



### **Personnel Committee**

9:00 a. m., Tuesday, March 3, 2020  
City Hall Conference Room  
1207 Palm Boulevard  
Isle of Palms, South Carolina

### **Agenda**

1. **Call to order** - and acknowledgement that the press and public have been duly notified of the meeting in accordance with the Freedom of Information Act.
2. **Approval of previous meeting's minutes** – February 12, 2020
3. **Citizens' Comments** – Comments shall be limited to 3 minutes
4. **Old Business**  
Consideration of applications to fill Planning Commission vacancy
5. **New Business**
  - a. Discussion of IOP Strategic Plan – Presentation of proposal from The Riley Center for Livable Communities
  - b. Consideration of code enforcement position and job description
6. **Miscellaneous Business**  
Next Meeting Date: 9:00 a.m., Tuesday, April 7, 2020
7. **Executive Session** – In accordance with Section 30-4-70 (a) (1) of the Freedom of Information Act related to discussion of appointments of persons to a public body. Upon returning from Executive Session, the committee may take action on matters discussed in Executive Session.
8. **Adjournment**



**PERSONNEL COMMITTEE**  
**9:00am, Wednesday, February 12, 2020**  
**City Hall Conference Room**  
**1207 Palm Boulevard, Isle of Palms, SC**

**MINUTES**

**1. Call to order**

Present: Council members Moye and Streetman, Mayor Carroll

Staff Present: Administrator Fragoso, Asst. Administrator Hanna, HR Officer deGroot

**2. Approval of the previous meeting's minutes – January 14, 2020**

Council Member Streetman made a motion to approve the minutes of the January 14, 2020 meeting, and Mayor Carroll seconded the motion. The minutes were passed unanimously.

**3. Citizen's Comments**

Elizabeth Campsen, 32 Intercoastal Court, spoke to the Committee about the discussion of a cost-of-living increase. She said she believes that City employees are the City's most important resource but wondered if there has been enough of an increase in budget revenues to add a cost-of-living increase back into the budget.

**4. Old Business**

**A. Consideration of applications to fill vacancy in Planning Commission**

Administrator Fragoso reported that staff reached out to previous applicants to the Planning Commission about their interest, and one person replied by sending in a resume. That person has also been asked to fill out the online application. Council Member Moye reported that Rick Ferencz, Chairman of the Planning Commission, expressed the importance of having someone who lives in Wild Dunes and also someone who likes to do research as that is often a necessity for their work. Committee members would like schedule interviews the second week of March so that they can make their recommendation to City Council at their March meeting.

Council Member Moye shared that when speaking with Chairman Ferencz they spoke about how the Planning Commission could help with the pool initiative. Administrator Fragoso reviewed the advisory role of the Planning Commission to the City Council.

**B. Review of General Government's FY21 capital expenditures**

Administrator Fragoso reviewed the capital expenditures for the General Government and Building departments.

**5. New Business**

**A. Discussion of re-instating a cost-of-living adjustment for employees**

Mayor Carroll spoke strongly in favor of a cost-of-living adjustment for City employees, noting that the Public Safety department is a training ground for officers as they are often lured away to larger departments. Council Member Moye expressed concern about the compounding effect of a cost-of-living adjustment on the budget long term. Committee members engaged in a lengthy discussion about the pros and cons of cost-of-living adjustments and merit increases.

Administrator Fragoso said she is looking into the costs of a wage & compensation study to help analyze job descriptions and pay ranges. She expressed concern about Council's willingness to enact any recommendations put forth by the study. Recommendations from a 2007 study were not implemented and caused a drop in morale at the time. Mayor Carroll reported that employees have told him they believe City Council is more interested in building a pool than compensating employees. Council Member Moye said he would like to see staff competitively and fairly compensated.

**B. Discussion of establishing a longevity increase adjustment**

Administrator Fragoso said this idea was discussed with the Personnel Committee last year and no action was taken. This type of adjustment would be for employees who have reached the top of their pay range and are no longer eligible for pay increases. HR Officer deGroot said that three people would have been eligible last year and more will be eligible this year. Committee members agreed that eligibility should also include scoring 4 or higher on their annual evaluations. Administrator Fragoso said this could be one of the recommendations included in the wage & compensation study.

**6. Miscellaneous Business**

The next meeting of the Personnel Committee will be Tuesday, March 3, 2020 at 9:00am.

**7. Adjournment**

Mayor Carroll made a motion to adjourn, and Council Member Streetman seconded the motion. The meeting was adjourned at 10:06am.

Respectfully submitted,

Nicole DeNeane  
City Clerk

### Applications for Planning Commission

Name	Last Name	Address
Chris	Marquez	41 Morgans Cove Drive
Ray	Burns	6 Morgan's Cove Court
David	Cohen	3504 Cameron Boulevard
Alexander	Stone	7 Ensign CT, 7 Ensign Court
Steven	Corney	13 Edgewater Ally
Katrina	Limbach	5 Duck Lane
Matt	DeAntonio	210 Forest Trail
Scott	Pierce	4 9th Avenue
Lori	Roberts	27 29th Avenue
Marty	Brown	5 22nd Avenue
Pamela	Stogner	2303 Cameron Boulevard
Josef	Preston	3004 Waterway Boulevard
Rebecca	Kovalich	10 Charleston Boulevard
Rod	Turnage	139 Sparrow Drive

# Application for Boards and Commissions

**Applicant Name**

Chris Marquez

**Position Sought**

Planning Commission

**Home Phone****Work Phone****Mobile Phone**

(843) 642-6655

**Email**

marquezemail@gmail.com

**Are you a resident of the Isle of Palms?**

Yes

**How many years have you lived in the Isle of Palms?**

9

**Address**

41 Morgans Cove Drive, Isle of Palms 29451

**Occupation and Title**

Real Estate

**Business or Employer Name**

Self

**Have you ever served on a board or commission for the City of Isle of Palms or another local government?**

No

**If yes, please provide information about that service**

n/a

**Have you served as an elected official of local government?**

No

**Please list community and volunteer activities you may be involved in.**

n/a

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

No

**State your interest in serving on this Board or Commission.**

Interest in serving our community. Over the years I have been active in participation and support of Council Candidate elections and would like to be even more directly involved in the future of our City.

**Upload Résumé**

CHRIS MARQUEZ - Resume Summary.pdf

**Note:** This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

## **Chris Marquez**

41 Morgans Cove Drive  
Isle of Palms, SC 29451  
(843) 642-6655 · marquezemail@gmail.com

### **OVERVIEW**

27 years of Business Experience; 17 years Sole Proprietorship, including Independent Contractor, and Small Business Owner. 10 years in Corporate Management with government contracting firms.

### **SUMMARY**

Strong analytical ability and meticulous nature provide successful management. Background includes roles such as team member, manager, and consultant, business owner, and entrepreneur. Organized and detail-oriented with proven ability to plan, perform produce.

### **EDUCATION & TRAINING**

BA Finance - Marymount University, Arlington, VA.

Licensed Real Estate Agent - State of South Carolina, LIC#: 85031

Oracle Database Certification - Northern Virginia Community College, Loudoun, VA.

### **PROFESSIONAL EXPERIENCE**

Real Estate Sales & Development

*Current Development, LLC. Charleston, SC. 2013 - 20019*

*D&C Partners, LLC. Charleston, SC. 2013 - 20019*

Sole Proprietor / Small Business Owner

*GEARE, LLC. Charleston, SC 2009 - 20013*

Director: Information Technology, Logistics, Human Resources, Administration

*MVM, Inv. McLean VA. 2006 - 2008*

Sr. Oracle DBA / Independent Consultant

*Capitol Advantage Fairfax, VA. 2002 - 2006*

Sr. Oracle DBA

*SAIC Inc. Washington, DC. 1999 – 2002*

Technical Recruiter / Independent Contractor

*Washington, DC. 1996 – 1999*

Assistant Manager, Logistics

*MVM, Inv. McLean VA. 1991 - 1996*

### **CLEARANCES**

DOD "Secret" - 2004

INS Public Trust: 6C Level / T1 Access - 1999

DOS "Secret" - 1993

### **HOBBIES & INTERESTS**

Traveling, Ice Hockey, Golf, Surfing.

Founder, "Tesla Owners Charleston SC"

# Application for Boards and Commissions

**Applicant Name**

Ray Burns

**Position Sought**

Planning Commission

**Home Phone**

(843) 860-1161

**Work Phone**

(843) 860-1161

**Mobile Phone**

(843) 860-1161

**Email**

reb3542@yahoo.com

**Are you a resident of the Isle of Palms?**

Yes

**How many years have you lived in the Isle of Palms?**

5

**Address**

6 Morgan's Cove Court, Isle of Palms, South Carolina 29451

**Occupation and Title**

Owner

**Business or Employer Name**

Sea Oats IOP LLC

**Have you ever served on a board or commission for the City of Isle of Palms or another local government?**

No

If yes, please provide information about that service

**Have you served as an elected official of local government?**

No

**Please list community and volunteer activities you may be involved in.**

Sea Oats Homeowners Association board member, volunteered for the IOP 10K through the Exchange Club

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

No

**State your interest in serving on this Board or Commission.**

I have owned property at Isle of Palms for over 15 years. Currently I own our home on 6 Morgan's Cove Court along with a beach rental property at 1 Sea Shell Lane (at 42nd Ave and Palm Boulevard) in the Sea Oats Community. I have managed the beach rental property myself for 10 years.

My interest in serving on the Planning Commission is to use my experiences from 45 year career in leadership roles in the manufacturing industry along with my first hand knowledge of the challenges of the IOP rental market. Since we live in Wild Dunes and also own and manage a rental property outside the gates I have a unique perspective of the island.

**Upload Résumé**

Summary resume2.docx

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Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.



## Raymond E. Burns

6 Morgan's Cove Court  
Isle of Palms, SC 29451

Cell: 843-860-1161  
email: [reb3542@yahoo.com](mailto:reb3542@yahoo.com)

### Employment Experience

#### **Sea Oats IOP, LLC**

2009 to present

Owner and manager of beach rental property

#### **Plastic Molding Advisors, LLC**

2015 to present

Owner and President of consulting business serving the plastics manufacturing industry

#### **Mack Molding Company**

President of the Southern Division

1997 to 2014

President of the Southern Division of two plant (SC/NC) plastic injection molding business. Responsibilities included manufacturing operations, sales, engineering, finance, human resources, IT, procurement, quality, safety and environmental and capital expenditures. Role was totally responsible for P&L performance, budgeting and forecasting.

Vice President General Manager Southern Division

1991 to 1997

Responsibilities identical to role of President of the Southern Division

Vice President Sales

1981 to 1991

Responsibility for sales management and development of six plant (VT, SC, NC) plastic injection molding manufacturing business.

#### **Nypro, Inc**

Senior Sales Representative

1974 to 1981

Account responsibility for major accounts and all corresponding commercial activity

### Education

Babson College  
Wellesley, MA

BSBA Finance Major

1974

# Application for Boards and Commissions

**Applicant Name**

David Cohen

**Position Sought**

Planning Commission

**Home Phone**

(843) 886-8692

**Work Phone**

(843) 886-8692

**Mobile Phone**

(843) 718-9228

**Email**

ddcohen92@bellsouth.net

**Are you a resident of the Isle of Palms?**

Yes

**How many years have you lived in the Isle of Palms?**

33

**Address**

3504 Cameron Blvd., Isle of Palms, South Carolina 29451

**Occupation and Title**

Electronics Engineer

**Business or Employer Name**

retired

**Have you ever served on a board or commission for the City of Isle of Palms or another local government?**

Yes

**If yes, please provide information about that service**

Planning Commission July 2009 - Dec 2012, chairman 2012

**Have you served as an elected official of local government?**

No

**Please list community and volunteer activities you may be involved in.**

Member IOP Methodist church, volunteer youth leader

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

No

**State your interest in serving on this Board or Commission.**

As a part time resident since 1981, permanent resident since 1987 home owner since 1990 and volunteer relief worker after hurricane Hugo, I feel I have a lot of experience that would benefit the planning commission and city council.

**Upload Résumé**

David Cohen Resume-2019.pdf

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# David Cohen

3504 Cameron Blvd.  
Isle of Palms, SC 29451  
(843)-886-8692  
ddcohen92@yahoo.com

*Retired Electronics Engineer with 35 years experience supporting design, installation and maintenance of Naval communication equipment.*

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## PROFESSIONAL EXPERIENCE

### **NAVAL INFORMATION WARFARE CENTER (NIWC) ATLANTIC, Charleston, SC**

Lead Systems Engineer, September 2010 – May 2019

- Evaluate the planning, design and certification of electronic systems supporting Naval Intelligence, Surveillance and Reconnaissance (ISR) and Data Analytics operations.
- Provide training in systems engineering best practices, US Navy policy and command processes and procedures to engineering project teams.
- Prepare and brief Analysis of Alternatives to address high risk issues and concerns that could not be resolved within the project team.
- Developed command policies for implementing engineering practices.
- Created developmental plans and evaluated engineering personnel.

### **UNITED STATES NAVY, Charleston, SC**

Civilian Electronics Engineer, November 1983 – September 2010

- Performed installation, testing, calibration and repair of SONAR and Radio equipment on surface and sub-surface naval vessels.
- Created installation plans for shipboard electronic systems to include power, structural, cabling and HVAC design.
- Performed hardware and software design of electronic modules in support of Intel and Communication systems.
- Developed and maintained budgets and schedules for the design, production, testing, installation and maintenance of naval Intel and Communication systems.

## EDUCATION

### **Tennessee Technological University, Cookeville, TN**

*Bachelor of Science in Electrical Engineering, May 1986*

## HOBBIES AND INTEREST

- Adult leader guiding young adults and youth in restoration of dilapidated homes through Salkehatchie Summer Service.
- Youth leader volunteer Isle of Palms Methodist Church
- Woodworking, sailing, snow skiing, hunting and SCUBA diving

# Application for Boards and Commissions

**Applicant Name**

Alexander Stone

**Position Sought**

Planning Commission

**Home Phone**

(843) 224-7279

**Work Phone****Mobile Phone****Email**

sandy@islandrealty.com

**Are you a resident of the Isle of Palms?**

Yes

**How many years have you lived in the Isle of Palms?**

46

**Address**

7 Ensign CT, 7 Ensign court, 7 Ensign court, Isle of Palms 29451

**Occupation and Title****Business or Employer Name****Have you ever served on a board or commission for the City of Isle of Palms or another local government?**

Yes

If yes, please provide information about that service

**Have you served as an elected official of local government?**

No

Please list community and volunteer activities you may be involved in.

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

**State your interest in serving on this Board or Commission.**

I am interested in serving on the Planning Commission and want to serve our community. As a long term occupant and Business leader I have a lot of continuity from years past as well a very diverse background from my many travels to other communities and being involved on the fringes in Columbia with our State Government with the Association of Realtors.

**Upload Résumé**

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# Application for Boards and Commissions

**Applicant Name**

Steven Corney

**Position Sought**

Planning Commission

**Home Phone**

(843) 697-9998

**Work Phone****Mobile Phone****Email**

steve@corney.org

**Are you a resident of the Isle of Palms?**

Yes

**How many years have you lived in the Isle of Palms?**

20

**Address**

13 Edgewater Aly, Isle of Palms, South Carolina 29451

**Occupation and Title****Business or Employer Name****Have you ever served on a board or commission for the City of Isle of Palms or another local government?**

No

If yes, please provide information about that service

**Have you served as an elected official of local government?**

No

Please list community and volunteer activities you may be involved in.

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

**State your interest in serving on this Board or Commission.**

I love living on IOP and would like the opportunity to utilize my experience to support the City. I recently retired from a 40-year career as a professional engineer planning, managing and implementing civil and environmental projects for federal, municipal and corporate clients.

**Upload Résumé**

Corney Resume 090418.pdf

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## STEVEN J. CORNEY, P.E.

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13 Edgewater Alley • Isle of Palms • South Carolina • 29451 • 843-697-9998 • [steve@corney.org](mailto:steve@corney.org)

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Technical leader and senior operations executive with extensive experience in civil and environmental engineering projects and the management of engineering, consulting and construction business operations. Experienced as a member of a corporate executive management team and with the strategic, financial, management and operations requirements of worldwide operations. Demonstrated strategic planning and business development experience that has resulted in the growth of business units, technical practices, national programs and client account relationships. Manages relationships with industrial, commercial, federal and municipal clients. Strengths also include:

- Alternative Delivery Project Implementation
- Project Earned Value Management
- Contract Negotiation
- Technical Leadership
- Interpersonal Communication
- Operations Performance Management
- Strategic Planning / Revenue Growth
- Client Relationship Management
- Team Building
- Licensed General Contractor

### **EXPERIENCE**

#### **AECOM Technology Corporation, Charleston, South Carolina (1999 to 2017)**

##### **Vice President/ Practice Leader /Alternative Delivery Programs (2008 to 2017)**

Responsible for capture and implementation of performance based remediation, design/build, and EPCM civil, environmental and cross-discipline projects, programs and clients. Portfolio of projects includes manufacturing, oil & gas, chemical, pharmaceutical, utility and public sector clients, including landfill design and construction, sediment dredging, water treatment, facility deactivation and soil and groundwater assessment, remediation and closure. Development and implementation of complex projects as Lead Engineer or General Contractor and contract mechanisms including design/build, performance-based, cost-to-closure, EPCM and alternative contracting mechanisms utilizing environmental, water, transportation and facilities business lines.

##### **Vice President/ Southeast Regional Manager/ Earth Tech, Inc. (1999 to 2008)**

Regional Executive with P&L responsibility for 680 employees in 14 offices in South Carolina, North Carolina, Georgia, Alabama and Florida including consulting and construction practices for environmental, transportation, water/wastewater treatment and facilities engineering. Clients included industrial companies, state/local municipalities and federal agencies. Responsible for growth initiatives, including: expansion of key industrial accounts; development of national watershed management and planning initiative; and capture of new contracts for DOE.

#### **TEAM, A Limited Liability Company, Mt. Pleasant, South Carolina (1997 – 1999)** **President / Founder**

Founder and director of an engineering and construction firm specializing in project management, technical direction and innovative technology implementation for the electric power generating industry. Projects included the laser alignment of turbine components for generators at fossil and nuclear power generating plants and the evaluation and repair of high-pressure steam turbines and generators.

**McLaren/Hart, Incorporated, Detroit, Michigan (1988 – 1997)****Vice President / National Director of Engineering & Director of Central Region Operations**

Member of the company's Executive Committee with management and technical responsibility for the Engineering Practice in 17 offices nationwide. Also responsible for P&L and strategic direction for the Central Region. Grew the region from one office to eight offices in Michigan, Ohio, Pennsylvania, Illinois, Texas and Missouri. Responsible for projects including, negotiations with U.S. EPA and state agencies for PRP Superfund sites; design and manufacture of thermal desorption treatment systems; deactivation, remediation and demolition of automotive manufacturing facilities and implementation of brownfield redevelopment alternatives; TRI reporting and development of manufacturing product life cycle program; and design and construction of water treatment systems, containment caps, and slurry walls for soil and groundwater remediation projects.

**Chrysler/AMC/Jeep Corporation, Highland Park, Michigan (1985 – 1988)****Manager / Plant Engineering, Energy & Environment**

Manager of Environmental Activities for Jeep Corporation including all air, water and hazardous substance compliance programs, conversion of coal-fired boilers, construction of wastewater treatment plant and air permitting of all operations. After Jeep Corporation was acquired by Chrysler Corporation, managed the Chrysler Remediation Program and the corporate financial reserve accounts at all facilities for RCRA, CERCLA and TSCA liabilities.

**Ford Motor Company (1979 to 1985)****Senior Facilities Engineer, Livonia, Michigan**

Provided facility and environmental engineering support for manufacturing plants in Michigan, Ohio, Indiana and Puerto Rico including, the development of facility asset preservation and preventative maintenance programs for water and wastewater treatment systems, HVAC, boilerhouses, roads, roofs, fire protection systems, and electrical distribution systems. Implemented wastewater treatment design and construction program at 13 facilities for pretreatment program compliance.

**Environmental Engineer, Dearborn, Michigan**

Supervised the construction, startup and operation of four wastewater treatment plants for the Rouge Manufacturing Plants--the world's largest industrial complex. Responsible for monitoring and reporting program for wastewater discharges totaling 1 billion gallons per day.

**Jahnke & Jahnke Associates, Waukesha, Wisconsin (1976 to 1979)****Civil Engineer / Surveyor**

Engineer and surveyor for civil infrastructure project design and implementation for municipal and residential clients.

**EDUCATION/REGISTRATIONS**

The Pennsylvania State University (B.S. Civil Engineering)

Registered Professional Engineer (MI 6201034871)

Licensed General Contractor (SC 100281)

# Application for Boards and Commissions

**Applicant Name**

Katrina Limbach

**Position Sought**

Any

**Home Phone**

(810) 531-3644

**Work Phone**

(843) 670-1009

**Mobile Phone****Email**

trini.naz@gmail.com

**Are you a resident of the Isle of Palms?**

Yes

**How many years have you lived in the Isle of Palms?**

8

**Address**

5 Duck Lane, Isle of Palms, South Carolina 29451

**Occupation and Title****Business or Employer Name****Have you ever served on a board or commission for the City of Isle of Palms or another local government?**

No

If yes, please provide information about that service

**Have you served as an elected official of local government?**

No

Please list community and volunteer activities you may be involved in.

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

**State your interest in serving on this Board or Commission.**

As an Isle of Palms resident, mother and business owner, I would like to give back to the island that has given so much to me.

**Upload Résumé**

Katrina's Resume (1).pdf

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trini.naz@gmail.com



(810) 531-3644



5 Duck Lane, Isle of Palms, USA



instagram.com/trinileee

## SKILLS + TRAITS

Graphic Design

Social Media

Technological fluency

Punctuality

Automation

Efficiency

## INTERESTS

Family

Travel

Running

Watersports

Graphic Design

Business

Investing

Beach

Volunteer

Writing

Cooking

## ORGANIZATIONS

Women Entrepreneurs of Charleston  
(04/2017 – Present)

Member

# Katrina Lee Limbach

Business Development and Communication Expert

Building business around community and relationships

## WORK EXPERIENCE

### Partner – VP of Marketing

Isle of Palms Beach Chair Company, Isle of Palms, SC

01/2011 – Present

Isle of Palms, SC

*Achievements/Tasks*

- Grew technological system for internal operations, resulting to growth of 180% in 4 years
- Creates and maintains communications, including website, social media and VOIP IVR phones
- Creates all marketing campaigns with in-house production

### Partner – VP of Marketing

Gutters of Charleston

09/2016 – Present

Mount Pleasant, SC

*Professional gutter installation and maintenance*

*Achievements/Tasks*

- Co-founded and consults on all operational goals and tactics
- Designs all creative, including logo, website and marketing ads

### Marketing Coordinator

Island Realty

03/2010 – 09/2011

Isle of Palms, SC

*Achievements/Tasks*

- Utilized Adobe Creative Suites to create in-house graphic design for digital and print media and professional videos, including ads, postcards and 42-page area guide
- Conducted B2B sales for selling and designing ads for local businesses
- Co-managed and grew 11,000+ fan facebook page

### Public Relations & Brand Management Intern

RawleMurdy Public Relations Agency

06/2009 – 09/2009

Charleston, SC

*Achievements/Tasks*

- Wrote news releases, media alerts and media kits for clients and pitched them through various channels, including Cision
- Maintained daily social media tracker for national restaurant chain

## PERSONAL PROJECTS

### IOP Cleanup Crew - Environmental Initiative (05/2018 – Present)

- Co-founded weekly beach sweep with a focus on education and personal responsibility of our beaches + oceans
- Coordinates local business participation and sponsorship and marketing creatives

### Buy One, Give One Christmas Tree Company - Social Company (10/2015 – Present)

- Co-founded company with social cause in local community
- Donated over 300 live Christmas trees and 400 Hams to families-in-need in Tri-County through ECCO

### Baby Paul (09/2016 – Present)

- Becoming a mother is by far my most rewarding, albeit challenging, pursuits.

## EDUCATION

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### Bachelor of Arts in Communication and Media Studies

College of Charleston

09/2016 – 12/2009

Charleston, SC

#### Affiliations

- ▣ National Society of Collegiate Scholars
- ▣ Co-founder of Wakeboard Club

### South Carolina Real Estate License

SC Real Estate Commission

06/2017 – Present

Charleston, SC

## REFERENCES

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Bambi Werner

*"Previous neighbor on Isle of Palms - 2012+"*

*Contact:* [bkwerner2000@yahoo.com](mailto:bkwerner2000@yahoo.com) – 843-860-4438

Sandy Stone

*"Previous employer on Isle of Palms 2010+"*

*Contact:* [sandys@islandrealty.com](mailto:sandys@islandrealty.com) – (843) 242-1084

Suzy Kopp

*"Previous colleague - 2010+"*

*Contact:* [suzy@kopprealty.com](mailto:suzy@kopprealty.com) – 843-224-1212

# Application for Boards and Commissions

**Applicant Name**

Matt DeAntonio

**Position Sought**

Planning Commission

**Home Phone**

(843) 532-6288

**Work Phone**

(843) 886-9600

**Mobile Phone****Email**

matt@charlestonresidential.net

**Are you a resident of the Isle of Palms?**

Yes

**How many years have you lived in the Isle of Palms?**

9

**Address**

210 Forest Trail, Isle Of Palms, South Carolina 29451

**Occupation and Title****Business or Employer Name****Have you ever served on a board or commission for the City of Isle of Palms or another local government?**

No

If yes, please provide information about that service

**Have you served as an elected official of local government?**

No

Please list community and volunteer activities you may be involved in.

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

**State your interest in serving on this Board or Commission.**

There are significant quality of life issues facing the island that will require long term planning and strategic thinking to resolve. My professional work and involvement in various boards and committees related to strategy, planning and development makes me uniquely qualified to contribute to the Planning Committee specifically. This year, I have completed terms on other commitments so I have more time to commit to Planning Committee. I'm passionate about smart civic planning, quality of life, and resilience. Im a Charleston native and I understand that local planning decisions cannot be made in a bubble because we are one region. Isle of Palms can be a guiding light for surrounding communities in handling the pressures of population growth and climate change in our region.

**Upload Résumé**

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# Application for Boards and Commissions

**Applicant Name**

Scott Pierce

**Position Sought**

Planning Commission

**Home Phone**

(214) 587-3196

**Work Phone****Mobile Phone****Email**

scott.pierce@prodigy.net

**Are you a resident of the Isle of Palms?**

Yes

**How many years have you lived in the Isle of Palms?**

4

**Address**

4 9th Ave, Isle of Palms, South Carolina 29451

**Occupation and Title****Business or Employer Name****Have you ever served on a board or commission for the City of Isle of Palms or another local government?**

No

If yes, please provide information about that service

**Have you served as an elected official of local government?**

No

Please list community and volunteer activities you may be involved in.

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

**State your interest in serving on this Board or Commission.**

With the high growth expectations in and around the area, including IOP, I believe the combination of my experience and skill sets could contribute to the planning and implementation efforts to meet the challenges ahead. I would welcome the opportunity to become engaged in the community and provide support to the IOP staff in their efforts.

**Upload Résumé**

Pierce Resume 082018.pdf

**Note:** This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

**EXPERIENCE**

**Pierce Financial Planning & Consulting LLC (2012 - Present)**

**Owner – Isle of Palms, SC**

- Registered Investment Advisor, South Carolina: \$36M Assets Under Management (AUM) supporting six families/retirees & small business owners.
- Management Services: Executive Relationship Manager to Fortune 25 company.
- Business Consultant: Focus on new venture companies and optimization. Support early stage company life cycles - ideation, funding, start-up, to high growth cycle.
- Certified Financial Planner (Fiduciary, Fee Only): Provide comprehensive financial planning & investment services to business owners, high net worth clients.

**Verizon Communications Corporation (1983 - 2011)**

**Executive Director/Business Unit CFO – Finance & Integration Deals – Verizon Communications, Basking Ridge, NJ**

- Led finance team for Global Customer Care & Services organization servicing 200,000 customers, \$2.2B budget, 17,000 employees and contractors. Supported financial plan for center consolidation, process transformation & optimization.
- Managed Global Integration Deal Review Office (deals > \$25M TCV) with \$4B pre-sale funnel, plus \$5B of backlog contract value. Chaired deal reviews and P&Ls to improve portfolio win ratios, operational and financial results.
- CFO for Federal Network Systems \$600M business unit.
- Finance lead for VZB CEO sponsored transformation with \$1B improvement.

**Executive Director – Operations & Technology – Verizon Business, Irving, TX**

- Verizon lead for synergy opportunity identification for \$8.5B MCI acquisition.
- Responsible for over \$7B of annual global network capacity procurement and vendor management for telecom access, voice, data, & IP services.
- Managed Verizon/MCI Telco merger program yielding \$1B+ savings over 3 years.
- Managed global voice traffic operations, representing \$2B in international voice termination volume. Consolidated three global routing regions.

**Assistant Vice President - (GTE & Bell Atlantic became Verizon in 2000) GTE Communications Corporation, Irving, TX**

- Managed service delivery platforms, including systems planning, network deployment, sales contract support, and cost management.
- Managed out of franchise network evaluations & post-paid calling card platforms.
- Responsible for negotiating corporate-wide procurement agreements for telecom/data services with IXC's, RBOCs, CLECs (\$2B annual spend) and system platform providers.

**Managing Director-Operational Planning - GTE Communications Corporation, Irving, TX**

- Developed market launch & operating support systems plans for \$1.5B new competitive business venture (GTE Communications Corporation) in response to Telecom Act.

**Director of Investor Relations** - GTE Service Corporation (GTESC), Stamford, CT

- Communicated results to Wall Street sell-side analysts & institutional shareholders.
- Prepared earnings release, presentations & scripts for C-level Executives.
- Coordinated Annual Analyst Day and global institutional investor road shows.

**Director of Business Analysis** – GTESC Budgets, Plans & Analysis, Stamford, CT

- Prepared acquisition/divestiture valuations & performed preliminary due diligence.
- Forecasted financing and investment requirements supporting \$24B balance sheet.
- Coordinated corporate-wide G&A benchmark study, resulting in over \$300M in annual G&A expense reductions through multi-region function/facility consolidation.
- Developed industry competitive and market analysis for Senior Management.

**Division CFO** - GTE Health Systems, Inc., Salt Lake City, UT

- Repositioned unit & implemented divestiture of three software business segments.
- Responsibilities included finance, strategic planning, reporting, negotiating domestic & international contracts, and raising alliance funding with business partners.

**Division CFO & Director of Operations** - GTE Telecom, Inc., Bothell, WA

- Responsible for all finance functions, integrating five diverse units into one entity.
- Directed software development QA/QC, customer support, and data center.
- Implemented contract performance reporting and project costing systems.

**General Manager** - GTE Education Services Inc., Irving, TX

- Responsible for the P&L of this start up on-line and IVR company.

**Director of Finance & Administration** - GTE Education Services, Inc. Irving, TX

- Directed systems development, finance, planning and human resource functions.
- Led the due diligence team in the acquisition and integration of three companies.

**Director of Finance & Administration** - GTE Telemessenger, Inc. Irving, TX

- Directed the finance, human resources, planning and administrative functions.

Early career positions include Senior Auditor and Customer Accounting Manager.

**Union Carbide Corporation**

**Production Supervisor** - Battery Products Division, Red Oak, IA & Maryville, MO

- Improved production yields from 82% to over 98% for four production lines.

**IBM Corporation**

**Quality Assurance** - Manufacturing Division, Essex Junction, VT

**EDUCATION, CERTIFICATIONS**

- MBA – Major in Decision Science & Finance, Creighton University, Omaha, NE
- BS – Major in Accounting - University of Vermont, Burlington, VT
- Certified Public Accountant (CPA) not currently licensed
- Certified Financial Planner (CFP) Active
- Clearance Level - Top Secret SCI (Prior DoD Clearance)
- Licensed Real Estate Salesperson, South Carolina

**EXPERIENCE**

**Pierce Financial Planning & Consulting LLC (2012 - Present)**

**Owner – Isle of Palms, SC**

- Registered Investment Advisor, South Carolina: \$36M Assets Under Management (AUM) supporting six families/retirees & small business owners.
- Management Services: Executive Relationship Manager to Fortune 25 company.
- Business Consultant: Focus on new venture companies and optimization. Support early stage company life cycles - ideation, funding, start-up, to high growth cycle.
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**EDUCATION, CERTIFICATIONS**

- MBA – Major in Decision Science & Finance, Creighton University, Omaha, NE
- BS – Major in Accounting - University of Vermont, Burlington, VT
- Certified Public Accountant (CPA) not currently licensed
- Certified Financial Planner (CFP) Active
- Clearance Level - Top Secret SCI (Prior DoD Clearance)
- Licensed Real Estate Salesperson, South Carolina

# Application for Boards and Commissions

**Applicant Name**

Lori Roberts

**Position Sought**

Any

**Home Phone**

(843) 754-6632

**Work Phone**

(843) 720-8471

**Mobile Phone****Email**

lori.reed.roberts@gmail.com

**Are you a resident of the Isle of Palms?**

Yes

**How many years have you lived in the Isle of Palms?**

0

**Address**

27 29th Ave., Isle of Palms, South Carolina 29451

**Occupation and Title****Business or Employer Name****Have you ever served on a board or commission for the City of Isle of Palms or another local government?**

No

If yes, please provide information about that service

**Have you served as an elected official of local government?**

No

Please list community and volunteer activities you may be involved in.

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

**State your interest in serving on this Board or Commission.**

New to the island and am hoping to get involved in the community. My daughter has worked at ACME for the past two years and Banana Cabana for the year before that. I have lived in Mount Pleasant for the past 7 years and work for Roper St. Francis Healthcare. Am so excited to be part of this amazing community.

**Upload Résumé**

Resume LRR 2017.docx

**Note:** This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

**LORI REED ROBERTS**  
**487 MOUNT ROYALL DR.**  
**MT. PLEASANT, SC 29464**  
**(843) 754-6632**

## **GENERAL INFORMATION**

Licensed to Practice Law in South Carolina (2011 limited license, 2013 full license to present) and Oklahoma (1991 to present). Admitted to Practice before the Oklahoma Supreme Court (1991), Western District of Oklahoma (1991) and Eastern District of Oklahoma (1993)

*Current Associations:* Member American Health Lawyers Association, South Carolina Bar Association and Oklahoma Bar Association

## **EDUCATION**

**Masters of Health Care Administration**, May 2008  
Trinity University, San Antonio, Texas, GPA 4.00/4.00

**Juris Doctor with Honors**, May 1991  
University of Oklahoma, College of Law  
Overall GPA: 9.367/12.00 (Top Ten Percent).

*Activities and Honors:*

Order of the Coif; American Jurisprudence Awards: Family Law and Insurance; Academic Achievement Award in Employee Benefit Plans; Vice-President Law School Class (1989-1990); Student Bar Association Vice President (1990-1991); Board of Governors Representative (1990-1991); Recipient: Edgar Fenton Memorial Award, Bess Zeldich Ungerman Scholarship, Legal Aid Scholarship; Deans Honor Roll (1988-1991); Member, Organization for the Advancement of Women in Law; Member, Phi Delta Phi Legal Fraternity.

**Bachelor of Business Administration**, Accounting, May 1988  
University of Oklahoma, GPA 3.34/4.00

*Activities and Honors:*

President's Honor Roll; Dean's Honor Roll; Director's Honor Roll; Vernon Upchurch Memorial Scholarship Recipient.

## **EMPLOYMENT**

**Roper St. Francis Health ("RSFH")**, Director of Legal Services (April 2011 to present). Three-hospital system (soon to be four) and physician practice group comprised of over 230 physicians. Responsibility for legal advice on all issues surrounding healthcare environment. Primary system resource for the following laws and regulations: HIPAA/HITECH, EMTALA, Stark, Anti-Kickback, FCA, FDA and OHRP regulations, 340B compliance, state consent laws and various health care directives. Primary job duties include preparing and amending all physician compensation agreements (employment, independent contractor, medical director and call pay), negotiating physician agreements with management, assisting with compensation structure and working with consultants to assure fair market value and commercial reasonableness of physician compensation arrangements. Also, primarily responsible for acquisitions, services agreements, finance/billing department agreements, and assisting with HR issues. Performed all areas of transactional work for RSFH including: lease agreements, IT contracting, business associates agreements, construction contracts, consulting agreements and review of vendor contracts. Extensive work on review/revision of policies and procedures, including creation of contracting policy and all risk management policies. Service Line Director over Workers' Compensation Department from October 2012 to April 2015. Service Line Director responsible for Risk Management Department from January 2015 to present. Service Line Director over complaints/grievances process from December 2017 to present. Accomplishments include creation of new risk management and workers' compensation departments; creating of job descriptions; creation of processes for risk identification, mitigation, and handling of claims; trend identification and analysis; and monthly reporting to Senior Management. Systemwide rollout of Marsh ClearSight incident reporting and claims management software system. Assist General Counsel with oversight of outside counsel in litigation and other matters, including managed care contracting, 340B issues, research agreements, and malpractice. Supervision of all employees of the Legal Department (3 attorneys, 1 regulatory specialist and 2 paralegals) and the Risk Management Department (4 Risk Managers/Safe Patient Handling Specialists, 1 Patient Representative), with top 1% percentile employee engagement results nationwide. Responsible for departmental budgeting. Responsible for training all new managers in Fraud and Abuse laws, corporate contracting processes, and incident reporting/risk management overview. Committees include: Ethics Committee; Institutional Review Board; and Safe Patient Handling Committee.

**INTEGRIS Health, Inc.**, Legal Counsel (February 1999 to April 2011). Represented 13-hospital system as part of the legal team. Responsible for research and advice on federal and state laws and administrative regulations, committee work, transactional work and contracting issues. Also, experience with coding and billing issues, employment law, policies and procedures, and general health-care-law issues. Provided numerous in-house educational opportunities for management. System-wide attorney for supply chain/materials management and information technology (includes review and approval of all purchasing contracts system-wide). Advised the Institutional Review Boards for the system on protection of human research subjects, FDA and OHRP regulations, reviewed all research-related informed consents and review and revision of all clinical trial agreements. Primary medical records attorney for all rural hospitals on subpoenas and HIPAA/HITECH. Additionally, acted as primary counsel for two hospitals, duties included: by-laws, ad-hoc and MEC issues; answering all legal questions; physician contracting; contracting for hospital services; oversight of outsourced litigation; and serving on the ethics committee. Represent the three retail pharmacies within the INTEGRIS system. Prior to 2007, operated as INTEGRIS's sole workers' compensation defense attorney with substantial litigation experience. During that time period, the system was able to lower reserves by \$3 million and won numerous national, state and local recognitions. In addition, set up the system and operated as a collections attorney, primarily in Workers' Compensation, collecting millions of dollars for the system and worked on other healthcare-related tasks (medical records issues, staff education, etc.).

**Oklahoma City University School of Law** (January 2010 to May 2011). Adjunct professor, Health Care Regulatory Law. Developed and taught regulatory law course for second and third year law students covering: federal and state regulation of health insurance, EMTALA, HIPAA/HITECH, False Claims Act, Stark, Anti-Kickback, and Antitrust.

**University of Oklahoma, College of Law**, Department of Paralegal Education. July 2010. Instructor. Taught basic healthcare law issues for paralegal accreditation class. Subjects included, advance directives and documentation, basics of medical malpractice and overview of privacy issues in Oklahoma.

**Day, Edwards, Federman, Propester & Christensen**, Associate (January 1994 through January 1999). Workers' compensation, insurance defense, employment law, general corporate practice, securities, bankruptcy, probate, appellate advocacy and general civil practice. Primary areas of practice included workers' compensation defense, administrative hearings, assisting in corporate transaction and securities practice. Extensive experience representing multiple large corporations in unemployment hearings, including Hertz, Bridgestone Firestone, and Farley's Candy Company.

**Christensen & Associates**, Associate (November 1993 to January 1994). Defense of workers' compensation claims, employment law, appellate advocacy and general civil practice. Practice merged with other law firms to create the Day, Edwards Firm.

**Bergner & Christensen**, Associate (November 1992 to November 1993). Worked for D. Wade Christensen and William J. Bergner in combined practice. Mr. Christensen practiced almost exclusively workers' compensation defense; Mr. Bergner practiced insurance defense, with a specialty in defense of insurance agents in their errors and omissions liability. Job duties included research and writing, depositions, litigation, drafting correspondence and routine handling of caseload.

**Edwards, Sonders & Propester, P.C.**, Associate (September 1991 to November 1992), Law Clerk (January 1990 through June 1991). Assisted in Chapter 11 and 13 Bankruptcy, debtor/creditor law, foreclosures, corporate and loan documentation, corporate and banking litigation, probate and family law.

**Fred Shaeffer Law Office**, Legal Intern and Law Clerk (May 1989 to May 1991). Legal research writing briefs and memoranda, handling workers' compensation from claimant's perspective, handling probate and personal injury files, trial assistance, meeting with clients, appellate brief writing, minor criminal litigation, keeping civil cases current.

**Cleveland County Legal Aid**, Legal Intern (January 1991 to May 1991). Involved in complete case control under supervising attorney of various administrative, civil and misdemeanor criminal cases. Some litigation experience.

**McKinney, Stringer & Webster, P.C.**, Law Clerk (June 1991 to August 1991). Duties involved legal research and writing on a wide variety of legal issues.

**Professor Robert Spector and Professor Jonathan Forman**, University of Oklahoma, Research Assistant Positions (1990 to 1991). Research in the areas of Family Law, Pension Plans, Taxation, Tort Law and Line-Item Vetoes; extensive Westlaw research; proofreading textbooks, assisted in preparing general family-law litigation forms for textbook, and writing legal memoranda.

# Application for Boards and Commissions

**Applicant Name**

Marty Brown

**Position Sought**

Planning Commission

**Home Phone**

(615) 887-3950

**Work Phone**

(843) 501-1910

**Mobile Phone****Email**

marty.wm@gmail.com

**Are you a resident of the Isle of Palms?**

Yes

**How many years have you lived in the Isle of Palms?**

5

**Address**

5 22nd Ave, Isle Of Palms, South Carolina 29451

**Occupation and Title****Business or Employer Name****Have you ever served on a board or commission for the City of Isle of Palms or another local government?**

No

If yes, please provide information about that service

**Have you served as an elected official of local government?**

No

Please list community and volunteer activities you may be involved in.

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

**State your interest in serving on this Board or Commission.**

I am an Engineer and Planner, by occupation. I hope to get involved with the City while serving as an immediate asset, based on my credentials.

**Upload Résumé**

Marty Brown\_1-page Resume.pdf

**Note:** This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

# William “Marty” Brown

(615)-887-3950, marty.wm@gmail.com

## Education

B.S., Civil Engineering, Tennessee Technological University, 2004

## Professional Registrations

Professional Engineer: CO (#44857), SC (#32392)

## Distinguishing Qualifications

- 12+ years of experience in airfield planning, design, and construction management, possessing a strong knowledge of FAA and UFC standards and design criteria
- Specialized in civil aviation design, including surface modeling, geometrics, airspace analysis, stormwater and underdrain systems, lighting and signage layout, airfield pavement design, quantity and cost estimating, construction phasing, safety planning, specification writing, contract document preparation, and bidding services
- Competent in airport planning: ALPs, Master Plans, and EIS documents
- Competent in construction management and project administration

## Design Software

AutoCAD Civil 3D, Bentley InRoads and ProjectWise, Transoft Solutions AviPLAN Turn

## Relevant Work Experience

- 1. Parrish & Partners, LLC – Charleston, SC** **March, 2015 - Present**
  - Senior Engineer/Project Manager performing various technical design/planning functions
  - Served an integral role to grow the start-up firm from 20 to 60 employees in 2+ years
  - Developed new business regionally in North Carolina and South Carolina
- 2. CH2M HILL, Inc - Englewood, CO** **September, 2007 – March, 2015**
  - 3+ years as a staff engineer at corporate headquarters in Colorado
  - 4+ years as a full-time teleworker and remote design resource in South Carolina
  - Projects included commercial, general aviation, and military airfield improvements ranging from \$500,000 to \$300 million total construction cost
  - 2008 (FNL), 2009 (FNL), 2010 (GCRA), 2011 (DIA), and 2012 (FNL) CH2M HILL Individual Performance Award recipient for project delivery excellence
  - 2008 and 2009 Interoffice Award for project diversity and communication/morale
  - 2011 Colorado Asphalt Pavement Association (CAPA) “Best Overall Quality Airport” project award for work at Fort Collins-Loveland Municipal Airport (FNL)
  - 2013 Virtual Mentor for a summer intern
  - 2013/2014 Social Media Ambassador for the Transportation Business Group
  - 2014 Conference Planning Committee - Transportation “JuMP” Organization
  - 2015 Brand and Culture Ambassador – Corporate “Game Changer” Initiative
- 3. Garver Engineers, LLC - Brentwood, TN** **February, 2005 - August, 2007**
  - Civil/Aviation Staff Engineer at a 10-person regional satellite office
  - Projects primarily include general aviation airfield improvements ranging from \$80,000 to \$3.5 million total construction cost
  - 2007 Corporate Logo Design Contest winner. The logo is still in use today.

## Professional Societies

- American Society of Civil Engineers (ASCE) – Member #9136442
- Charleston CE Club
- South Carolina Aeronautics Association - Conference Planning Committee (2017, 2018)

# Application for Boards and Commissions

**Applicant Name**

Pamela Stogner

**Position Sought**

Planning Commission

**Home Phone**

(678) 984-3658

**Work Phone****Mobile Phone****Email**

pamstogner@yahoo.com

**Are you a resident of the Isle of Palms?**

Yes

**How many years have you lived in the Isle of Palms?**

8

**Address**

2303 Cameron Blvd, Isle of Palms, South Carolina 29451

**Occupation and Title****Business or Employer Name****Have you ever served on a board or commission for the City of Isle of Palms or another local government?**

No

If yes, please provide information about that service

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No

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**State your interest in serving on this Board or Commission.**

To serve the Isle of Palms and work in partnership with our residents to promote healthy safe community, and to develop a vibrant, diversified economy. It is important to also plan for the future, and to preserve and enhance the natural beauty of our island.

**Upload Résumé**

Stogner\_Resume.docx

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**Pamela Jane Stogner**  
2303 Cameron Boulevard  
Isle of Palms, SC  
678-984-3658  
[pamelajs@email.sc.edu](mailto:pamelajs@email.sc.edu)

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## Summary of Qualifications

Registered Nurse with 20 years clinical experience in a variety of hospitals and settings. Leadership experience which includes critical decision making, organizational, written and interpersonal skills, use of computer software programs, and emergency and disaster preparedness. Currently pursuing a Master of Public Health focusing on health policy and management.

## Education

Master of Public Health, *University of South Carolina*, expected May 2018  
Bachelor of Science, Nursing, *Clemson University*, May 1996

## Relevant Work Experience

South Carolina Department of Health and Environmental Control, *Columbia, SC* August 2017 – Present, Nurse Administrator Manager

Summerville Medical Center, *Summerville, SC* June 2014 – August 2017  
Registered Nurse, Float Pool/Critical Care

Medical University of South Carolina, *Charleston, SC* October 2010 - January. 2014  
Registered Nurse, Hemodialysis

Roper St. Francis Hospital, *Charleston, SC* December 2005 - September 2010  
Registered Nurse, Hemodialysis

Bellevue Hospital, *New York, NY* May 2004 – November 2005  
Assistant Director of Nursing, Surgical/Trauma ICU and Stepdown  
Job responsibilities/accomplishments included: opening a surgical/trauma step-down unit, starting a successful CRRT program for four adult ICUs, daily staffing of four adult ICUs and one stepdown, ensured compliance with DHEC and all JCAHO NPSG, and standards for successful accreditation, hiring and staffing of variety of skills mixes for 18 bed hospital unit.

Med-Staff, Inc., Travel Nurse, May 2002 - May 2004

- Bellevue Hospital, *New York, NY*, RN ICU Float
- Fletcher Allen Hospital, *Burlington, VT*, RN ICU Float
- Memorial Sloan Kettering Cancer Center, *New York, NY*, RN ICU
- Albemarle Hospital, *Elizabeth City, NC*, RN Telemetry

Emory Healthcare, *Atlanta, GA* January 1997- April 2002

- St. Joseph's Hospital of Atlanta, *Atlanta, GA* August 2000 - April 2002  
Registered Nurse, Medical ICU/ ICU Float
- Emory University Hospital, *Atlanta, GA* January 1997 - August 2000  
Registered Nurse, Cardiac Care Step-Down Unit, Medical ICU



Anderson Area Medical Center, Anderson, SC January 1996 – December 1996, Patient Care  
Technician, Graduate Nurse – Telemetry Unit

**Accreditation**

South Carolina Nursing License # 69129  
BLS Certification  
Healing Touch Level 1

**Skills**

SAS, Excel, Power Point,  
Word

**Member**

South Carolina Public Health Association  
American Nurses Association  
South Carolina Nurses Association  
Show Me Your Stethoscope

# Application for Boards and Commissions

**Applicant Name**

Josef Preston

**Position Sought**

Planning Commission

**Home Phone**

(843) 597-1534

**Work Phone**

(843) 597-1534

**Mobile Phone****Email**

wfd336@hotmail.com

**Are you a resident of the Isle of Palms?**

Yes

**How many years have you lived in the Isle of Palms?**

5

**Address**

3004 Waterway Blvd., Isle of Palms, South Carolina 29451

**Occupation and Title****Business or Employer Name****Have you ever served on a board or commission for the City of Isle of Palms or another local government?**

No

If yes, please provide information about that service

**Have you served as an elected official of local government?**

No

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**State your interest in serving on this Board or Commission.**

1) To be a voice for the community on improving quality of life for full time residents and tourists who visit our island paradise, while recommending proactive and pragmatic solutions for our infrastructure and development to ensure this delicate balance is maintained.

2) Service. I previously served as a volunteer firefighter for 13 years, serving the latter half in positions of leadership. I care about our community and have a background in service to demonstrate this.

**Upload Résumé**

Resume 2017.docx

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the Isle of Palms.

# Josef Preston

3004 Waterway Blvd Isle of Palms, SC 29451  
(843) 597-1534 wfd336@hotmail.com

**Objective** Actively seeking a customer service position where I can optimize customer satisfaction by delivering problem-solving, multitasking, and organizational skills developed in the retail and emergency services arena.

## Professional Experience

### **Community Systems Inc. Torrington, Connecticut**

#### **April 2004- October 2010 - Educator Counselor (Patient Care Tech)**

- Provide/assist with all aspects of care for persons with developmental disabilities.
- Check patients' vital signs, and perform nursing delegated tasks such as Medication administration, Nebulizer treatment, Oxygen Concentrator, Ileostomy/colostomy care, G-tube feeding and care, enema administration, etc...
- American Red Cross Certified CPR/First Aid/AED Instructor. One of three instructors for an agency of over 400 employees.
- Responsible for medication ordering for the program for 3 years, as well as writing teaching components, daily routines, and assisting with activity for daily living skills for all 5 gentlemen within my assigned program.
- Proven leadership within this assignment, by helping with managerial on-call while the manager and assistant manager were incapacitated. As well as on a daily basis with new staff orientation and training.

### **South Lubes Inc. Mount Pleasant, South Carolina**

#### **August 2011 to March 2013 - Store Manager**

- Plan and direct staffing, training, and performance evaluations to develop and control sales and service programs.
- Monitor tool and part inventories and the condition and maintenance of shops to ensure adequate working conditions.
- Participate in budget preparation and administration, coordinating purchasing and documentation, and monitoring variable store expenditure, i.e. labor and inventory.
- Increased net sales by 12.8%, increased customer base by 3.2%, and average sales per invoice by 9.3% for FY 2012.

### **Winsted Fire Department Winsted, Connecticut**

#### **February 2001 - June 2011 – Captain**

- Engine Company Captain for a department averaging 700-900 calls per year.
- Incident commander of an average of 50-60 incidents per year. (Including Building Fires, Wild land Fires, Motor Vehicle Accident, Hazardous Material Release, Ground Search and Rescue and USAR.)

- Assess nature and extent of fire, condition of building, danger to adjacent buildings, and water supply status to determine crew or company requirements; assign firefighters duties on scene.
- Compile and maintain records on personnel, accidents, equipment, and supplies.
- Develop or review building fire exit plans; participate in creating fire safety guidelines and evacuation schemes for non-residential buildings.
- Direct the training of firefighters, assigning of instructors to training classes, and providing of supervisors with reports on training progress and status.

#### **CR England/Independent Contractor Salt Lake City, Utah**

##### **November 2010 to June 2011 - Independent Contractor**

- Maintain logs of working hours and of vehicle service and repair status, following applicable state and federal regulations.
- Follow special cargo-related procedures, such as checking refrigeration systems for frozen foods.
- Check vehicles to ensure that mechanical, safety, and emergency equipment is in good working order.

#### **Education**

##### **Lewis S. Mills High School Burlington, Connecticut**

##### **September 1993 - June 1997**

- High School Diploma

##### **Burrville Regional Fire Training School Torrington, Connecticut**

##### **2001**

- Firefighter 1

##### **Trident Technical College**

##### **August 2013 - Present (current student)**

- Associates Degree of Science in Nursing major
- Completed and passed Basic Nursing Care Skills (Fundamentals) and Nursing Care Management I
- Current member of Phi Theta Kappa Honors Society
- Current member of the Student Nurses Association

#### **Certifications**

- State of CT Firefighter 1, National Board of Fire Services Professional Qualifications Firefighter 1, FEMA Incident Safety Officer, National Fire Academy Incident Safety Officer, NIMS IS-100,200,700,800, etc...
- American Heart Association BLS for the healthcare provider certification.

# Application for Boards and Commissions

**Applicant Name**  
Rebecca Kovalich

**Position Sought**  
Any

**Home Phone**

**Work Phone**

**Mobile Phone**  
(336) 817-3999

**Email**  
rkovalich@yahoo.com

**Are you a resident of the Isle of Palms?**  
Yes

**How many years have you lived in the Isle of Palms?**  
15

**Address**  
104 Charleston Blvd, Isle of Palms, SC 29451

**Occupation and Title**  
Laboratory Consultant

**Business or Employer Name**

**Have you ever served on a board or commission for the City of Isle of Palms or another local government?**  
No

**If yes, please provide information about that service**

**Have you served as an elected official of local government?**  
No

**Please list community and volunteer activities you may be involved in.**

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**  
No

**State your interest in serving on this Board or Commission.**

With my extensive experience initiating start ups, planning, facilitating and developing people, I can be a valuable member of the Township team. I have lived on the Island long enough to see the obstacles the Board has endured and the problem solving approaches of different administrations. I would enjoy adding another dimension to the future challenges of the committees.

**Upload Résumé**

**Note:** This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

# REBECCA D. KOVALICH

104 Charleston Blvd, Isle of Palms, SC 29451

[rkovalich@yahoo.com](mailto:rkovalich@yahoo.com)

cell: 336.817.3999

## Physician Practice and Laboratory Operations, Sales, Finance & Business Development

### Value Offered

Market Expansion & Growth  
Asset Productivity & Profit Margin Growth  
Bargaining & Negotiations  
Laboratory Start-Ups; Joint Ventures; Mergers  
**STRENGTHS: Identifying Talent and Facilitation**

Sales & Sales Management  
Team Building & Staff Leadership  
Customer Service & Relationship Building  
Restructuring & Turnarounds

### Career Highlights

#### Select Laboratory Partners and Select Laboratories of SC

##### *Consultant*

**June 2006-- present**

Hired sales staff for physicians' laboratories in North Carolina/South Carolina and managed clinical laboratories for physician office laboratories including physician office management and evaluation.

Implemented laboratory procedures for Select Laboratory clients to economically and conveniently process and monitor prescribed medications including controlled drugs. Hired and evaluated technical staff. Established QA/QC and billing protocol. Established immunoassay laboratory for hormone and age management studies.

#### Triad Clinical Laboratory, Inc. • Winston-Salem, NC

**July 1991 – Feb 2003**

##### *CEO*

Established clinical laboratory to provide customized services for physicians, home-health agencies, and nursing facilities. Achieved market share in the Triad region of NC which expanded to 10 locations within 100 mile radius. Net profits ranged between 18-26% annually. Supported operations with internal financing; net worth greater than 50% of total capitalization. *Net worth was substantially above industry average.* (Duns: 86-729-0520)

#### Salem Laboratory • Highland Oaks Laboratory • Winston-Salem, NC

**July 1984 – July 1991**

##### *Operations Manager & Managing Shareholder*

Established two physician owned stat laboratories; purchased lab equipment; set up QC/QA protocol; built management team; set up billing procedures including laboratory information systems.

#### Salem Gastroenterology Associates, PA • Winston-Salem, NC

**February 1982 – July 1991**

##### *Practice Administrator*

Coordinated daily operations for a 7-physician group practice. Responsible for financial management, contract negotiations, human resources, facility design, strategic planning, and issues related to future growth.

### Education

**Bachelor of Science, Business Administration (Management Information Systems), 1986.** Temple University, Philadelphia, PA and Gardner Webb University • Shelby, NC

**MBA, Babcock Graduate School of Management, 1988** Wake Forest University • Winston-Salem, NC

# Triad Clinical Laboratory

By Dave Knesel

**T**he physician's office calls a laboratory and reaches an actual person, not a recording. The office asks to schedule a patient for a lab test, and the lab person on the phone immediately recommends one of seven locations convenient for the patient. An appointment isn't necessary, and there won't be a wait.

When the patient arrives for the test, a receptionist warmly greets her, fills out a minimum of paperwork, ushers her to the drawing station, conversing like an old friend. There the phlebotomist quickly and efficiently completes the procedure, says good-bye to the patient and sends the sample to a state-of-the-art lab. Because the doctor had requested a stat test, the results are reported to the physician's office within two hours.

Three weeks later, the patient's insurance company notifies the lab that the stat procedure charge "could be considered an unnecessary expense" and demands additional paperwork. The lab handles all correspondence with the insurance company and irons out the billing problems. Neither the physician nor the patient is bothered by invoice hassles. In fact, the physician practice wasn't even aware of the extra work by the lab's business office.

For many medical practices today, this episode might read like fiction—a story of great personal service from decades ago. For example, what lab actually offers a real human to talk with, immediately? When was the last time a busy physician practice wasn't forced to punch through a menu of voice mail options? And how long has it been since a lab took responsibility for billing hassles? Without badgering the physician practice?

Welcome to Triad Clinical Laboratory, the largest and the oldest independent clinical lab in the Carolinas. Since its founding in 1991 by Rebecca Drdak

Kovalich, TCL has built its reputation and its impressive growth on person-to-person service, top-rated clinical stan-

that when they answer the phone, the client's problem becomes their problem. We believe in ownership of problems and



Customer service is a priority at Triad Clinical Laboratory. Each specimen represents a patient.

dards, and the pursuit of perfection in client satisfaction.

***"As long as I'm in charge, we won't have voice mail!"***

**—Rebecca Drdak Kovalich, Triad Clinical Laboratory CEO**

To Rebecca, "If you're a physician with a patient needing an urgent lab test, the last thing you want is some frustrating voice mail menu. To me, that's just a barrier to keep the service from the client. At Triad Clinical Lab, everyone here knows

accountability...in doing what we say we will do. Our expectation of employees is that they will fix a problem while they are still on the phone with a client."

For more than 600 physician clients in the region and their patients, the service at Triad Clinical Laboratory marks a welcome change. The lab's responsive, timely and patient-centered style has created an enviable credibility.

So has the staying power of the lab.

"We're now the oldest and largest independent lab in the Carolinas," says Alan Horne, General Manager. "We have more than a decade of experience, and we can explain our longevity by a commitment to service excellence."

## Impressive Headquarters

The TCL headquarters building at 725 Highland Oaks Drive attests to the success of the lab's philosophy. With more than 16,000 square feet, it houses more than 110 technicians and service representatives. The building features all of the latest laboratory technology, with testing equipment for chemistry, special chemistry, microbiology, immunohematology, serology, hematology, allergies, and other sophisticated laboratory work.

## The Triad Clinical Laboratory Growth Story

Since Triad Clinical Laboratory was founded 12 years ago, the laboratory now has:

- 7 times more locations
- 10 times more lab space
- 13 times more professional staff members
- 50 times more clients
- Triad Clinical Laboratory is now the oldest independent clinical laboratory in the Carolinas
- Triad Clinical Laboratory is certified by the College of American Pathologists (CAP), with distinction, and the Clinical Laboratory Improvement Act (CLIA.)



Motivational signs hang on the walls, with the shortest, "My lab, my specimen," best expressing the mission of Triad Clinical. Also on the walls are professional designations, including Accreditation by the College of American Pathologists (with distinction.)

Even with all of the space, the lab is outgrowing its quarters. Dozens of technicians huddle over microscopes throughout a maze of partitioned areas. Scurrying about are sales representatives, accessioners, reports processors, order entry personnel and couriers from outlying Piedmont North Carolina satellites that include another 25 TCL employees.

### **Geographic Coverage and Physician Satisfaction**

That's another major change from the Triad Clinical Laboratory of 11 years ago. In addition to the main location, the lab now operates six offices from Greensboro on the east to North Wilkesboro in the west. In between are an additional office in Winston-Salem, two in Mount Airy, and one in Lexington. (See "Triad Clinical Laboratory Locations.")

The conveniently located offices to serve physicians and patients add to the lab's appeal. In addition, physician practices laud many other aspects of the Triad Clinical Laboratory culture.

"We have been fortunate to find Triad Clinical Laboratory," said Deneice Essex, Office Administrator for Riverside Medical Associates in North Wilkesboro.

"They are a company that is responsive to our needs on a personal basis. They correct any problem that we have on a timely basis, usually on the day that we call them. Our employees don't have to spend inordinate amounts of time on the telephone, trying to resolve problems as they did before with other labs.

"We do not make a habit of jumping from laboratory to laboratory," she adds. "Usually, the reason we have had to change laboratories is because of a lack of service from that lab. The most prevalent problem has been with billing. These companies start off well, but as they grow in size, customer service suffers. We have had patients refuse to have lab work done if it was going to be sent to another laboratory, because they were so abusive and inefficient in their billing practices."

On the other hand, "We have had no complaints from our patients about TCL," she concludes.

### **"Accommodating and personable services"**

In Winston-Salem, Christine Dean, M.D., of the Epilepsy Institute of North

Carolina, writes, "We have been working with Triad Clinical Laboratory now for a few years. We transferred to them because of their great reputation in the medical community. Their prompt service and friendly, helpful staff is so refreshing. All laboratory results are faxed in a timely manner and stat results are always faxed and called in promptly. The staff is so knowledgeable that my staff and I feel very comfortable in asking them questions because we know that we will receive accurate information."

Internal Medicine Specialist Lloyd J. Story, M.D., wrote, "My practice has utilized the services of Triad Clinical Laboratory since July of 1991. During that time, I have found their services to be very accommodating and personable. They go out of their way to meet the needs of their clients and are always willing to oblige during times of change. Through the years, managed care has made many modifications regarding rules for lab work. Even during these frustrating times, Triad Clinical Lab tends to be



Testing at Triad Clinical Laboratory is performed by certified Medical Laboratory Technicians and Technologists.





Triad Clinical Laboratory is moving forward with the latest technology in Immunochemistry Instrumentation.

one step ahead and do their very best to alleviate any stress for their patrons.

"I can sincerely say it has been a pleasure being associated with Triad Clinical Laboratory."

Other healthcare professionals add to the praise:

"We are very pleased with the work of Triad Clinical Laboratory. Not only are they efficient and accurate with their lab work, but their employees are always professional and courteous," wrote Julie Rose, RN, Branch Director of Olsten Kimberly QualityCare (now Gentiva). "We were so pleased with the service we received in Winston-Salem that they now provide the lab service for the Greensboro and Asheboro branches. I would recommend Triad Clinical Laboratory to

any healthcare provider as an excellent choice for a lab."

#### **The Ultimate Test: Patient Approval**

For healthcare providers, however, the ultimate measure is patient satisfaction. In this area, Triad Clinical Laboratory achieves ratings as high as its "CAP Accreditation with Commendation."

"We survey patients monthly," explains Administrative Lab Manager Linda Jones. "We want to be sure our patients are being treated quickly, efficiently, with respect and with warmth. We always want to do better, but the scores are consistently excellent. The results are a tribute to our staff."

Patient comments often include: "Service great!" ... "Friendly and fast" ... "Job

well done" ... "Pleasant experience" ... and "Everyone is always very nice." In fact, finding any Triad Clinical Laboratory patient satisfaction scores below excellent rankings becomes a statistical challenge.

For most months, the norm is 100 percent satisfaction with questions such as, "Were you treated professionally by all staff members?" "Was the phlebotomist friendly and did that person help you to relax?" and "Were you called within 15 minutes?"

But for the dedicated employees at Triad Clinical Laboratory, answers to the final question on their survey mean the most for their present success and future growth:

"Would you choose our lab again?" almost always receives a 100 percent positive response.



### **Triad Clinical Laboratory Locations**

1800 South Hawthorne Road  
Winston-Salem, NC 27103  
336/765-5705 Fax 336/765-6153  
Mon. – Fri. 7:30 a.m. – 5:30 p.m.

725 Highland Oaks Drive, Suite 210  
Winston-Salem, NC 27103  
336/765-5533 Fax 336/765-4500  
Mon. – Fri. 7:30 a.m. – 7 p.m.

Greensboro Draw Station  
1301 Carolina Street, Suite 102  
Greensboro, NC 27401  
336/271-2900  
Mon. – Fri. 8 a.m. – 5 p.m.  
Closed noon- 1 p.m. for lunch

280 N. Pointe Blvd.  
Mt. Airy, NC 27030 – 2267  
336/789-7550

708 S. South Street  
Mt. Airy, NC 27030  
336/786-5144

North Wilkesboro  
West Park Medical Center  
1915 West Park Drive, #105  
North Wilkesboro, NC 28659  
336/667-9160  
Mon. – Fri. 8 a.m. – 5 p.m.

2 Cherry Street  
Lexington, NC 27292  
336-249-7051

# Application for Boards and Commissions

**Applicant Name**

Rod Turnage

**Position Sought**

Any

**Home Phone**

(843) 297-0134

**Work Phone**

(843) 297-0134

**Mobile Phone**

(843) 297-0134

**Email**

rodturnage@gmail.com

**Are you a resident of the Isle of Palms?**

Yes

**How many years have you lived in the Isle of Palms?**

6

**Address**

139 Sparrow Dr, Isle of Palms, South Carolina 29451

**Occupation and Title**

Senior Director of Sales and eCommerce

**Business or Employer Name**

Eastern Power Technologies, Inc.

**Have you ever served on a board or commission for the City of Isle of Palms or another local government?**

No

**If yes, please provide information about that service**

**Have you served as an elected official of local government?**

No

**Please list community and volunteer activities you may be involved in.**

IOP Beach Clean Up; Trail Life USA; Charleston 180 Place Volunteer; IOP Rec Dept Basketball Coach; Dream Center

**Are you currently in a position of responsibility in an organization or board that has received or is seeking funding from the City of Isle of Palms? If yes, list position and date of hire.**

NO

**State your interest in serving on this Board or Commission.**

My initial interview with the City was a few years back. Since that time, I have maintained my interest in serving the Board or Commission. I believe that my work experience has prepared me serve the citizens of Isle of Palms. For the past twenty-plus years, my career has involved working directly with federal and state agencies. This experience allows me to see matters from the standpoint of the government entity, and the tax paying citizen. My deep love for the island, it's residents and natural resources drive my passion to serve.

I promise to be a responsible, reliable and trustworthy member of the IOP Board or Commission.

Thank you for your sincere consideration.

Rod Turnage

843-297-0134

**Upload Résumé**

RETRES020720.pdf

**Note:** This is an application only and indicates your willingness to serve on an Isle of Palms Board or Commission. You will be notified when a seat is vacant and will be considered among other applicants. Final selection will be determined by the Isle of Palms City Council. Thank you for your interest in serving the Isle of Palms.

# **RODERICK E. TURNAGE (ROD)**

139 Sparrow Drive  
Isle of Palms, SC 29451  
Telephone (843)297-0134  
E-Mail: rodturnage@gmail.com

## **EXECUTIVE LEADERSHIP – SALES/BUSINESS DEVELOPMENT**

### **SUMMARY OF QUALIFICATIONS:**

- Background encompasses extensive professional experience in sales and business development in the following key areas of responsibility: territory development and management; strategic and systemic thinking; maintaining/upgrading existing clients; cross functional resource management and communication; need assessments; sales presentations; contract negotiation; contract launch and implementation; sales management process; change management, political acumen, developing others.
- Highly skilled in: establishing key partnerships and generating initial revenue; developing business models and leveraging channel opportunities; large contract/project negotiations, organization change management, vertical market start up, strategic partner relations, procurement and supply chain management, cross functional collaboration, measuring success.
- Strengths: excellent communication/people skills (able to develop a positive relationship with individuals of all ages and backgrounds); self-motivated; proven time management skills; well organized; highly responsible; extensive background negotiating complex contracts.

### **EDUCATION/TRAINING:**

**Bachelor of Science (1994)** College of Charleston – Charleston, South Carolina  
Major: Corporate Communications, Business Administration

Training: Dale Carnegie Course; Dale Carnegie Sales Training, Dimensions of Professional Selling, The Leader's Institute Fearless Presentations, Government Contract Compliance, Situational Leadership I & II, and Profitable Growth Strategies.

### **PROFESSIONAL EXPERIENCE:**

#### **Senior Director of Sales and eCommerce**

**Feb 2018 to Current**

**Eastern Power Technologies, Inc. – Greenville, SC**

Responsible for leading a team of employees in sales, strategy, distribution, contracts, marketing and customer support. EPTI is a women-owned small business affiliate of Eastern Power Technologies, Inc. (Voted by Integrated Marketing as a "Best Places to Work in South Carolina 2017" Greenville/Columbia/Charleston Business Magazine).

#### Accomplishments:

- Hired initial staff and implemented internal processes
- Contributed to division being profitable in year one of new vertical market focus.
- Negotiated and secured initial contracts valued at over \$10M.

#### **Senior Channel Business Manager – Strategic Resellers**

**March 2015 Feb 2018**

**W.W. Grainger, Lake Forest, IL**

Management and Business Development of Strategic Reseller group aligned to the Brand and Marketing team. Customer base includes 15 major suppliers including Big Box, Integrators, eTailers, and Co-Ops.

Duties include contract negotiation, business development, program development and management, strategic development, eCommerce strategy, and customer relations. This customer group includes, Lowe's, Tractor Supply, Orgill, Do it Best, True Value, and Vallen among others.

Accomplishments:

- Exceeded Sales Goal for 2016, Growth of 35% through August 2017
- Turned Customer Base into profitable growth for the first time in 10 years
- Negotiated and closed eight new contracts in 2016 valued at \$34M annually
- 2017 Sales trending to \$44M, \$12M growth over 2016.

**Senior Channel Business Manager – Southeast Small Business**

**March 2014 to March 2015**

**W.W. Grainger**, Lake Forest, IL

Management and Business Development of Small Business Partners. Includes women-owned, minority-owned, service-disabled, and set aside contracts. Served as a cross-functional leader between Grainger direct sales team and small business sales team and leadership. Collaboration supported state and federal contracts with small business requirements.

**Senior Government Sales Manager**

**July 2012 to March 2014**

**W.W. Grainger**, Charleston, South Carolina

Responsible for contract negotiations and the national sales strategy servicing Defense Logistics Agency (DLA), and General Services Administration (GSA). 2014 sales growth in excess of \$9M and 125% to goal. Played a key role in closing GSA contracts and internal projects: Federal Strategic Sourcing Initiative negotiation and implementation valued at \$250M; World Class Government Contractor team member.

Accomplishments:

- Annual Achievers 2014
- GSA FSSI Awards for MRO and JanSan

**Senior Government Sales Manager**

**July 2011 to July 2012**

**W.W. Grainger**, Charleston, South Carolina

Responsible for national coverage of US Army and Defense Logistics Agency to increase market presence. Lead change management to increase customer relevance, developed and implemented a successful national go to market strategy. Responsible for internal, customer, and key supplier negotiations. Worked cross functionally with Brand, Product Management, Life Cycle Management and lead Company Value Proposition discussions with District leaders and Account Managers. Developed and implemented a small business strategy to address the 80% small business spend of the US Army. This included eBusiness channels and partner development.

**Government District Sales Manager – Carolinas**

**January 2009 to July 2011**

**W.W. Grainger**, Charleston, South Carolina

Responsible for exceeding sales goals, implementing sales strategies, Account Manager coaching, management of twelve direct reports, contract negotiation and compliance for North Carolina and South Carolina. This includes customer segments from government healthcare, military, federal civilian, federal contractors, prime vendors, CENTCOM, state, local, primary education and higher education government accounts.

Accomplishments:

- Leader Manager of the Year 2010

- Annual Achievers Club 2009
- Responsible for \$42M in sales in 2009
- Responsible for \$23M in sales in 2010

#### **Government Sales Manager – NC, SC, GA**

**September 2005 to December 2008**

**W.W. Grainger**, Charleston, South Carolina

Responsible for exceeding sales goals, implementing sales strategies, Account Manager coaching, customer relationship management, contract negotiation and compliance for North Carolina, South Carolina, and Georgia State, local, and higher education government accounts.

##### **Accomplishments:**

- Grew sales from \$16.5 million in 2005 to \$23.5 Million in 2008
- 3<sup>rd</sup> Quarter Apex Award in 2008
- Negotiated and signed statewide MRO contract with State of North Carolina in 2007
- 3<sup>rd</sup> Quarter Navigator Award in 2007
- 2007 Star Award
- Customer First Award – Quarter 4 2005
- Annual Achievers Club 2007

#### **Government Account Manager**

**January 2004 to August 2005**

**W.W. Grainger**, Charleston, South Carolina

Responsible for exceeding sales goals, customer relationship management, and contract compliance for 30 federal, military, healthcare, state, local, and higher education government accounts.

##### **Accomplishments:**

- Exceeded sales goal – 135% goal performance and increased sales 33% to prior year, 2005
- Exceeded sales goal - 108% goal performance and increased sales 35% to prior year, 2004
- Top Producer Award, Quarter 1, 2004
- Top Producer Award, Quarter 3, 2004

#### **Territory Manager**

**August 2001 to December 2003**

**W.W. Grainger**, Charleston, South Carolina

Responsible for sales, customer relationships, and growing sales for 350 plus accounts in Lowcountry South Carolina. Customers include U.S. Federal Government, United States Air Force, United States Navy, State of South Carolina, and Fortune 500 Manufacturers.

##### **Accomplishments:**

- Annual Achiever's Club 2003
- Annual Achiever's Club 2002
- Increased sales by 34% in 2002, 15% in 2003

#### **Director of Business Development**

**June 2000 to June 2001**

**Impressa, Inc.**, Atlanta, Georgia

Responsible for establishing key partnerships, hiring resources, and generating initial revenue for start-up. Managed sales team with yearly sales of \$7 million plus.

##### **Accomplishments:**

- Developed business models, and go-to-market strategies to leverage channel opportunities with solution providers, internet service providers, application service providers, and independent software vendors.
- Worked closely with Product Development, Marketing, training and Product Support to position Impressa in the small to medium business marketplace.
- Closed strategic partnership agreements, and consistently achieved sales goals.

**Account Manager****December 1997 to June 2000****Eastern Industrial Supplies, Inc.** Greenville, South Carolina

Responsible for managing customer relationships and growing sales revenue for 116 plus accounts in Upstate South Carolina.

**Accomplishments:**

- Developed relationships with major companies such as B.F. Goodrich, Fuji Photo Film, General Electric and Kemet Electronics, and leading mechanical contractors.
- Achieved sales revenue of \$2.3 million per year.
- Produced gross profit revenues 10% above industry average.
- Surpassed annual quota for sales and gross profit yearly.

**Account Manager****September 1994 to December 1997****Ferguson Enterprises,** Greenville, South Carolina

Responsible for growing and maintaining Industrial Division to service Upstate South Carolina.

- Increased sales by over 40% as outside sales representative.
- One year as lead for industrial inside sales group.
- Selected as initial team member for Ferguson Corporate Industrial Sales Training

**ACCOMPLISHMENTS:**

- Exceeded sales goal 12 of last 15 years.
- Annual Achiever's Club for Top Sales Performers - 2002, 2003, 2007, 2009
- Led # 1 Sales district company-wide 2006, 2007, 2008
- Grainger Manager of the Year 2010
- 2000 World Champion Blind Golf Coach, Scotland

**INTERESTS:**

- Community Service – Seacoast Church, Dream Center for Community Development, Charleston 180 Place Food Bank Volunteer monthly, Isle of Palms Recreation Department Volunteer Coach 2015 – 2018, Trail Life USA Youth Program – Parent Leader 2018 – 2020.
- Family, running, beach clean-up, fishing, golf, guitar, reading, and writing

**REFERENCES:**

Available upon request.





COLLEGE *of*  
CHARLESTON

THE RILEY CENTER FOR  
LIVABLE COMMUNITIES

# Strategic Planning Services



The Riley Center for Livable Communities



# Table of Contents

- 1 Overview of Strategic Planning Services
- 2 Environmental Scan
- 3 Strengths, Weaknesses, Threats, & Opportunities
- 4 Strategy/Tactics, Implementation, & Accountability

# Overview of Strategic Planning Services

## The Process

Most communities are familiar with the Strategic Planning process and the steps involved.

- Environmental Scan
- Strengths, Weaknesses, Threats, and

### Opportunities

- Vision Statement
- Mission Statement
- Implementation Plan
- Alignment and Accountability

## How the Riley Center Can Make a Difference

### ① Engagement

The Riley Center has the professional experience to overcome one of the foremost *initial challenges* of any Strategic Planning process - how to design and structure the process to effectively engage the City Council and stakeholders.

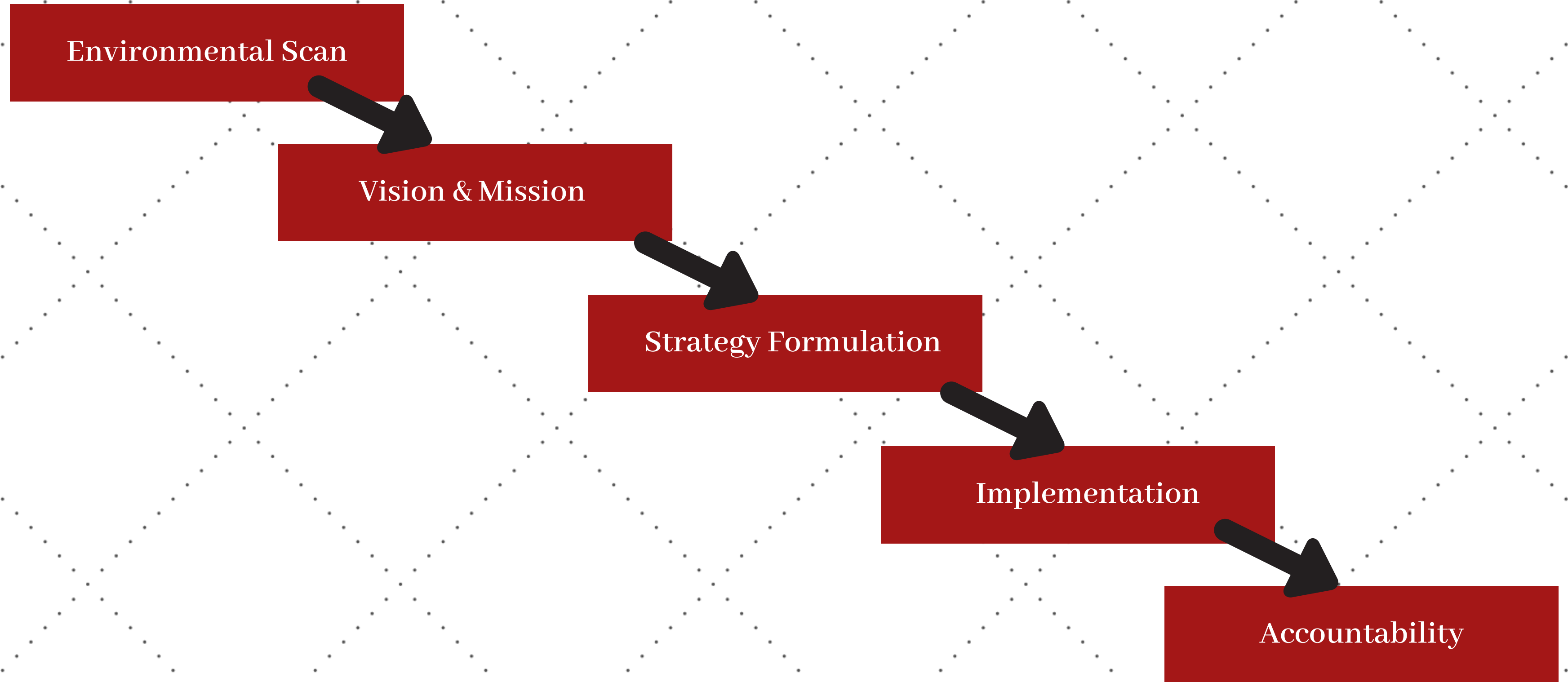
### ② Alignment

A second *frequent challenge* is ensuring that the Strategic Plan aligns with the Isle of Palms' financial resources.

### ③ Accountability

The Riley Center has the technical expertise to help Isle of Palms meet the most frequent ongoing challenge of the process - how to ensure that the Strategic Plan links to the comprehensive plan, capital, and operating budgets.

# The Strategic Planning Process



# Environmental Scan

The environmental scan will identify the major forces that will drive issues facing Isle of Palms, including demographic and economic factors.

## Demographics

- Population
- Population Growth
- Age
- Per Capita Income
- Education

## Region Resources

- Climate
- Natural Resources
- Education
- Health Care
- Cultural Resources
- Historical Resources
- Transportation
- Recreation

## Economy

- Unemployment
- Jobs vs. Population
- Key Employers
- Income Growth
- Building Permits
- Market Valuation
- Industry
- Commerce
- Economic Clusters

# Strengths, Weaknesses, Threats, and Opportunities

The Riley Center will assist the community in analyzing and refining the data from the Environmental Scan to identify key strengths that can support the Strategic Plan, weaknesses to be addressed, threats that may require contingency planning, and alternative strategies.

## Strengths

Strengths may feature tourism, climate, concentration of facilities, cultural resources, educational institutions, recreational amenities, natural resources such as beaches, and other unique attributes of the Isle of Palms.

## Weaknesses

Weaknesses to address might include population trends, income characteristics, travel patterns, the economy, and infrastructure.

## Threats

Threats might include loss of major employers, impact of an economic downturn, and sea level rise.

## Opportunities

Opportunities include housing, historical assets, underutilized resources, and location and natural beauty.

# Vision and Mission

## Development of the Vision Statement

The Riley Center will help  
facilitate development of the  
community's Vision  
statement.

## Development of the Mission Statement

The Riley Center will help  
facilitate development of the  
local government's Mission  
Statement.



# Implementation

## Strategies and Tactics

The Riley Center can assist the community in identifying strategies to facilitate the Strategic Plan, develop tactics to ensure all steps are identified to accomplish the chosen strategies, and help the community identify how to best align available resources around these strategies and tactics.

## Implementation Plan

The implementation plan must identify the resources required, where to obtain them, and how to utilize them.



# Accountability

The Riley Center can assist in helping staff align the strategic plan with the comprehensive plan, operating, and capital budgets and departmental work plans.



## Isle of Palms Position Description

Position Title: **Code Enforcement - Beach Services Officer**  
Department: Police  
Reports To: Police Special Services Sergeant  
Employment Status: Full Time - Hourly - Non-Exempt  
Date: March 2020

### **General Summary:**

Under general supervision of the Special Services Sergeant, the full time Code Enforcement - Beach Services Officer enforces City Code ensuring compliance throughout the City of rules and regulations. Position is responsible to respond to complaints from property owners and/or referrals, investigates and researches complaints, follows-up on previously cited properties, and enforcement of parking regulations in the City.

### **Essential Job Functions: \***

- Receives and responds to public inquiries regarding rental permits and/or licenses and associated laws applicable to same, explaining Isle of Palms Municipal Code requirements and procedures
- Coordinates with the Building department involving rental permits or licenses, assists with interdepartmental review, enforces compliance with City regulations and ordinances including those pertaining to signs, encroachment rules, land use, nuisance housing, health and safety, wastewater and other matters of public concern
- Investigates code violations, issues violation warnings and citations, seeks compliance with ordinances and resolutions, interviews complainant and witnesses; conducts investigations and provides recommendations for resolution.
- Actively monitors for business license compliance and takes enforcement action as needed
- Maintains accurate documentation and case files on all investigations, inspections, enforcement actions and other job-related activities including accurate and detailed information regarding code enforcement activity to substantiate violations; draws diagrams and illustrations and takes measurements, photographs and gathers and necessary evidence for code violation case hearings
- Interprets and explains ordinances to members of the general public, contractors, business owners and other interested groups in the field and on the telephone.
- Reports dangers of defective streets, sidewalks, traffic lights or other hazardous conditions.

- Coordinates and conducts follow-up procedures including the preparation of additional correspondence, site visits, and communication with property owners and attorneys; conduct follow-up investigations to ensure compliance with applicable laws, codes and ordinances; prepare non-compliance cases for legal action; present testimony at hearings; testifies in court when necessary
- Provide information to violators, the general public, business community and other government agencies regarding codes, laws and ordinances; respond to questions, complaints and inquiries
- Refers to policy and procedures manuals, codes, laws, ordinances and regulations; maintains familiarity with pertinent sections of the Isle of Palms Municipal Code serving as a resource to City staff, outside agencies, and the public
- Enforcement of parking regulations within the City
- Issues citations for illegally parked cars at parking meters, handicap zones, fire zones, and loading zones and other designated places
- Patrols beach for city ordinance violations and takes appropriate action; i.e. tagging debris (tents, chairs, etc.) and fills in holes on beach
- Assist with locating missing persons
- Directs traffic in the business district
- Assist with sign maintenance
- Assist Law Enforcement Officers when directed
- Provides assistance during special events
- Deploys cross walk signs at designated locations
- Performs other duties as required

**Knowledge, Skills and Abilities:**

Knowledge of records maintenance procedures

Extensive knowledge of the geography of the City

Knowledge of State and local laws and ordinances pertaining to parking

Knowledge of department policies and procedures

Knowledge of parking meters and equipment

Ability to work well with colleagues and the general public

Ability to understand and follow orders

Ability to communicate clearly and succinctly both verbally and in writing

Ability to perform regular duties on a self-initiating basis with minimal supervision

Ability to work with small hand tools, meter equipment and booting equipment

Ability to Communicate via two-way radio and telephone; operating a computer and various programs; and maintaining records

Ability to deal effectively with the public, community groups, and those contacted in the course of work

Strong ability to utilize patience, tact, diplomacy and courtesy in dealing with the public and employees

Ability to act quickly and effectively in emergency situations

**Educational and Experience Qualifications:**

Graduation from an accredited high school or GED

Experience \_\_\_\_\_

Possession of a valid South Carolina Driver's License

**Physical Requirements:**

Work performed in varied locations including roadways and beaches

Potential encounters with verbally or physically abusive individuals

Must have proficiency and be physically able to operate various types of vehicles such as Low Voltage Vehicles

Must have manual dexterity, full range of motion and the ability to perform vigorous physical activity including climbing, running, crawling, sitting, kneeling, standing, reaching, pulling, twisting, and bending

Ability to lift 20 pounds continuously; up to 50 pounds occasionally, in varying weather conditions

Exposure to various hazards may include but not limited to: \_\_\_\_\_

Work is performed in a variety of daily environmental conditions, both indoors and mostly outdoors, with exposure to wide and extreme temperature variations including wetness and/or humidity

Incumbent must be able to see and hear in the normal range with or without correction, and communicate verbally and in written form and must be able to be understood

Must be able to wear issued uniform and comply with division Uniform Appearance Standards

Must be willing to work an irregular schedule, which includes holidays, evenings, and/or varying hours, as assigned

### **Tools and Equipment Used**

Personal computer, including word processing and permitting software; motor vehicle; calculator; portable radio; pager; phone; fax machine; ladder or scaffolding; measurement tools, camera, and other related equipment

Skilled in written and oral communication

**\*Disclaimer:** The above information has been designed to represent the general nature and level of work performed. It is not designed to contain or be interpreted as a comprehensive description of all duties, responsibilities and qualifications required of employee assigned to this position. Reasonable accommodations will be made as required. The job description does not constitute an employment agreement and is subject to change at any time by the employer.:

I have read and accept the responsibilities outlined above.

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Signature

Date

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Printed Name