to community events. Accepting invitations from stakeholders allows City leaders to get a feel for the Community Culture at the sametime it shows that the City leaders care about citizens.
14. What strategies would you implement to promote economic growth and job creation? Since a city's primary source of revenue is taxes and collection of revenue for services, promotion of economic growth is imparative to a financially secure metropolitian. One thing I would do to promote economic growth is market the City to Corporations to bring jobs in exchange for tax incentives. Another option would be to capitalize on economic grants.



An economic development grant is a way for government to fund ideas and programs designed to spur the economy. Federal and state grants can help local governments finance economic development projects, particularly those that support the construction or rehabilitation of public infrastructure and facilities that are conducive to commerce. A city can use an economic grant to improve infrastructure on city owned land to make it attractive to businesses and corporations to relocate to city limits. Another options for cities to promote economic growth is the rehabilitation of blighted areas. The blighted area can be advertised to corporations, local business, or potential home owners so that they can be purchased, used, and contribute to the tax base of the city again. Bottomline, cities have to look at opportunities available and opportunities to promote economic development and commerce.

15. Have any adverse or critical statements been made about you in print or online media reports, on social media, or any other related form? If an online search of you were completed, what would be found that you yourself would want to know about you if you were looking to hire yourself as a City Manager? I have no known or unknow adverse or critical statement about me in print, online media, social media, or any other related form.