


Action

MEMORANDUM

April 26, 2019

TO: County Council
FROM: Megan Davey Limarzi, Esq., Clerk of the Council
SUBJECT: **Appointments - Charter Review Commission** 

BACKGROUND

Section 509 of the County Charter requires a Charter Review Commission be appointed by the County Council every four years. The Commission is composed of 11 residents of the County, five of whom are appointed from a list of names submitted by the County Executive. No more than six members of the Commission can be from the same political party. The Chair is designated by the Council and the Vice Chair is designated by the County Executive. Council staff works with the Executive staff to coordinate appointments.

The County Council received 18 applications from individuals seeking appointment to the Charter Review Commission. The Council selected 10 applicants to interview but two withdrew shortly before the April 2 interview date. The Council conducted the interviews and recommends the designation of the following individuals as Council appointees to the Commission:

George Margolies (Dem), Chair
David Hill (Dem)
A. Lawrence Lauer (Rep)

Perry Paylor (Dem)
Nichole Thomas (Unaffiliated)
Courtney Walker (Unaffiliated)

County Executive's Recommendations

In accordance with the Charter, on April 19th the Executive submitted, the following recommendations for appointment to the Charter Review Commission:

Laura Goddeeris (Dem), Vice Chair
Christopher Danley (Rep)
Katherine Gugulis (Rep)

Susan Miles (Dem)
Ronald Stubblefield (Dem)

COUNCIL ACTION

The appointments to the Charter Review Commission are before the Council for action. Members appointed to the Commission will have a four-year term beginning June 1, 2019 and continuing through December 4, 2022.

ATTACHMENTS

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Resolution No.: _____
Introduced: April 30, 2019
Adopted: _____

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

By: County Council

SUBJECT: Appointment of the Charter Review Commission

Background

1. Section 509, Montgomery County Charter, specifies that a Charter Review Commission shall be appointed by the County Council, within six months after the Council assumes office, for the purpose of studying the Charter.
2. The Charter Review Commission must submit its recommendations concerning proposed Charter amendments, if any, to the County Council no later than May 1 of every even-numbered year.
3. The Charter Review Commission has eleven members, with no more than six members of the same political party. Five of the members shall be appointed from a list of names submitted by the County Executive.
4. The Council designates the Chairperson of the Commission and the County Executive designates the Vice-Chairperson.

Action

The County Council for Montgomery County, Maryland approves the following resolution:

Resolution No.: _____

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- 1. Appointment of the following County Executive designees to the Charter Review Commission:

Democrats

Laura Goddeeris
Silver Spring, MD

Susan Miles
Silver Spring, MD

Ronald Stubblefield
Silver Spring, MD

Republicans

Christopher Danley
Chevy Chase, MD

Katherine Gugulis
Gaithersburg, MD

- 2. Appointment of the following County Council designees to the Charter Review Commission:

Democrats

George Margolies
Rockville, MD

David Hill
Silver Spring, MD

Perry Paylor
Silver Spring, MD

Republican

A. Lawrence Lauer
Olney, MD

Unaffiliated

Nichole Thomas
Silver Spring, MD

Courtney Walker
Germantown, MD

- 3. The County Council designates George Margolies as Chairperson and the County Executive designates Laura Goddeeris as Vice-Chairperson.
- 4. The term of the Commission expires on December 4, 2022.

This is a correct copy of Council action.

Megan Davey Limarzi, Esq.
Clerk of the Council

CHARTER REVIEW COMMISSION

- Created: Charter of Montgomery County, Maryland Section 509
- Purpose: To study the Charter and report at least once to the County Council on its activities within one year after appointment. Commission reports shall be submitted not later than May 1 of every even-numbered year. The reports shall contain recommendations concerning proposed Charter amendments, if any.
- Membership: Eleven members who shall be residents of the County, five of whom shall be appointed from a list of names submitted by the County Executive. Not more than six members shall be of the same political party.
- Terms: Four year terms to coincide with the Council term of office. No compensation. Terms expire December 4, 2022.
- Contact: Jean Arthur, Legislative Analyst for the Council, 240-777-7934



Montgomery County Council

For Immediate Release

March 1, 2019

Contact: Anne Brown 240-777-7925

County Council Seeks Applicants for County Charter Review Commission DEADLINE EXTENDED

Deadline Is Fri., March 15, for 11 Four-Year Appointments

ROCKVILLE, Md., March 1, 2019—The Montgomery County Council is accepting applications for membership on the County's Charter Review Commission. Applications for the four-year appointments are due by 5 p.m. on Friday, March 15, 2019.

The County Charter was amended in 1976 to provide that a Charter Review Commission be appointed by the County Council every four years to study the Charter. The Commission researches and evaluates Charter issues raised by the County Executive, County Council, other government officials and the public. Commission reports are submitted no later than May 1 of every even-numbered year. These reports contain recommendations concerning any proposed Charter amendments.

The Commission is composed of 11 County residents, five of whom will be appointed from a list of names submitted by the County Executive. Applicants applying to the Council for appointment may also be considered for nomination by the County Executive.

No more than six members of the Commission may be from the same political party, and each member must be a resident of Montgomery County. Members serve four-year terms. The positions can be filled by a Democrat, a Republican, a voter who declines to affiliate with a party or a member of another party officially recognized by the Montgomery County Board of Elections. The Chair is designated by the Council and the vice chair is designated by the County Executive.

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All 11 positions are up for appointment. There is no compensation for members of the Commission, which generally will meet once per month in the Council Office Building in Rockville.

Applicants should submit letters of interest and resumes via email to county.council@montgomerycountymd.gov or by mail to Nancy Navarro, President, Montgomery County Council, 100 Maryland Avenue, Rockville, Maryland 20850. Resumes should include professional and civic experience, political party affiliation, home and office telephone numbers and an e-mail address.

Applications must be received no later than 5 p.m. on Friday, March 15. It is the Council's policy not to consider applications received after the deadline. After the closing date, Councilmembers will review the letters of application and select applicants for interviews to be held soon thereafter. Appointments will be made in time for the new Commission to begin its term in June of 2019.

Letters of application and resumes are made public as part of the appointment process, and are available for public review. The interviews are conducted in public and will be televised. Members of County Boards, Committees and Commissions may not serve on more than one such group at a time.

For more information about the Charter Review Commission or how to apply for consideration to become a commission member, call 240-777-7925.

#

Charter Review Commission Applicant List

Note: Council selects 6 members (no more than 3 members from the same political party). CE has separate application process and submits list recommending 5 candidates (no more than 3 members from the same political party). A total of 11 members are appointed to CRC.

Applicants	Political Affiliation	Notes
Christopher Danley Chevy Chase 20815	Rep	
Matthew Fink Chevy Chase 20815	Rep	
Katherine C. Gugulis Gaithersburg 20882	Rep	
David Hill Silver Spring 20905	Dem	
A. Lawrence Lauer Olney 20832	Rep	Served on previous Comm
Mark Lautman Rockville 20852	Unaffiliated	
George Margolies Rockville 20850	Dem	
Lisa Neuder Rockville 20852	Dem	
Brendan Parets Chevy Chase 20815	Rep	
Perry Paylor Silver Spring 20904	Dem	
Ms. Saman Qadeer Gaithersburg 20878	Dem	
Randy Sabett Gaithersburg 20882	Rep	
Edward Shapiro Chevy Chase 20815	Rep	
Ronald E. Stubblefield Silver Spring 20904	Dem	
Nichole Gibbs Thomas, Ph.D. Silver Spring 20910	Unaffiliated	
Debora Tshiovo Germantown 20874	<i>(Self-identified as Dem)</i> Board of Elections listing - Independent	
Courtney Walker Germantown 20874	Unaffiliated	
Josephine Jungshan Wang Gaithersburg 20877	Rep	




OFFICE OF THE COUNTY EXECUTIVE
ROCKVILLE, MARYLAND 20850

Marc Elrich
County Executive

CONFIDENTIAL
MEMORANDUM

April 19, 2019

TO: Nancy Navarro, Council President
Montgomery County Council Members

FROM:  Marc Elrich, County Executive

SUBJECT: Charter Review Commission

Pursuant to Section 509 of the Montgomery County Charter, I am recommending the following persons for appointment to the Charter Review Commission, and designating Ms. Laura Goddeeris as Vice Chair. If you wish to discuss these recommendations, please advise Dale Tibbitts or me.

CHARTER REVIEW COMMISSION

Type of Position: Democrat Vice Chair

Laura Goddeeris
Silver Spring

Type of Position: Republican

Christopher Danley
Chevy Chase

Type of Position: Democrat

Susan Miles
Silver Spring

Type of Position: Republican

Katherine Gugulis
Gaithersburg

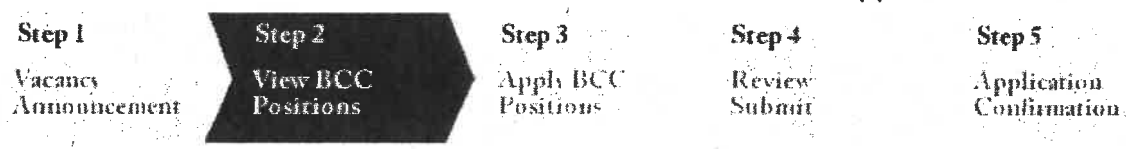
Type of Position: Democrat

Ronald L. Stubblefield
Silver Spring



OFFICE OF THE COUNTY EXECUTIVE
BOARDS, COMMITTEES, AND COMMISSIONS

New Online Application Process



Release ID: 19-022

Media Contact: Gochrach, Beth 240-777-2528

For Immediate Release: 3/4/2019

Application Deadline: 3/18/2019

Elrich Seeks Applicants for Charter Review Commission

County Executive Marc Elrich is currently seeking applicants to fill five vacancies on the Charter Review Commission. Applicants should indicate the political party with which they are affiliated. Applicants seeking nomination by the County Executive may also be considered for appointment by the County Council. **All members of the Charter Review Commission must be residents of Montgomery County.**

The County Charter was amended in 1976 to provide that a Charter Review Commission shall be appointed by the County Council every four years to study the charter. The Commission researches and evaluates Charter issues raised by the County Executive, County Council, other government officials, and the public. Commission reports are submitted no later than May 1 of even-numbered years. These reports contain recommendations concerning any proposed Charter amendments.

The Commission is composed of eleven residents of the County, five of whom are appointed from a list of names submitted by the County Executive. No more than six members may be from the same political party. The chair is designated by the Council and the vice chair is designated by the County Executive.

Members serve four-year terms without compensation, but are eligible for reimbursement for travel and dependent care for meetings attended. Meetings are typically held monthly at the Council Office Building in Rockville.

Applicants of diverse backgrounds, professions, gender, geography, disability and ethnicity are encouraged to apply. Members of County boards, committees and commissions may not serve on more than one such group at a time. Members must complete training on the Maryland Open Meetings Act and basic parliamentary procedure. Elrich's appointments are subject to confirmation by the County Council. Applications of those selected for appointment are made public as part of the confirmation process. The deadline for application is **March 18, 2019**. To apply please click "Apply" below.



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Margolies

ML
/C

Bea-Charter
Review Comm

JAN 29 - 1 11 08:40

January 29, 2019

Honorable President Nancy Navarro
Montgomery County Council
100 Maryland Avenue
Rockville, Maryland 20850

RECEIVED
MONTGOMERY COUNTY
GOVERNMENT

Dear President Navarro:

Please consider this my application for membership on the County's Charter Review Commission. Having retired from full-time employment just over two years ago, I have been looking for a perfect fit to use my collective experience in public and civic service, both here in my home county of over 45 years, and in other charter jurisdictions within Maryland. As the enclosed resume reflects in greater depth, I sincerely believe I can contribute to the important work of the Charter Review Commission.

An attorney by profession, I served 11 years as Staff Director [now Chief of Staff] of the Montgomery County Board of Education, at which time I worked regularly with the County Council, our Annapolis Delegation, and the County Executive and their staffs as to all intergovernmental matters, some of which entailed not only application of the County Charter, but also provisions of the County Code and Annotated Code of Maryland. My intimate knowledge of Montgomery County agencies has also been garnered from differing perspectives through experiences ranging from serving on the Collaboration Council and its Executive Board (1998-2006); being appointed by the County Council to serve on contract as the Special Personnel Investigator for the Merit System Protection Board (1989-1995); being employed as an Ad Hoc Fact-Finder by the County's Office of Personnel pursuant to the Personnel Grievance Procedure (1980-1989); and serving as an Ad Hoc Arbitrator for the then-County Office of Consumer Affairs (1976-1989).

My knowledge of the County government and the issues it faces, some of which are framed by the Charter, is also enhanced by my many civic experiences including: chairing the Committee for Montgomery in its formative years; serving on the Board of Directors of Interages; serving on the Board of Directors of the then-Mental Health Association of M.C.; and serving as president of three PTAs in our county.

In closing, as my resume reflects, if appointed to the Commission, I can bring to the table my professional experience working in three other charter jurisdictions (Anne Arundel, Prince George's, and Baltimore City) in addition to the District of Columbia as the Commission looks through the lens of myriad issues that often are faced by multiple localities.

Thank you for your consideration.

George Margolies
George Margolies

Enclosure

GEORGE H. MARGOLIES

EDUCATION

B.A., American University, School of Government and Public Administration
J.D., American University, Washington College of Law

PROFESSIONAL EXPERIENCE

Consultant

November, 2016 to present

Prince George's County (MD) Public Schools

November, 2013 to October, 2016

Chief of Staff

Reporting directly to the Chief Executive Officer, my responsibilities were far ranging. In addition to serving as a catalyst to ensure that the "trains ran on time" and the mission of the school system was carried out by all offices, I served as the CEO's liaison to the Board of Education in setting the agenda for Board meetings and responding to matters of concern of Board members. The intergovernmental relations of the school system, primarily vis-a vis our delegation to the General Assembly, as carried out on a daily basis by a member of my staff, fell within my purview. I supervised, during my tenure, the Office of the General Counsel, the Office of Communications (including our Public Television staff and Web Team), and the Office of Ombudsman.

Anne Arundel County (MD) Public Schools

August, 2006 to November, 2013

Chief of Staff

Reporting directly to the Superintendent of Schools, I had a myriad of responsibilities. I was responsible for the intergovernmental relations for the Board and the school district, working closely with the County Council, the County Executive, and the Members of the General Assembly and their respective staffs. I supervised Legal Services; Public Information (including our website); Instructional Data (previously Accountability, Assessment and Research); Legislative and Policy Services; and Design and Print Services (including our cable television operations); and formerly supervised Employee Relations and Human Resources. I served as the primary liaison to the Board of Education and its officers, responsible for setting the agenda for twice-monthly Board meetings, ensuring that staff was able to address issues raised by

Board members from day-to-day, and serving as a conduit to explain positions of the Administration. I supervised the workflow and quality control of documents, position papers, grant applications, correspondence, and e-mails going to and emanating from the Superintendent's office. I handled difficult telephone calls and media inquiries on behalf of the school system as the need arose and interacted with diverse stakeholder groups, often representing the Superintendent, to speak on the issues of the day.

Montgomery County (MD) Board of Education

August, 1995 to July, 2006

Staff Director of the Board of Education

In this capacity, I supervised the Board's professional and support staff, managing the day-to-day work of an eight-member elected Board and its committees. I served as the primary staff liaison to the Superintendent of Schools of a school district with a budget in excess of \$1.7 billion for over 139,000 students. I was responsible for the intergovernmental relations/lobbying functions of the Board, policy research/analysis, the coordination of various appeal processes, and the drafting of the Board's opinions and orders when performing its quasi-judicial role. In addition, I served as liaison to outside counsel retained by the Board and supervised both the Ombudsman for the school district and Legislative Aide to the Board. I also represented the Board at community forums and public speaking engagements, and articulated the Board's actions to representatives of the media. Moreover, I served as parliamentarian of the Board. I was also the designee of the Board as its director on the Board of Directors of the Legal Services Association of the Maryland Association of Boards of Education (June, 2000-July, 2006).

Baltimore City Public Schools

October, 1994 to August, 1995

Assistant Superintendent for Compliance

As a member of the Superintendent's Executive Cabinet, I provided leadership, coordination, and monitoring of compliance issues at all levels of the Baltimore City Public Schools. This included the implementation of the school system's special education compliance plan, the investigation of complaints, the monitoring of performance of individual schools' efforts to achieve compliance with State and Federal regulations and laws, and the interpretation and application of standards for the delivery of special education services.

Self-Employed as Educational and Labor- Management Consultant and Attorney-at-Law

April, 1989 to September, 1994

Some of the matters on which I served as a consultant include: downsizing of a school district's central administration within legal constraints; minority contracting programs in the wake of Supreme Court's holding in *City of Richmond v. J.A. Croson Co.*; review of school district policies that promote institutional racism; merit system violations of county agencies; staff development for special education hearing officers; probable cause determinations in E.E.O. and public accommodation cases; drafting of personnel procedures manual for a large school district; contracting out of a school district's food services; serving as facilitator for Board retreat; conducting a school system-wide reduction-in-force; serving as convener of focus groups of community users of school facilities.

District of Columbia Public Schools
December, 1977 to March, 1989

Director, Legal, Regulatory and
Legislative Services Branch

While continuing to serve as Legal Counsel to the Superintendent (see below), I was appointed to serve as Director of this new branch. The primary responsibility of this branch was to advise and represent the various segments of the School System, including the Board of Education.

While performing most of the duties outlined below for Legal Counsel, additional responsibilities that fell within the ambit of this branch included: drafting and review of the negotiated services and procurement contracts; review of grant applications; implementation of the D.C. Freedom of Information Act; drafting of rulemaking; advising as to copyright laws; representation of the School System in pending litigation in tandem with the D.C. Corporation Counsel; rendering advice as to the application of the Education for All Handicapped Children Act of 1975 and the Rehabilitation Act of 1973; representation of the agency in special education placement hearings; negotiations of leases of under-utilized school buildings; litigation brought by the School System against Mayor of the District of Columbia.

The branch was also charged with the responsibility for monitoring all legislation before the City Council to determine the impact, if any, on the D.C. Public Schools and to lobby and to testify before the Council's committees for legislation beneficial to the School System. Similarly, all legislation before Congress of interest to the School System was monitored and, where appropriate, testimony was prepared and delivered by this branch.

During my tenure, the E.E.O. Office was a unit of the Legal Services Branch, responsible for the enforcement of all E.E.O. laws, Title IX of the Education Amendments Act of 1972; Section 504 of the Rehabilitation Act, and the Sex Equity Program.

District of Columbia Public Schools
March, 1976 to March, 1989

Legal Counsel to the Superintendent

This position was newly-established by the then-Superintendent of Schools. As Legal Counsel, I advised the Superintendent on all legal matters, including the application of various laws and regulations. I also represented the Superintendent in adverse action hearings and E.E.O. proceedings before the D.C. Office of Human Rights and the U.S. Equal Employment Opportunity Commission.

In this capacity, I continued to actively participate in all labor relations matters concerning the School System, whether it was negotiations, arbitrations, unfair labor practice hearings, or impasse proceedings. As needed, I continued to represent the School System's interests in such third-party proceedings.

This position necessitated publicly addressing diverse groups and organizations within and without the School System on matters of a legal nature concerning the school system, and about school law in general.

District of Columbia Public Schools
November, 1973 to February, 1976

Labor Counsel

Served as legal advisor to the Office of Labor Relations and as technical advisor and legal counsel to the Superintendent and operating department heads on matters of labor relations. Was responsible for entire arbitration caseload, including the preparation and presentation of cases and submission of post-hearing briefs. Served as legal advisor to the chief negotiator for the Board of Education during the course of negotiations and represented the Board in fact-finding. Represented the Board in all unfair labor practice and representation proceedings before the D.C. Board of Labor Relations (predecessor to the D.C. Public Employees Relations Board).

New York City Board of Education
November, 1972 to October, 1973

Senior Labor Relations Assistant – Attorney

Represented the Board of Education in arbitration proceedings and before the New York State Public Employment Relations Board regarding unfair labor practice charges and representation matters.

National Federation of Federal Employees
September, 1971 to October, 1972

Staff Counsel and Legislative Assistant

Handled unfair labor practice charges, unit determinations, election protests, and negotiations of collective bargaining agreements, in addition to various other labor law and civil service matters. As legislative assistant to the President, was responsible for drafting of proposed legislation, prepared and delivered testimony to Congressional committees.

TEACHING POSITIONS

Adjunct Professor of Labor Law, American University Law School, Spring 1979.

Professional Lecturer in Labor Relations and Labor Law, American University School of Business (undergraduate and graduate classes), 1975-1977.

OTHER PROFESSIONAL POSITIONS

Consultant to Mid-Atlantic Race Desegregation Assistance Center (Federally-funded Center serving D.C., Maryland, Virginia, and West Virginia), 1982.

Consultant to University of Pittsburgh Race Desegregation Assistance Center (serving Pennsylvania and Delaware), 1981.

Ad Hoc Fact-finder, Montgomery County (Maryland) Government (pursuant to Personnel Grievance Procedure), 1980-1989.

Ad Hoc Arbitrator for Montgomery County (Maryland) Office of Consumer Affairs, 1976-1989.

Ad Hoc Hearing Examiner, D.C. Office of Human Rights, 1984.

Special Personnel Investigator for Montgomery County (Maryland) Merit System Protection Board (by appointment of County Council), 1989-1995.

National Review Panel, 1991-92, 1992-93, 1993-94, 1997-98, and 1999-2000 Blue Ribbon Schools Program, U.S. Department of Education.

BAR AFFILIATIONS

Member of the Bars of the State of New York, the District of Columbia, the State of Maryland, and the United States District Court for the District of Columbia.

CIVIC ACTIVITIES

Member, Rockville Citizen Mayoral Transition Advisory Group (appointed by Rockville Mayor), 2008.

Graduate of Executive Leadership Series, Leadership Anne Arundel, 2007.

Board of Directors, Montgomery County Collaboration Council for Children, Youth, and Families (1998-2006; reappointed 3/9/04 and 5/9/06 by County Council upon nomination by County Executive)

Board of Directors, Mental Health Association of Montgomery County, 1992-1994.

Co-President, Richard Montgomery High School Parent-Teacher Association, 1993-1995.

Board of Directors of Interages, Inc., 1991-1993.

Chair, Montgomery County (Maryland) Commission on Children and Youth (appointed by County Executive and confirmed by County Council), 1989-1991.

Chair, Committee for Montgomery, 1991-1992.

Co-President, Julius West Middle School Parent-Teacher Association, 1988-1989.

President, College Gardens Elementary School Parent-Teacher Association, 1985-1986.

President, American University Alumni Association, 1979-1981.

HONORS AND RECOGNITIONS

Recipient of National PTA Life Achievement Award, May 26, 2004.

Recipient of Special Recognition Award from Montgomery County (MD) Interagency Coordinating Board (ICB) for Community Use of Public Facilities, April 30, 2003.

Recipient of Ceremonial Resolution enacted by Maryland House of Delegates (March 30, 1992) and Maryland Senate (April 8, 1992), in recognition of work on behalf of children and youth.

Recipient of Honorary Life Membership in Maryland Congress of Parents and Teachers, in recognition of outstanding service to children and youth, June 2, 1993.

Recipient of Distinguished Alumnus Award (American University), 1984.

PRESENTATIONS/SPEAKING ENGAGEMENTS (Partial Listing)

Calvert County (Maryland) Board of Education Annual Retreat, May 30, 2012. Presentation on Interlocking Nature of Fiscal Issues, Building Relationships with Elected Officials, and Community Engagement.

University of Maryland—College Park, College of Education, September 30, 2009. Presentation to Graduate Class on "Introduction to Educational Leadership."

Association of School Business Officials (MD/DC Chapter), February 19, 2009. Presenter at Annual Legislative Workshop.

Visiting Delegation of Educators from Leningrad, Russia, December 10, 2008. Presentation on Roles and Responsibilities of Local School Systems.

Almost 7:30 Friday Morning Democratic Breakfast Club, February 29, 2008. Presentation on Issues Facing, and Initiatives of, the Anne Arundel County Public Schools.

Hood College Graduate Class, March 23, 2006 and September 1, 2005. Presentation on Legal Framework of Public Education at Federal, State, and Local Levels.

Visiting Delegation of the Japanese Ministry of Education, Culture, Sports, Science and Technology, July 13, 2004. Presentation on School Board Governance and Statutory Framework of Public Education.

Bowie State University Graduate Class, May 12, 2004 and November 24, 2003. Presentation on School Law and Quasi-Judicial Role of School Boards.

New Teacher Orientation, August 2005, 2004, and 2003. Presentation on Ethics in Employment.

Montgomery County Council of PTA=s. May, 2003, 2002, 2001, 2000, 1999, 1998, 1997, and 1996. Master of Ceremonies for Annual Dinner attended by over 500 principals, local PTA presidents, school system administrators, and elected officials.

Visiting Delegation of Middle School Principals from Shanxi Province, China, April 2, 2002. Presentation on School Governance and Statutory Framework of Public Education.

Legal Services Association of Maryland Association of Boards of Education, March 19, 2002. Speaker and Panelist on A Legal Aspects of Student Placement and Student Transfer Issues.≡

Visiting Delegations of Educators from Guinea (October 11, 2000); Beijing, China (September 20, 2000); Nepal (December 2, 1999); Jamaica (May 17, 1999); Latvia (March 23, 1999); and Pudong Province, China (July 15, 1997). Presentation on School Governance and Statutory Framework of Public Education.

Montgomery Community Television (Cable TV Station), June, 1993. Panelist on Program on "Children's Health Issues".

Archdiocese of Washington Conference, November 2, 1991. Presentation on Children and Family Issues.

Disability Rights Conference sponsored by the Information, Protection and Advocacy Center for Handicapped Individuals, Inc. (IPACHI), September 27, 1991. Presentation on Special Education Law.

"People In Need" Conference sponsored by Montgomery County, Maryland, December 13, 1990. Presentation on "Social Policy: Who Pays?"

National School Safety Center's "School Crisis Prevention Practicum", Speaker and Participant, Teachers College of Columbia University, September 26, 1989.

District of Columbia Bar, Labor Relations Section, February 4, 1987, "To Test or Not to Test: Drug Screening of Public Employees".

Georgetown University Law Center Street Law Project, July 8, 1986, "The 4th Amendment in Schools".

WTTG-TV "Capital City Magazine", May, 1986, Program Discussion on "Student Discipline in D.C. Public Schools".

National Association of School Security Directors, Fifteenth Annual Conference, New York City, July 9, 1984, "Judicial Decisions and Legal Considerations Relative to School Security Matters".

Catholic University Law School, Moderator of Panel on Urban, State and Local Government Law (comprised of elected officials), February 15, 1984.

Albemarle County (Virginia) Public Schools, May 15, 1982, "Legal Update -- Employment Discrimination Laws and Court Decisions".

WYCB Radio, Washington, D.C., Half-hour Interview by Host James Farmer on Tuition Tax Credits, November, 1981.

Catholic University School of Education, December, 1977. "Collective Bargaining in the Field of Public Education".

PUBLICATIONS

Margolies, George, "A Potpourri of Legal Issues Related to School Safety", School Safe Newsjournal, National School Safety Center (Spring, 1985).

Margolies, George, Journal of Law and Education, a critique of an article on the applicability of the Yeshiva Supreme Court decision to public education (Winter, 1987).

Hill

March 11, 2019

Via Email - county.council@montgomerycountymd.gov

Nancy Navarro
President, Montgomery County Council
100 Maryland Avenue
Rockville, MD 20850

Re: David A. Hill - Request For Appointment To Montgomery County Charter Review Commission

Dear Council President Navarro:

Please accept this letter and attached resume as my request for appointment to the County's Charter Review Commission.

A county resident since 1991, I am the President of my own legal and consulting practice, DHill Professional Services, LLC, where I focus on the needs of small businesses, entrepreneurs and non-profit entities. A lawyer by training and most of my professional experience, I have been a Vice-President in a Fortune 20 company (Verizon), a partner in a law firm and the General Counsel of a small start up. I look forward to bringing my training and experiences into my participation on the Charter Review Commission.

I seek an appointment to the Charter Review Commission as a next step in my civic involvement in Montgomery County. Currently, I am serving as the Board Chair of Leadership Montgomery, having served on that Board since 2013 and participating in the Core Class of 2005. Through my involvement in my church, first at The People's Community Baptist Church and since 2009 at Reid Temple African Methodist Episcopal Church, I have been involved in additional community outreach efforts for more than twenty years.

Should you require any additional information concerning my request for appointment to the County Charter Review Commission, please do not hesitate to contact me at the above address or at

With Best Regards,



David A. Hill

Enclosure (Resume)

DAVID ANTHONY HILL

SUMMARY

Accomplished advocate. Engaged Citizen. Member of the Democratic Party

PROFESSIONAL EXPERIENCE

DHill Professional Services LLC
President

Jan. 2012 - Present

Providing legal and consultative services to individuals, small businesses and non-profit entities

WH Administrators, Inc.

Vice-President & General Counsel, Bethesda, Maryland

January 2017 - July 2018

Reporting to the CEO, was responsible for all legal and regulatory matters for start up company in the health care reform space.

Wong Fleming, P.C.

Partner, Maryland & DC Offices

July 2013 - December 2016

As a Partner in the largest woman owned law firm and one of the largest minority owned law firms in the United States, practice focused on civil litigation, counseling small and medium sized businesses and government relations

Verizon Communications (created by merger of Bell Atlantic Corp. & GTE Corp.)

Vice President & Associate General Counsel – Federal Advocacy, Washington, D.C. **2009-2011**

Reporting directly to Verizon's EVP & General Counsel, assisted Verizon's Public Affairs, Policy and Communications Group in developing and implementing the Company's advocacy efforts with the Obama Administration and influential third party groups

- Served as a liaison between Verizon and the Obama Administration
- Leveraged existing relationships and developed new relationships with influential third party groups and governmental officials to successfully advocate for Verizon's interests on significant regulatory and business issues
- Frequently engaged as a public speaker before influential organizations, including the Technology Policy Institute, the Congressional Black Caucus Institute, and the Minority Media and Telecommunications Council
- Served as Regional Coordinator of award-winning Pro Bono program

Associate General Counsel – State Regulatory Central Staff, Arlington, VA

2006-2009

Scope of responsibility expanded by supervising state regulatory litigation on a nationwide basis

Vice President & General Counsel - Maryland & The District of Columbia

2000-2006

Responsible for all Public Service Commission, state and federal litigation. Navigated through challenging regulatory environments in Maryland and District of Columbia to grow and preserve Verizon revenues in those jurisdictions

David Anthony Hill

Bell Atlantic Network Services, Inc., Arlington, VA
Vice President & General Counsel - Bell Atlantic Delaware

Regulatory Counsel

Handled administrative hearings and Telecommunications Act- related proceedings before the state public service commission in New Jersey, Pennsylvania, Maryland, Virginia and West Virginia

Hogan & Hartson, L.L.P. Washington, D.C.

Litigation Associate

- Practice focused on civil rights and civil litigation matters
- As lead counsel in Wilkins v. Maryland State Police, secured injunctive relief preventing the use of race-based drug courier profiles in the State of Maryland.

CIVIC AND OTHER RELEVANT EXPERIENCE

Chair, Commission on Social Action, Reid Temple African Methodist Episcopal Church (Current)

Board Chair, Leadership Montgomery County, MD (Current)

Chair, Alumni of Color Council, Wesleyan University

Trustee, Wesleyan University (Member of Audit & Finance Committees)

Trustee, The People's Community Baptist Church (Finance Committee Chair)

Obama For America

Member - National Finance Committee

Expanded and leveraged personal network facilitating more than 300 people financially supporting the re-election of Barack Obama as President of The United States of America.

- Co-hosted multiple fundraising events
- Served as Regional Co-Chair of Lawyers for Obama
- Member of African-American Leadership Council

AMERICA'S Fund Washington, D.C.

General Counsel

Founding member of startup political action committee created to raise money for candidates of color in congressional, gubernatorial, and major mayoral elections.

- Responsible for all FEC and related state filings over three election cycles

Omega Psi Phi Fraternity, Inc.

Basileus, Mu Nu Chapter (Montgomery County, MD)

President & CEO of 100 member chapter of African-American men focused on community uplift

EDUCATION

Harvard Law School
Wesleyan University

J.D., *Cum Laude*

B.A., With High Honors in College of Social Studies

Lauer

The Honorable Nancy Navarro
President, Montgomery County Council
100 Maryland Ave.
Rockville, Md 20850

February 19, 2019

Dear Council Member Navarro:

Please accept this letter and the attached resume in response to County Council's solicitation for applicants for the County Charter Review Commission. I was appointed to the CRC by the last Council and am interested in being reappointed to continue the examination and work on the County Charter started by the last Commission.

I am a life long Montgomery County resident and property owner. As such I have both a deep interest in the well being of the county and its communities and a historical perspective of changes that have occurred in the county. We have a diverse and dynamic county, and the Charter Review Commission helps keep the Charter a living vibrant document that meets the changing needs of our communities. During my tenure on the last CRC, I gained a knowledge and familiarity with County Charter and I am interested in contributing that knowledge to the next Commission.

Thank you for considering my reappointment to the Charter Review Commission. My phone number and email address are on the attached resume should you need to contact me for more information.

Sincerely,

A. Lawrence Lauer

A. Lawrence Lauer
Olney, Md

ALBERT LAWRENCE LAUER

SUMMARY OF EXPERIENCE

Broad based experience in the execution of increasingly complex state programs among various institutions. Position responsibilities included administration, public affairs, public policy, and governmental relations areas in higher education, including: lobbying, strategic planning, issue management, policy development, fiscal management and outreach efforts at the state, local and federal levels.

EDUCATION

Master of Arts, Human Resource Development
Marymount College of Virginia, June 1986
Honors: Delta Epsilon Sigma, National Scholastic Honor Society

Bachelor of Arts, Behavioral and Social Science ,
Political Science Major, University of Maryland,
College Park, Md, 1974

Completed Maryland's Open Meeting Act on-line
course- Feb. 16.

EMPLOYMENT HISTORY

UNIVERSITY OF MARYLAND

1984 to 2017

Current: retired May 2017

Positions held:

Director of Administrative Services, Institute of Physical Science and Technology, University of Maryland, College Park, Md (12/03- 2017) www.ipst.umd.edu

Responsible for day-to-day management of all aspects of a university based experimental and theoretical research facility \$2.7M state and \$4M research budgets

Prior Positions Held:

Director, Office of Institutional Affairs, University of Maryland Biotechnology Institute (UMBI), Rockville, Md (09/00 to 11/03) www.umbi.umd.edu

Direct and participate in diverse projects and activities for UMBI Central Administration working with the various University System of Maryland (USM) institutions, the USM Board of Regents, the Maryland General Assembly, the Governor's Office, and the multiple research centers of UMBI. Report directly to the President of UMBI.

Assistant to the Dean for Administration and Finance-Office of the Dean for Undergraduate Studies, University of Maryland, College Park (UMCP) (08/91-09/00)

Manage administration and finance for the Division of Undergraduate Studies (UGST), reporting to the Associate Provost and Dean for Undergraduate Studies, with over 200 employees and state budget of over \$29M.

Finance Manager for Graduate Studies & Research, UMCP (07/93-12/95)

- Performed oversight over all the Graduate Studies and Research operating and personnel budgets totaling over \$9M, under the Associate Provost for Graduate Studies.

Manager for Administration, Engineering Research Center, M-Tech, College of Engineering, UMCP (09/84-08/91)

- Collaborated with the Associate Dean of Engineering and ERC Director in expanding the interactions between the University and private industry in technical and scientific areas of interest.
- Assisted in the development of procedures for funding joint university-industry programs.
- Developed ERC operational formulas and funding of extension operations, research laboratories, and seminars.

CAPITOL COLLEGE, Laurel, Md

08/81-09/84

SOUTHEASTERN UNIVERSITY, Washington, DC

07/79-08/81

Summary of Community Activity

Appointed member Montgomery County Right to Vote Task Force 2014

Appointed member, Montgomery County Charter Review Commission 2015-2018

Montgomery County Board of Elections, Election Judge- 2018

Prior:

Awards: Montgomery County GOP Man of the Year, 2015

GOP Precinct Chair 08-002 2008-2016

Elected Montgomery County Republican Central

Committee Member State GOP Committee on Open

Primaries 2013-2014 Legislative District Chair Central

Region LD 14 2010-2014

LD 14 Coordinator Hogan for

Governor Chair, Victory 14 PAC

2014

Other activity:

Elected Chair, University of Maryland Council of University System Staff- 2005-2008,
2001-2004, 1995-97

Elected member College Park Campus Senate 2011-2013, 2001-2005, 1995-1997, Member
Executive Committee

Current Member and Prior Chair, St. Peters Church, Olney -Finance Committee, 2006-2019

Paylor

March 11, 2019

SENT VIA EMAIL TO: county.council@montgomerycountymd.gov

Nancy Navarro, President
Montgomery County Council
100 Maryland Ave.
Rockville, MD 20850

**Re: Perry L. Paylor-Montgomery County's Charter Review Commission
Application**

Dear Council President Nancy Navarro:

While reading a Montgomery County Council news release last week I came across an advertisement indicating that the Montgomery County Council and the County Executive were accepting applications to serve on Montgomery County's Charter Review Commission, hereinafter, ("the Commission"). I am a resident of Silver Spring who is passionate about serving our community and securing our future prosperity. For these reasons I am sending my resume for consideration for appointment to the Commission.

I was raised in Silver Spring and am a graduate of Paint Branch High School in Burtonsville. I have volunteered exclusively within Montgomery County for the past ten years, and in that time, have served in a wide variety of positions that will benefit the Commission.

I am currently a member of the Board of Directors for the Pinkney Innovation Complex at Montgomery College, hereinafter, ("PICMC") Foundation, where I serve on the Real Estate Committee. The PICMC Foundation supports the Innovation Complex, providing an integrated academic, business, and research environment on Montgomery College's Germantown campus. The PICMC Foundation engages in economic development to create space where tech entrepreneurs and Montgomery College students can coalesce.

During the past eight years I served as a Citizen Member on Montgomery County's Commission on Juvenile Justice, hereinafter, ("Juvenile Justice Commission"). While serving on the Juvenile Justice Commission, I engaged in various activities regarding juvenile justice including evaluating State and County funded programs, informing and advising Montgomery County's Juvenile Court, and commenting on pending legislation related to juvenile justice.

PAGE 2

***Perry L. Paylor-Montgomery County's Charter Review Commission Application
March 11, 2019***


I am an active member with the Silver Spring Alumni Chapter of Kappa Alpha Psi Fraternity, Inc. I serve as our chapter's Chair of the Community Outreach Committee. In this capacity, I coordinate volunteer activities with A Wider Circle, arrange book bag drives for the students at William Tyler Page Elementary School in Silver Spring, and provide meals for needy families during the holiday season at Lincoln Park Community Center in Rockville.

Professionally, I have been engaged in the practice of law for over twenty-two years. I have practiced various areas of law including criminal law, public finance, and real estate development.

I have enclosed my resume which contains additional information on my experience and skills. I would appreciate the opportunity to discuss the Commission with you and to provide further information on my candidacy.

Thank you for your time and consideration. I look forward to speaking with you about this exciting opportunity.

Sincerely,



Perry L. Paylor, Esq.

Enclosure

ATTORNEY / ECONOMIC DEVELOPMENT / GENERAL COUNSEL

SUMMARY

Highly-respected and accomplished prosecutor with unique blend of attorney-advisor and litigation experience. Extensive background as advisor to staff, elected officials, and liaison to community stakeholders tied to grant funding during 8+ years' tenure with Redevelopment Authority for Prince George's County, Maryland. Credited with successfully negotiating and securing financing for diverse redevelopment projects.

VALUE TO THE ORGANIZATION

Legal Research & Counsel
Litigation
Contract Development

Low income Housing Bonds
HUD Loans/Financing
Community Revitalization

Environmental regulations
Procurement
Freedom of Information Act

- Exemplary business acumen and legal experience complemented by expert analytical and project funding expertise.
- Valuable blend of attorney-advisor experience in both private practice and partnership environments.
- Adept in legal research, contract review, and drafting legal documents.
- Excellent written, verbal, and presentation qualifications, including cultivating and sustaining relationships with communities, local, and state officials.

CAREER NARRATIVE

OFFICE OF THE STATE'S ATTORNEY FOR PRINCE GEORGE'S COUNTY, MD; 2019 - PRESENT

Assistant State's Attorney

Chief of the Guns & Drugs Unit

- Manage a staff of eight attorneys who prosecute offenses ranging from possession and distribution of controlled dangerous substances and prohibited persons wearing, carrying, and transporting firearms.
- Partner with law enforcement officials, victims, and families, and prosecute high-profile cases.
- Perform criminal investigations, discovery, trial preparation and strategies, select juries (voir dire), brief and argue evidentiary motions, deliver opening and closing arguments, examine witnesses, and negotiate pleas.

THE LAW OFFICES OF PERRY L. PAYLOR, P.C., Upper Marlboro, MD; 2004 - 2018

Private law practice specializing in civil and criminal litigation from development and implementation of trial strategies through discovery, evidentiary motions, opening and closing arguments, witness examination, and settlement negotiations.

Housing / Economic Development

Client: Redevelopment Authority for Prince George's County, Maryland; 2003 to 2010

General Counsel

Retained to counsel Redevelopment Authority's Board of Director's and staff on legal matters.

- Positioned negotiations for the successful attainment of millions of dollars in financing for commercial revitalization projects, including: **\$1.9M for Artspace Mt. Rainier Limited Partnership to fund development of 44 low income apartments** serving as artist housing in Mt. Rainier; **\$2.6M for DuClaw Brewery for development of restaurant/bar** in Bowie; and **\$1.8M for Art Display Company, Inc. for relocation of graphic design company** to Landover, Maryland.
- Drafted and analyzed contracts, deeds, and HUD 1 Settlement Statements for the **acquisition of 105 residential properties valued at approximately \$25M** in connection with the Suitland Manor Redevelopment Project.
- **Ensured adherence to environmental laws** pertaining to illegal disposal of materials, including dirt, debris, and toxic substances working collaboratively with County Police and the Office of the State's Attorney.

MARGELL SOLOMON & ASSOCIATES, P.C., Greenbelt, MD; 2003 – 2008

Of Counsel

- Analyzed and drafted legal documents comprised of land use restriction agreements, trust indentures, and opinion letters as **Co-Bond Counsel for Tax Exempt Low Income Housing Bonds**, including: Housing Authority of Prince George's County **Multifamily Housing Revenue Bonds (Bristol Pines Apartments) \$25,620,000 Series 2005**. Housing Authority of Prince George's County **Multifamily Housing Revenue Bonds (Emerson House Apartments) \$13,250,000 Series 2005A, Taxable \$380,000 Series 2005B**.
- **Administered trial preparation** in connection with civil litigation. Developed and implemented trial strategies, conducted discovery, negotiated settlements, briefed and argued evidentiary motions, delivered opening and closing arguments and examined witnesses for wrongful death, personal injury, undue influence and breach of contract cases.

OFFICE OF THE STATE'S ATTORNEY FOR PRINCE GEORGE'S COUNTY, MD; 1998 - 2003

Assistant State's Attorney

Lead prosecutor on violent crime cases from initial investigation to sentencing.

- Partnered with law enforcement officials, victims, and families, and prosecuted high-profile cases.
- Managed a full scope of cases in Juvenile, Narcotics divisions, and Major Crime Units consisting of misdemeanor cases, adult felony offences, including narcotics possession and distribution, robberies, assault, and homicides.
- Performed criminal investigations, discovery, trial preparation and strategies, selected juries (voir dire), briefed and argued evidentiary motions, delivered opening and closing arguments, examined witnesses, and negotiated pleas.

EDUCATION

NORTH CAROLINA CENTRAL UNIVERSITY SCHOOL OF LAW, Durham, NC
Juris Doctor,

Moot Court: represented school in two regional competitions.

HAMPTON UNIVERSITY, Hampton, VA
Bachelor of Arts, Economics,
President's Eminent Scholar Award

PROFESSIONAL ACTIVITIES

Adjunct Professor, Bowie State University, Bowie, MD: designed and presented undergraduate seminars on Criminal Law, Criminal Procedure, and Victimization (focus on law, policy, and society).

Member: American Bar Association, National Bar Association, Maryland State Bar Association, J. Franklyn Bourne Bar Association.

Member: Pinkney Innovation Complex for Science and Technology at Montgomery College (PIC MC) Foundation Board.

Member: Montgomery County's Commission on Juvenile Justice.

Member: Kappa Alpha Psi Fraternity, Inc.

ADMISSIONS

State of Maryland, District of Columbia, U.S. District Court for the District of Maryland, and the U.S. District Court for the District of Columbia.

Thomas

Nichole Gibbs Thomas, Ph.D.

Ms. Nancy Navarro
President,
Montgomery County Council
100 Maryland Avenue
Rockville, MD 20850

February 27, 2019

Dear Ms. Navarro,

I am writing to express my interest in serving on the County Charter Review Commission. My background in higher education, research, and professional writing are a good match with the responsibilities of the charter review commission. My experience includes multiple professional roles that involved listening to the concerns of individuals and groups, facilitating group discussions, and synthesizing information into formal reports for public dissemination. My background includes knowledge of the County Charter and a strong interest in the well-being of the residents of Montgomery County. I have enclosed my resume for your consideration. I hope to have the opportunity to learn more about the needs of the commission and share more about my qualifications.

Sincerely,
Nichole Gibbs Thomas
Nichole Gibbs Thomas

NICHOLE GIBBS THOMAS, PH.D.

POLITICAL PARTY AFFILIATION: NO AFFILIATION WITH A PARTY

EDUCATION INNOVATION EXPERT & ORGANIZATIONAL PSYCHOLOGIST

Leading Work with Faculty, Administrators, Staff, Students, and Subject Matter Experts

Innovative Leader executing strategic planning and providing supervision and training for faculty and staff at a university, managers and assistants at educational credentialing organizations, part-time faculty at a community college, and researchers at a social science survey research organization.

Faculty Member teaching undergraduate and graduate courses as a full-time faculty and part-time faculty member at regionally accredited colleges and universities. Taught courses in research methods for the social sciences, statistics for the social sciences, organizational Behavior, and psychology.

Research Scientist conducting educational research studies, including job analysis and portfolio assessment for national educational credentialing organization. Conducted descriptive and inferential statistics. Created probability sampling designs and supervised national survey research.

Professional Writer authoring comprehensive research reports, brief research reports, informative online articles, peer-reviewed articles, and outreach communications as a faculty member, research scientist, and director of digital learning for a national higher education organization.

Senior Revenue Analyst making data-driven decisions based on analysis of big data to maximize revenue. Utilized MS Access, MS Excel, SQL, and internet-based reports along with statistical reports to maximize profit, contribute to fiscal management, and reach budget revenue targets.

AREAS OF EXPERTISE

- Academic Counseling
- Applied Research
- Applied Statistics
- Assessment
- Career Development
- College Completion
- Conflict Resolution
- Mediation
- Online Education
- Post-Secondary Teaching
- Professional Writing
- Psychometrics
- Research Science
- Research Reporting

SELECTED PERFORMANCE BENCHMARKS

- Utilized statistics to maximize revenue for diverse portfolio totaling \$110M, 2015-2016
- Authored 10 accreditation reports for national accreditation agencies between 2014-2015
- Improved efficiency of research protocol for job analysis studies cutting costs by 25%, 2014-2015
- Achieved as ARP Instructor, 27 successfully defended Master's Applied Research Projects, 2013-2014
- Delivered outstanding instruction for over 100 undergraduate and graduate courses, 2007-2014
- Managed the RFP process and implementation for worldwide online exams project, 2006-2007
- Provided academic and career counseling to 300+ adults in Montgomery County, 2002-2014

EDUCATION

- Ph.D., 2013, Psychology, Organizational Psychology – Industrial Psychology Specialization
Walden University – Minneapolis, MN
- M.A., 2000, Psychology, Clinical Psychology
City University of New York – The Graduate Center/CCNY - New York, NY
- B.S., 1996, Psychology, Cum Laude
Howard University - Washington, DC

RESEARCH DESIGN SKILLS

- Quantitative Research Designs (e.g., Experiments, Quasi-Experiments, Survey Research, and others)
- Qualitative Research Designs (e.g., Content Analysis, Focus Groups, and others)
- Mixed-Methods Research Designs

DESCRIPTIVE AND INFERENTIAL STATISTICAL SKILLS

- Use of Statistical computer programs, e.g., Excel, NCSS, and SPSS
- Computation of descriptive statistics, e.g., measures of central tendency and dispersion
- Written interpretation of statistics for peer-reviewed journals or lay persons
- Development of data displays, e.g., bar graphs, histograms, scatterplots, etc.
- Significant experience and expertise computing inferential statistics

PROFESSIONAL AFFILIATIONS

- Academic Authors and Textbook Association
- Personnel Testing Council of Metropolitan Washington

LEADERSHIP, ASSESSMENT, EVALUATION, AND RESEARCH EXPERIENCE

State of MD – Office of Attorney General, Volunteer Mediator, Baltimore, MD, Part-Time
2019-Present

AIRMSS, LLC, Senior Research Scientist & Founder, Silver Spring, MD, Part-Time
2017-Present

National Railroad Corporation, Senior Revenue & Capacity Analyst, Washington, DC, Full-Time
2015-2016

American Nurses Credentialing Center, Research Scientist, Silver Spring, MD, Full-Time
2014-2015

College Board, Educational Testing Service – AP Reading Convention, AP Reader, Part-Time
June 2009 & June 2010

The New Teacher Project – PG Teaching Fellows Program, Selector, Upper Marlboro, MD, Part-Time
2007-2008

University of Maryland Univ. College, Assistant Director, Exams and Testing Services, Adelphi, MD, Full-Time
2006–2007

Federation of State Boards of Physical Therapy, Assmnt. Test Dev. Manager, Alexandria, VA, Full-Time
2005

Association for Financial Professionals, Certification Manager, Bethesda, MD, Full-Time
2004

American Nurses Credentialing Center, NCA-ANCC Project Manager, Washington, DC, Part-Time
2003-2004

CODA Research, Survey Research Center Weekend Supervisor, Silver Spring, MD, Part-Time
1999-2000

HIGHER EDUCATION TEACHING EXPERIENCE

Montgomery College, Adjunct Faculty, Takoma Park, MD, Part-Time
Spring 2019

Montgomery College, Professor (Visiting), Takoma Park, MD, Full-Time
Spring 2014

Chicago School of Professional Psychology, Applied Research Project Instructor, Online, Full-Time
Fall 2012 – Summer 2014

Southern New Hampshire University, Adjunct Faculty, Online, NH, Part-Time
Fall 2011 – Spring 2013

Northern Virginia Community College, Assistant Professor, Woodbridge, VA, Full-Time
Fall 2010 – Fall 2012

Chesapeake College, Instructor, Wye Mills, MD, Full-Time
Fall 2008 – Spring 2010

Prince Georges Community College, Adjunct Faculty, Largo, MD, Part-Time
Fall 2007- Fall 2009

DeVry University, Adjunct Faculty, Arlington, VA, Part-Time
Summer 2008 & Summer 2009

Howard University – College of Arts & Sciences, Graduate Teaching Assistant, Washington DC, Part-Time
Fall 2001- Spring 2003

COLLEGE ADVISING AND COUNSELING EXPERIENCE

Montgomery College, Professor (Visiting), Dept. of Counseling & Advising, Takoma Park, MD, Full-Time
Spring 2014

Montgomery College, Lead Strong Start Counselor, Strong Start Program, Takoma Park, MD, Part-Time
Fall 2012 – Spring 2013

Montgomery College, Counselor/Adjunct Faculty, Takoma Park, MD, Part-Time
Spring 2011 – Spring 2012

Northern Virginia Community College, Online Faculty Advisor, Woodbridge, VA, Part-Time
Summer 2011

Maryland Mental Health Association & Maryland Dept. of Health and Mental Hygiene (Training)
January 2010

Montgomery College, Takoma Park Campus, GAP Counselor, Takoma Park, MD, Part-Time
Fall 2002

Community Bridges, Clinical Counselor, Silver Spring, MD, Part-Time
Fall 2001 – Spring 2002

City University of New York, Staff Therapist, New York, NY, Part-Time
Spring 1997

Columbia University, Department of Psychiatry, Clinical Interviewer, New York, NY, Part-Time
Spring 1997

Email Viewer

Walker

Message	Details	Attachments	Headers
Source			

HTML

From: "Courtney C. Walker"
 Date: 3/15/2019 3:34:26 PM
 To: "county.council@montgomerycountymd.gov" <county.council@montgomerycountymd.gov>
 Cc: "Courtney Cooper"
 Subject: Applicant for County Charter Review Commission

To Whom It May Concern,

Please accept the attached bio as my official "notice of interest" to join Montgomery County's Charter Review Commission.

I look forward to hearing more about the opportunity, and welcome any questions you have. I am a resident of Germantown, MD and can be reached directly at /

My thanks in advance for your review and consideration.

External Bio March 2019.doc
 <https://drive.google.com/file/d/0B2RPFZoxrvCyalNYNzhKNnBMM19sZjZnTS0xUC1rV0pxQ09F/view?usp=drive_web>

--
 Warm Regards,
 Courtney C. Walker
 MoCo County - District 2

Close

(32)

Courtney C. Walker



My commitment to public service began in high school as a J.R.O.T.C. cadet in Los Angeles, CA followed by military service in Bosnia, Korea, and Afghanistan as a U.S. Army soldier with the 101st Airborne Division in Fort Campbell, KY. With forty-two airborne parachute jumps under my belt, I traded in my combat boots and joined the ranks of the Social Security Administration (SSA) in 2003.

Having worked my way through increasingly responsible positions at SSA; in 2010, I was accepted into the Capitol Hill Fellowship program working with members of Congress in Washington, D.C. as a Legislative Fellow with the American Political Science Association; the most prestigious Fellowship program in the country. During my fellowship, I championed legislation on behalf of Veteran's and Social Security issues affecting America through assignments with the U.S. Senate Finance Committee, the U.S. Senate Agriculture Committee and the U.S. House Ways & Means Committee.

Shortly thereafter, I served as Director in 2013 for SSA's Field Service Operations. I was responsible for overseeing the transition of SSA's largest modernized VoIP technology transitions through the Telephone System Replacement Project for nearly 1,300 Field Offices, Area Offices, and Regional Offices nationwide with Avaya Government Solutions. Through my efforts, I managed a workforce to achieve organizational readiness and goals while collaborating with other SSA organizations to build alliances across the agency. My wealth of experience, specifically in the areas of human capital management, budget and resource allocations led to innovative technologies for service improvements at SSA.

In 2016, I served as Senior Advisor to the Acting Commissioner of SSA as a member of the Acting Commissioner's senior leadership team and served as the agency's liaison to the Department of Education. As Senior Advisor, I oversaw the agency's implementation of a wide range of presidential executive orders. This included serving on several federal inter-agency groups - the Interagency Working Group on Limited English Proficiency; the Interagency Coordinating Council for Emergency Preparedness and Individuals with Disabilities; the White House Council on Native American Affairs; the White House Initiative on Asian Americans and Pacific Islanders; the White House Initiative for Educational Excellence for Hispanics; and the SSA Equal Employment Opportunity Commission (EEOC) implementation plan.

Currently, I serve as Senior Advisor to SSA's Chief Human Capital Officer; leading SSA's largest ever Human Resources Modernization efforts to procure a unified Talent Management System to support SSA's employee lifecycle.

I earned a B.S. degree in Political Science and M.A. in Public Policy from Austin Peay State University in Clarksville, TN in 2002 and 2004 respectively. I received a Federal Executive Leadership Certificate from The Brookings Institute in Washington, D.C. in 2009. I hold volunteering near and dear to my heart supporting the ASPCA, the Maryland Humane Society, the Veterans of Foreign Wars (VFW), the Prisoner of War Foundation (POW), and Big Brothers Big Sisters of America.

DEM

February 22, 2019

The Honorable Marc Elrich
County Executive
Executive Office Building
101 Monroe Street
Rockville, Maryland 20850

Dear Mr. Elrich:

I am excited to submit my application to serve on the Montgomery County Charter Review Commission.

I relocated to Montgomery County in 2017 after accepting the position of survey research director at the International City/County Management Association—a professional association, as you may be aware, dedicated to helping local government professionals around the world create and sustain thriving communities. In this role, I oversee research on local government policies, programs, and practices across a wide range of issues, and benefit from our extensive network of members and partners that provide insights about emergent challenges and innovations around the globe. I believe these experiences and connections would enhance my contributions to a charter review process.

I am a fervent believer in citizen advisory boards as opportunities to learn about and help shape the place where you live. For over a decade, I was fortunate to serve on several in my hometown of East Lansing, Michigan, such as its human relations commission (including as chair), transportation commission, community development advisory committee (which I chaired for 6 years) and, most recently, as chair of its planning commission. These were transformative experiences. Not only did they inspire me to pursue further education and professional opportunities related to community planning and policy, they connected me with other residents from all walks of life, exposed me to the staff across the entire organization and their tireless work behind the scenes, and forced me to make significant decisions weighing the long-term greater good of the community.

While it was difficult to leave my deep roots in the Midwest, I have found Silver Spring to be a dynamic, welcoming new community and home. I have enjoyed discovering its amenities, history, and quirks, and have been waiting for the right opportunity to offer my service to its government in exchange for a true hands-on learning experience. I hope you will find my interest and background a good fit for this role.

Thank you for your consideration of this application and I look forward to your response.

Sincerely,



Laura Goddeeris, AICP

Laura E. Goddeeris, AICP

EDUCATION

Master of Urban Planning and Policy

University of Illinois at
Chicago
Chicago, IL

July 2006

Concentrations: Community
Development & Economic
Development

Bachelor of Arts, Interdisciplinary Studies in Social Science

Michigan State University
East Lansing, MI

August 2002

Concentrations: Community
Relations &
Economics

TRAINING

Emerging Leaders Program
Great Lakes Leadership
Academy
2014

TECHNICAL PROFICIENCY

Adobe Creative Suite
ArcGIS Google Analytics
IMPLAN
Microsoft Office Suite
online collaboration,
conferencing, research &
survey tools
SPSS
social media platforms
Windows/Mac OS

PROFESSIONAL PROFILE

Over a decade of experience in research, outreach, program administration, and civic engagement around issues of community and economic development, sustainability, and transportation planning. Committed to professional development, including completion of multiple leadership training programs on group dynamics, facilitation, and multicultural self-awareness.

PROFESSIONAL EXPERIENCE

International City/County Management Association • Washington, D.C.

Director of Survey Research, October 2017 – present

- Oversee ICMA's survey and other research on local government policies, programs, partnerships, performance measures, planning, staffing, funding and other actions undertaken by local jurisdictions and their partners.
- Coordinate translation of research findings into reports, case studies, infographics, and other knowledge products equipping local governments with actionable information on topics of perennial and emergent interest.
- Serve as an expert resource for ICMA staff teams, members, the media, and other stakeholders on a portfolio of research topics.
- Foster relationships with external researchers, partners, funders, and ICMA audiences to support and advance the research agenda.

Michigan State University Center for Regional Food Systems • East Lansing, MI (formerly C.S. Mott Group for Sustainable Food Systems)

Specialist, November 2008 – October 2017

- Developed of research and outreach collaborations with the International City/County Management Association, including 2012 and 2015 national surveys tracking food-related local government policies, plans, programs, partnerships, and priorities.
- Coordinated food system economics research and resource development involving teams of academic, nonprofit, and government agency partners, and the packaging of results for government officials, planners, economic developers, businesses, and community stakeholders.
- Consulted with and convened key national stakeholders to identify food system issues of importance, including representatives of local government and planning organizations, federal agencies, and food systems research and advocacy initiatives.
- Oversaw \$2.8 million in sponsored project activities, including reporting and evaluation requirements, contracts with external consultants, and management of staff and budget.

University of Illinois at Chicago • Chicago, IL

Program Coordinator, Integrative Graduate Education and Research Traineeship in Computational Transportation Science • November 2006 – November 2008

- Oversaw logistics of \$3.1 million National Science Foundation-funded interdisciplinary graduate program based around intelligent transportation systems.
- Executed recruitment, outreach, and evaluation efforts; facilitated communications and maintained website; coordinated and staffed committee meetings and seminars.
- Served as publicity chair and assisted in organizing of the 2008 First International Workshop on Computational Transportation Science in Dublin, Ireland.

Laura E. Goddeeris, AICP

PROFESSIONAL EXPERIENCE, continued

University of Illinois at Chicago • Chicago, IL

Research Assistant, Institute for Environmental Science and Policy & Urban Planning and Policy Program • May 2005 – June 2006

- Performed survey data collection and mapping for travel-cost study assessing the economic value of restored urban natural areas.
- Researched and prepared case studies on innovative applications of tax increment financing, used in the Lincoln Institute of Land Policy's "Teaching Fiscal Dimensions of Planning" curriculum.

Teaching Assistant, Urban Planning and Policy Program • August 2004 – July 2005

- Economics for Planning and Management (graduate-level course)
- Economics for Public Administration and Policy Decisions (graduate-level course)

Metropolitan Chicago Information Center • Chicago, IL

Research Assistant • November 2004 – August 2005

- Provided comprehensive support to projects in Community Development, Government and Banking division, including a study of Chicago grocer location patterns that catalyzed significant national research on food deserts.

Allen Neighborhood Center • Lansing, MI

Community Organizer & AmeriCorps Volunteer • September 2003 – July 2004

- Conducted neighborhood outreach, asset mapping, and survey design/data collection; provided comprehensive support to community-building initiatives.

CIVIC ENGAGEMENT

City of East Lansing, Michigan

Planning Commission • Chair, 2017; Vice-Chair, 2015-2017; Member, 2013-15

Community Development Advisory Committee • Chair, 2012-2017; Member, 2003-04, 2011-12

Parking Task Force • Member, 2012-2017

Economic Sustainability Steering Committee • Vice-Chair, 2013-15

Transportation Commission • Member, 2010-12

Human Relations Commission • Chair, 2004; Member, 2002-03

Community Relations Coalition • Board of Directors Member, 2003-04

COMMUNICATIONS HIGHLIGHTS

Publications, academic & professional: *ICMA Municipal Year Book; Journal of Agriculture, Food Systems, and Community Development; Journal of Urban Regeneration and Renewal; Lincoln Institute of Land Policy Working Papers; Michigan Planner; Michigan Township News; Planning & Zoning News; Public Management* magazine (full citations available on request).

Presentations, national conferences: American Planning Association; New Partners for Smart Growth; International City/County Management Association; **state and local meetings:** Michigan Economic Developers Association; Michigan Townships Association; Michigan Association of Planning; Clinton County Townships Officers Association; Colorado City/County Management Association; Michigan Local Food Council Network; Northern Michigan Local Food Alliance.

MEMBERSHIPS

American Institute of Certified Planners

American Planning Association / National Capital Area Chapter Advisory Committee

CHRISTOPHER DANLEY

PROFESSIONAL EXPERIENCE

BAKER BOTTS LLP

February 2007 - present

Counsel - Environmental Litigation

Washington, DC

- Representing clients in cases before various state and federal courts relating to environmental matters
- Represented widow of World War II veteran before the United States Court of Appeals for Veterans Claims

BRADLEY, ARANT, ROSE & WHITE LLP

January 2005 - February 2007

Associate - Construction/Government Contracts

Washington, DC/
Birmingham, Alabama

- Represented clients in cases before various state and federal courts relating to government contracts and construction matters
- Represented a *pro se* plaintiff (Alabama farmer) and settled a breach of agreement claim against the Department of Agriculture filed in the Court of Federal Claims

UNITED STATES COURT OF FEDERAL CLAIMS August 2003 - September 2004

Law Clerk - Honorable Susan G. Braden

Washington, DC

- Drafted multiple orders and opinions relating to almost every area of the Court's subject matter jurisdiction
- Participated in trials, oral arguments, party conferences relating to the cases on the Judge's docket

UNITED STATES DISTRICT COURT, SOUTHERN DISTRICT OF ALABAMA

August 2002 - August 2003

Law Clerk - Honorable Charles R. Butler, Jr.

Mobile, Alabama

- Drafted numerous orders and opinions relating to a wide variety of constitutional, federal, and state law issues for the criminal and civil cases on the Judge's docket
- Participated in multiple criminal and civil trials, and evidentiary hearings, and prepared related documents, such as jury instructions

EDUCATION

UNIVERSITY ALABAMA SCHOOL OF LAW

J.D., 2002

- Graduated Top 10%

AUBURN UNIVERSITY
B.A., Communications, 1996

- Magna cum laude

COURT AND BAR ADMISSIONS

- United States Court of Federal Claims
- United States District Court for the District of Columbia
- United States District Court of Appeals for the Federal Circuit

- Alabama State Bar
- District of Columbia Bar

REP

March 14, 2019

Dear County Council Executive Elrich:

I am very much interested in serving on the County Charter Review Commission. Attached is a brief resume outlining my qualifications for the position.

I have been a resident of Montgomery County for over 45 years, having moved to Wheaton and then Gaithersburg after graduating from the University of Maryland. I retired after a 42-year Federal career and am active in the community. Montgomery County is vibrant and diverse, and I am very much interested in playing a part to help keep it a welcoming place for people to live, work, and play.

Please consider my application for one of the open positions. I look forward to hearing from you. Thank you.

Sincerely,

KATHERINE C. GUGULIS

Katherine C. Gugulis

Ms. Gugulis is a retired Federal Senior Executive with expertise in administrative and operations management including human resources and human capital management, employee development, information technology, procurement and management services, strategic planning, budget formulation, performance management, and management information systems. Ms. Gugulis has held leadership positions at the U.S. Department of Justice and the U.S. Department of Agriculture with 18 years of experience at the Senior Executive Service level. She directed large operations by motivating others through strong leadership, integrity, and strategic vision. She is committed to organizational excellence through design of business process management systems, streamlining and reengineering, financial integrity, oversight and evaluation, and teamwork.

Ms. Gugulis has been recognized with a Presidential Meritorious Rank Award, Chief's Circle of Excellence Award, American Society of Public Administration Award from the Center of Accountability, two USDA Secretary Honor Awards and numerous outstanding performance awards throughout her career. She served as Vice President, Membership, for The International Alliance for Women and has served in leadership roles in other non-profit organizations including as President and Vice President of the Executive Women in Government and with the local chapter of the Soil and Water Conservation Society.

In retirement, she serves as Treasurer of Potomac Republican Women's Club, is a mentor with Executive Women in Government and recipient of "Mentor of the Year Award," volunteers for Senior Connection giving senior citizens rides to medical appointments, captains several U.S. Tennis Association teams, and attends St. John Neumann Catholic Church.

She earned a bachelors of science degree in Journalism from the University of Maryland, College Park, with minors in English and economics.

SUSAN P. MILES

WORK EXPERIENCE

MINE SAFETY & HEALTH ADMINISTRATION, (MSHA), Rosslyn, Virginia*DIRECTORATE OF EDUCATIONAL POLICY & DEVELOPMENT*Division of Regulations, Policy, and Grants: Policy & Training Specialist Nov. 2008 – Present

Prepared analyses, evaluations, and memoranda for senior staff in Educational Policy & Development (EPD) and the Assistant Secretary's office; interpreted policies and rules for EPD Director, industry attorneys, mine operators, and other stakeholders; held meetings to explain policy, issues, and encourage action on EPD matters; managed EPD clerical staff and group processes when responding to complicated, sensitive FOIA's and related Congressional correspondence; worked cooperatively with MSHA divisions, outside counsel, and the public on FOIAs; redrafted policy manuals for EPD employees; participated in the development of regulations, policies and directives, and coordinated their implementation with both Coal Mine Safety & Health and Metal & Nonmetal Safety and Health.

Awards:

- Exemplary Rating, 2011.
- Monetary Awards, 2009 – 2018.

MINE SAFETY & HEALTH ADMINISTRATION, (MSHA), Rosslyn, Virginia*OFFICE OF STANDARDS, REGULATIONS, & VARIANCES*Regulations Division: Regulatory Specialist

Nov. 2002 – Nov. 2008

On committees, drafted regulations and preambles; coordinated regulatory activities with various agency divisions; researched information and drafted policy and issues memoranda, and Congressional correspondence; briefed supervisors and other agency staff including Senior Executive Staff regarding the subject matter and status of the project.

Awards:

- Monetary Awards, 2003 – 2007.
- Secretary's Exceptional Achievement Award, 2007.

OFFICE OF THRIFT SUPERVISION, U.S. DEPARTMENT OF TREASURY, Washington, D.C.*OFFICE OF CHIEF COUNSEL*Regulations, Legislation & Opinions Division: Attorney

Feb. 1990 – May 2001

Regional Operations Division: Attorney

Feb. 1990 - April 1992

Conservator & Receiverships Division: Attorney

Researched and wrote complex legal memoranda and opinions; drafted preambles and regulations; reviewed proposed legislation for regulatory accuracy; represented OTS on interagency committees; provided oral and written legal advice to OTS regional counsel, policy staff; attorneys for savings and loans, and to the public.

Awards:

- U.S. Treasury Department Hammer Award, 1997.
- Special Act Award, 1990 - 1995.

THE WASHINGTON CENTER FOR INTERNSHIPS & ACADEMIC SEMINARS

Program Manager.

May 2001 – Nov. 2001

Managed Law and Mass Communications programs and supervised students working at legal and mass communications placements. Traveled to recruit students from universities in the Midwest.

SHANNON & LUCHS REALTORS, Washington, D.C.*Real Estate Agent*

1977-1986

Awards:

- Million Dollar Club

SUSAN P. MILES

EDUCATION

THE CATHOLIC UNIVERSITY OF AMERICA, COLUMBUS SCHOOL OF LAW, Washington, D.C. 1984 - 1989

Juris Doctor, 1989
Winner, Oral Argument for Legal Techniques Course
(Worked full-time during the day while attending law school in the evening.)

UNIVERSITY OF MARYLAND, College Park, MD. 1972 - 1973

B.S., 1973, Elementary Education
Activities: Crisis hotline counselor and trainer, University HELP Center.
Credits Earned (Semester Hours): 53

QUEENS COLLEGE, CUNY, Flushing, NY, 1969 - 1972

Awards: New York City College Scholarship for academic achievement; Dean's List;
Honor's Education Program.
Credits Earned (Semester Hours): 85

TRAINING

- The Five Choices to Extraordinary Productivity, 2014
- Freedom of Information Act (FOIA) & Privacy Act Training, 2003, 2009-2012
- Critical Thinking for Problem Solving, 2010
- MSHA Leadership Development Program, 2008
- Introduction to Grants Management, 2008
- ERM & Records Management, 2007
- Workshop on Federal Regulatory Submission, 2007
- D.C. Bar -The Transformation of the U.S. Rulemaking Process, 2006
- American Bar Association Conference on Rulemaking, 2005
- Federal Docket Management System (FDMS), 2005
- NIOSH/Tech Support conference on Mine Evacuation Planning and Emergency Shelters
- Preparing for Leadership: What it Takes to Take the Lead, 2004
- Nat'l Academy of Sciences Workshop on EPA Assessment Factors for Data Quality, 2003
- Advanced Regulations Training, 2003
- MSHA Netmeeting, 2003
- Overview of the Community Development Financial Institutions (CDFI) Fund, 2001
- Fannie Mae Community Lending Products, Mortgage Market Outlook, Credit Opportunity Amendments Act of 1999, Sub-Prime Asset Backed Securities, and Changing Lending Standards, 1999
- Office of Federal Housing Enterprise Oversight, 1999
- TILA Update, 1997
- Advanced Consumer Compliance & Civil Rights Law Seminar, 1997, including all subjects under "Compliance Activities," plus Fair Credit Reporting Act, Fair Housing Act, Equal Credit Opportunity Act (ECOA), and Community Reinvestment Act (CRA)
- Compliance Activities, 1994 and 1999, including TILA, HMDA, OTS Mortgage Regulations, Truth-in-Savings, and the Flood Disaster Protection Act of 1973
- Home Mortgage Disclosure, 1995
- Community Development Investment Authority, 1994
- RESPA, 1993
- Credit Availability and Fair Lending Initiatives, 1993

SUSAN P. MILES

TEACHING

- Mine Health and Safety Academy, Beckley, WVA. 2010
Created and taught "Updates to Education & Training Procedures Handbook" and "Evaluating Instructors" to EFS staff using lecture and PowerPoint presentation
- The Washington Center for Internships & Academic Seminars, Washington, D.C. 2001
Created and taught "Time Management" and "Writing in Plain Language" using lecture and PowerPoint presentation.
- Office of Thrift Supervision, Washington, D.C. 2000
Created and taught bank examiners writing in plain language using lecture and PowerPoint presentation.

OTHER QUALIFICATIONS

- Board Member, Generation After
Park & Sign Committee Member, Woodside Park Citizens Association
Former Member: Women in Housing & Finance, Washington, D.C.
Former Member: Women of Washington, Washington, D.C.
Former Member: Grievance & Ethics Committee and Professional Standards Committee,
Washington Board of Realtors
Bar Memberships: District of Columbia Bar, since 1990; Pennsylvania Bar, since 1989.

Ronald L. Stubblefield, Ph.D.

Personnel Profile

Dr. Stubblefield has more than 30 years of financial and operational experience in the for-profit and nonprofit arenas; including health care organizations. This includes human resources (HR) and benefit negotiations, information technology (IT), procurement, and facility management and construction. In addition, his expertise includes public accounting; audit requirements for Defense Contract Audit Agency (DCAA) and other Federal grants worth more than \$60 million; experience with DCAA and Office of Management and Budget (OMB) Circular A-133 audits, both as auditor and auditee; and compliance with Federal Acquisition Regulation (FAR) and OMB Circulars A-110 and A-122 (now known as the Super Circular or 2 CFR 200.5xx). Dr. Stubblefield offers a track record of developing multi-level budgeting and analysis, including 10 years with General Electric Company (GE). His tenure at GE included working with international, multi-level and inter-related corporations. He served in the position of Corporate Auditor conducting compliance, operational, and financial audits. This expertise has been used to assist several nonprofit organizations implement a bottom-up approach to budgeting to ensure accomplishment of strategic and operational goals, including turnaround situations from \$2 million deficits to \$3 million surplus. Dr Stubblefield has led several successful accreditation reviews, including CARF, PPFA, NAF, in addition to certification to become a Medicaid Mental Health provider.

Since 2013, Dr Stubblefield provides interim executive services on a consultant basis. Highlights of some interim engagements provided are listed below.

Key Highlights

Professional Skills

- Accounting
- Audits
- Finance
- Organizational Functioning
- Taxes
- Business Turn-around
- Health Care

Software Skills

- AccPac
- ATB
- Costpoint/Deltek
- FRx Report Generator
- J.D. Edwards AS400
- Macola
- MAS 200
- Microsoft Office Professional 2010
- Peachtree
- Perfect Balance
- ProSeries
- QuickBooks
- Real World
- Tax Simple

Interim Engagements

Behavioral Health Systems Baltimore, Inc., Baltimore, Maryland ***Interim Chief Financial Officer/Other, 2015-Present—Dr. Stubblefield***

Served as Interim Chief Financial Officer (CFO)/Chief Operating Officer (COO). Obtained a "Clean Audit Opinion" on financial statements for a \$70 million health care non-profit organization providing mental health and substance abuse services; implemented new budget procedures; assisted in reorganization of leadership team; provided new procedures on benefits reporting; and assisted in hiring of permanent CFO. Served as liaison to the board of Directors' audit and finance committee. In one year operations went from a \$553,000 deficit to a \$336,000 surplus, while experiencing funding cuts. During 2017 to Present, serve as a special consultant to the CFO and CEO: Providing organizational reviews to align with new strategic direction.

District Alliance for Safe Housing, Inc., Washington, DC ***Interim Chief Financial Officer, September 2018-January 2019—Dr. Stubblefield***

Served as Interim Chief Financial Officer (CFO). Assisted Executive Management Team in assessing strategic direction. Prepared Accounting Policies and Procedures Manual. Implemented a "bottom up" budget process to include Program personnel for improved accountability. Served as liaison to the board of Directors' audit and finance committee. Implemented new grant billing process.

Excel Academy PCS, Washington, DC ***Interim Chief Financial Officer, 2017—Dr. Stubblefield***

Served as Interim Chief Financial Officer (CFO). Completed a Medicaid Audit for funding for a \$13 million Public Charter School non-profit organization providing education services for scholars from pre-K to 8Th grade; renegotiated banking relationships resulting in increase interest income, improved Treasury Operations, upgraded payroll system to include human resource management tools, obtained a grant to provide for student uniforms; assisted in reorganization of leadership team; and assisted in hiring of permanent CFO. Served as liaison to the board of Directors' audit and finance committee.

National Black Law Students Association, New York, New York ***Accountant, 2015—Dr. Stubblefield***

Provided pro-bono services to establish new financial reporting at request of Board of Directors. Working with Treasurer and Corporate General Counsel, updated federal and state tax reporting and financial policies and procedures. Also provided training to National Board of Directors in fiscal responsibilities.

Danya International, Inc., Silver Spring, Maryland
Fiscal Review Field Lead, 2015—Dr. Stubblefield

Review Field Lead/Content Area Lead, Fiscal Integrity /ERSEA 2015. Served as the subject matter expert in the fiscal content area of the current monitoring process, and serves as the assigned primary point of contact for reviewers during each grantee's on-site monitoring review event as designated by the Office of Head Start (OHS). Facilitates the on-site review event evidence collection and analysis, post-site phases of the monitoring review process according to the OHS monitoring system, Danya and OHS policies and procedures; submits the preliminary review report to Report Analysis and responds to questions or any other requests made by Report Analysis or OHS. Communicate and debrief with multiple consultant reviewers, Monitoring Coordinators, Subject Matter Experts, respective Grantees and other stakeholders as required. Assist in the preparation of training, technical materials and processes designed to standardize and enhance the monitoring review process. Adhere to the standardized methodology of the monitoring protocols and procedures. Served as Field Assessor to support Reviewer Management in assessing the reliability of Reviewers.

St John's Community Services, Inc., Washington, D.C.
Chief Financial Officer (CFO), 2013–2014—

Served as CFO during transition period resulting from retirements of former CEO, COO and CFO. Assisted in hiring of new CEO and provided training of internal candidate's promotion to CFO. Dr. Stubblefield provided holistic financial oversight to a \$30 million nonprofit organization serving persons with disabilities in Tennessee, Virginia, Pennsylvania, and the District of Columbia, with particular emphasis on Medicaid-based billing for services in four states. He also served as liaison to the board of trustees' audit and finance and investment committees. His major accomplishments included: leading a deficit-to-surplus turnaround during his first 10 months; implementing discipline for cash flow management; establishing new line of credit with national bank (\$2.5 million); obtaining an unmodified (clean) audit opinion for financial audit; upgrading the company's 7-year-old accounting system; and providing risk and strategic guidance during merger with another organization.

Relevant Prior Work Experience

Alliance to Save Energy, Inc., Washington, D.C.

CFO, 2012–2013—Dr. Stubblefield oversaw the daily financial operations of an \$18 million national and international nonprofit organization that focused on energy efficiency initiatives. International operations included South Africa, Ukraine, and India. During his tenure, he supervised the upgrade of the Deltek Costpoint accounting system, which reduced internal costs while enhancing timeliness of financial reports. He also introduced new cash flow reporting and forecasting to bolster program operations; outsourced the Finance Department, which resulted in more than \$100,000 in annual cost savings while bringing about faster reporting for organization management; and obtained an unmodified (clean) audit opinion of the organization's financial statements.

Melwood Horticultural Training Center, Inc., Upper Marlboro, Maryland

CFO, 2007–2012—Dr. Stubblefield provided financial management services to an \$86 million multi-location operation that serves persons with disabilities in Maryland and surrounding areas. In this capacity, he was in charge of the Finance and Risk Management (\$1 million), Facilities (\$6 million), IT (\$1.2 million), and Procurement (\$25 million) support departments. He also provided supervision for a \$7 million profit-and-loss call center operation. Dr. Stubblefield's major accomplishments included receiving four unqualified audit opinions (A-133); acquiring line of credit (\$10 million) and construction financing (\$2 million); and converting workmen's compensation to self-insured basis, resulting in annual savings in excess of \$500,000. He also converted fundraising activity to a national call center operation (\$7 million) serving other organizations; provided leadership in successful construction of a \$ 6 million, 40,000-square-foot multipurpose building; and implemented strategies to turn around a \$3 million deficit to a \$2 million surplus. . Also lead successful accreditation with CARF.

Planned Parenthood of Metropolitan Washington (PPMW), Washington, D.C.

Vice President, Patient Services, 2005–2007—Dr. Stubblefield oversaw patient services located in the District of Columbia, Northern Virginia, and suburban Maryland. He held profit-and-loss responsibility for all PPMW clinics that interfaced with Federal and State grant programs (70 percent of all operations revenue). He accomplished revenue growth during his tenure despite reduced grant revenue sources, through expansion, operational efficiency, new service offerings in family planning, and use of commercial health insurance contracts. His operational oversight duties included facility operations; site selection, maintenance, lease/purchase option negotiations, medical billing, opening and closing of clinics, and security. Dr. Stubblefield also served as liaison with medical staff, including overseeing staff work schedules and insurance credentialing. He negotiated third-party insurance reimbursement, laboratory service, and medical supply contracts, as well as headed accreditation and/or licensure process of medical services by the Planned Parenthood Federation of America (PPFA) and the NAF, in addition to various D.C., Virginia, and Maryland health licensing agencies. Also established the first Medicaid Mental Health Program operation in the PPFA organization.

Marshall Heights Community Development Organization, Inc. (MHCDO), Washington, D.C.

Executive Vice President/Chief Operating Officer, 2003–2005—Dr. Stubblefield was responsible for the operations of a premier community development organization in Ward 7 of the District of Columbia. Programs and services included housing, economic and business development, workforce development, and health and community services. Serving as second in command to the Chief Executive Officer/President, Dr. Stubblefield provided oversight of activities of MHCDO's Housing and Economic Development and the Health and Human Services divisions. He also was responsible for MHCDO's functional areas of finance and accounting, IT, HR, and procurement/contract negotiation. Established and implemented Medicaid Mental Health program with operating budget in excess of \$2 million

National Association of Letter Carriers of the U.S.A (NALC), Washington, D.C.

Director of Finance, 2001–2002—Dr. Stubblefield was responsible for accounting and financial reporting, oversight of investments in excess of \$70 million, HR, procurement, and insurance needs. He supervised in-house payroll with extensive Federal and other unions' benefit plans. He also assisted in facilities management of company-owned office building (with Federal/D.C. tenants) and was responsible for facilities planning and supervision of NALC's delegate convention (8,000 delegates and other attendees). Dr. Stubblefield was the liaison to NALC's nationwide tax-exempt branches. He prepared government reports and/or input for Department of Labor (LM-2), Equal Employment Opportunity Commission (EEO1), Internal Revenue Service (990/990T), and Federal Election Commission reports for NALC's political action committee. He also supervised a staff of six.

Orion Technology, Inc., Washington, D.C.

Acting Controller, 2000–2001—Dr. Stubblefield was responsible for all accounting functions and consolidation of a publicly traded international telecommunications conglomerate. He reconciled intercompany receivables and payable; computed conversions of foreign operations' financials into U.S. dollars for consolidations; and served as direct liaison to Orion's public accounting firm and assisted in preparing year-end and quarterly reporting requirements for the U.S. Securities and Exchange Commission.

Intercontinental Trade Associates/Diamond Club International, Landover, Maryland

Director of Operations/CFO, 1996–1999—Dr. Stubblefield supervised 80 people in the functions of customer service, production, credit and collections, and accounting. In this capacity, he increased sales from \$1 million to \$2 million in one year, through use of improved internal credit reviews and by reducing order completion time from 20 days to fewer than 4 days while maintaining quality control. He also assisted in developing new product lines; established relationships with third-party finance companies; and completed the factoring of \$2.5 million of customer receivables. Work in Ghana and Gambia performing due diligence with local laws.

Ronald L. Stubblefield, Certified Public Accountant, Silver Spring, Maryland

Owner, 1984–1996—Dr. Stubblefield was the sole proprietor, assisted by a staff of five. His firm specialized in consulting for small and mid-sized business, Federal and State taxes for individuals and business, and monthly accounting services for various entities and financial statement preparation and business evaluations. He also provided form preparation support for not-for-profit organizations, training seminars for OMB compliance, and consulting services for reviews of compliance with the Federal Communications Commission (FCC) regulations for two radio stations as well as compliance with FCC regulations in acquisitions of additional radio stations.

Reed & Williams, Certified Public Accountants, Washington, D.C.

Audit Manager/Senior Accountant, 1987–1992—Dr. Stubblefield supervised annual audits and management advisory services for various nonprofits; provided management advisory services for clients on computerized accounting systems; prepared audited financial statements along with compilation and review reports; and provided write-up services, compilations, and reviews.

General Electric Company Positions (1976-1985)

General Electric Information Services Company, Rockville, Maryland

Manager of General Accounting, 1981–1985—Dr. Stubblefield directed activities of accounting staff, which had \$650 million in annual sales and 6,400 employees. He held responsibility for financial consolidation of 27 domestic and foreign company components. Additional responsibilities included data processing functions, treasury operations, and acquisitions. He also was project manager in charge of planning and implementation of management information systems. **Major accomplishments:** reorganized General Accounting, reduced the annual employee turnover for 50% to 20% reduced missed due dates by 95% and reduced the month-end closing cycle by two days. Implemented plan for imputed interest that resulted in an \$8 million expense relief from corporate office. Designed and implemented sales profitability analysis reporting system for upper management that resulted in management direction change for increased profit margins. Development of a controlled disbursement bank account that resulted in \$ 70,000 reduced cost in annual interest expense.

General Electric Company, Schenectady, New York

Corporate Auditor, 1978–1981—Dr. Stubblefield reported to the Manager of the Corporate Audit Staff, directing activities of up to 45 auditors. He was responsible for the financial and operational audits, preparation of final audit reports, and review of findings with all levels of management reviews for compliance with antitrust laws, and evaluation of policies and procedures for domestic and foreign components. This included audits in Spain, Mexico, and Canada. Major accomplishments included: recommending mechanized purchasing systems that resulted in an estimated \$1 million annual cost savings; developing a computerized systems approach to determine audit scope that was adopted throughout audit staff.

General Electric Capacitor Products Department, Glenn Falls, New York

Cost Analyst, 1976–1978—Dr. Stubblefield reported to the product section's General Manager and was responsible for financial reporting and cost and inventory control. Major responsibilities included implementation of financial reporting systems and special analyses for the controller. In this role, Dr. Stubblefield initiated study of chronic inventory deficits of 25 percent prior to tenure; corrected problems in the cost systems and manufacturing losses, which resulted in the first inventory surplus of 5 percent; and designed and implemented a financial reporting system that reduced month-end reporting by 2 days, trained other financial analysts in use of new system, and designed financial reporting booklet for upper management.

Government Experience

U.S. Department of Health and Human Services—Administration for Children and Families,
Office of Head Start

Education

- Ph.D., Health Administration, Warren National University, Cheyenne, Wyoming
- Coursework toward M.S., Federal Income Taxation, American University, Washington, D.C.
- M.S.W., Psychology and Social Administration, New York University, New York City, New York
- B.B.A., Accounting, Hofstra University, Hempstead Long Island, New York

Training

- Financial Management Program Training, General Electric Company
- International Financial Reporting Standards (IFRS) Certificate Program, American Institute of CPAs
- Not-For-Profit Certificate Program, American Institute of CPAs

Certifications

- Chartered Global Management Accountant, 2013
- Certified Public Accountant, 1984

Other Skills

Costpoint/Deltek, FRx Report Generator, MAS 200, QuickBooks, Peachtree Accounting, J. D. Edwards (AS400), Real World, AccPac, Word, MIP, Solomon IV (Microsoft Dynamics), Macola, Excel, Perfect Balance, ATX, ProSeries, Tax Simple, and Data Based Systems

Teaching Experience

- Adjunct Faculty, Montgomery College, since 2009
 - Adjunct Faculty, Prince Georges Community College, 1986-2009
 - Associate Adjunct Professor, Southeastern University graduate program, 1984-1994
Also lectured at Bowie State University.
-

Professional Associations

- Member, Maryland Association of Certified Public Accountants, since 1984
- Member, American Institute of Certified Public Accountants, since 1984

Served as Election Judge for 2018 Maryland Gubernatorial Election