

PERSONNEL COMMITTEE

4:30 p.m., Tuesday, October 1, 2019

City Hall

1207 Palm Boulevard, Isle of Palms, South Carolina

AGENDA

1. **Call to order** and acknowledgment that the press and public had been duly notified of the meeting in accordance with the Freedom of Information Act.
2. **Approval of Previous Meeting's Minutes**
 - Regular Meeting of September 16, 2019
 - Special Meeting of 8:30 a.m., September 23, 2019
 - Special Meeting of 4:30 p.m., September 23, 2019
3. **Citizen's Comments**
4. **Old Business**
 - A. Interview and consideration of applications for the Isle of Palms Water and Sewer Commission vacancies
 - a. Jan Anderson
 - b. Doug Hatler
 - B. Update on hiring of Assistant City Administrator
 - C. Update on the annual Employee Appreciation Event
 - D. Update on City Council orientation and training handbook
5. **New Business**

Consideration of nominations for the Leola Hanbury Employee of the Year Award
6. **Miscellaneous Business**

Next Meeting Date: 8:30 a.m., Tuesday, November 5, 2019 in City Hall
7. **Executive Session** in accordance with S.C. Code Section 30-4-70 (1) related to discussions of compensation associated with the Leola Hanbury Employee of the Year award.

Upon returning to open session, the Committee may take action on matters discussed in Executive Session.

8. **Adjournment**

PERSONNEL COMMITTEE MEETING
4:30pm, Monday, September 16, 2019
City Hall Council Chambers
1207 Palm Boulevard, Isle of Palms, SC

MINUTES

1. Call to Order

Present: Council Member John Moyer (Chair), Council Member Sandy Ferencz, Council Member Carol Rice

Staff Present: Administrator Fragoso, HR Officer DeGroot

2. Approval of previous meeting's minutes

MOTION: Council Member Ferencz made a motion to approve the minutes of the August 6, 2019 meeting, and Council Member Rice seconded the motion. The minutes were approved unanimously.

3. Citizen's Comments - none

4. Old Business

A. Status of hiring Assistant City Administrator

Administrator Fragoso reported that the first round of interviews was conducted three weeks ago, and the second round is taking place this week. There will be 2-3 candidates to return for this round of interviews with the Administrator, City Hall staff, and department heads. The process has been delayed by two weeks due to the hurricane, but she hopes to have this person in place mid-to-late October.

B. Update on the annual Employee Appreciation Event

The event is scheduled for Friday, October 18 at 11am. HR Officer DeGroot said the planning is coming together nicely and the committee would like to extend the ending time by 30 minutes to allow for games and fun. Administrator Fragoso said one application has been received for the Leola Hanbury Award to date. She has continued to advertise the request for applications and will present the nominations received to the Committee next month for consideration.

C. Consideration of applications of the Isle of Palms Water & Sewer Commission Vacancies

Administrator Fragoso reported that 4 people have applied for the two vacancies on the Water & Sewer Commission. Committee members would like more input from Chairman Dana Love of the Water & Sewer Commission as to the qualifications and expectations

for possible new commissioners. Committee members briefly discussed possible questions to be asked of candidates during the interview process.

D. Update on City Council orientation and training handbook

Administrator Fragoso pointed to the suggested table of contents for a training guide supplied in the meeting packet. She reported that she recently met with a MASC representative who shared the many ways they could help with training and training materials. Council Member Ferencz said she would like to see more clarity about the responsibilities of committee chairpersons and committee members. Administrator Fragoso said she intends to attach the parts of the City code that detail the responsibilities of each committee to the training guide.

E. Consideration City Administrator Employment Agreement

MOTION: Council Member Moye made a motion to suspend the rules of order and move the discussion of the City Administrator's Employment Agreement to Executive Session. Council Member Rice seconded the motion. The motion passed unanimously.

5. New Business

A. Consideration of Ordinance 2019-17 – An ordinance to provide clarity to the rules of procedure during public meetings

Administrator Fragoso stated this ordinance was developed at the request of the Mayor, passed First Reading at the August City Council meeting, and has been referred back to the Committee for changes and recommendation. Council Member Rice expressed deep concerns about this ordinance, stating that it felt like overreach and would discourage people from speaking up at Council and committee meetings. She felt the issue of maintaining order in the meeting could be part of the new training guidelines for City Council. Council members Moye and Ferencz supported the idea of creating a time limit in which people could speak. Council Member Moye added his support of allowing Council or a committee the flexibility to alter the rules as they deemed necessary to the situation. The Committee did not support the idea of the stoplight timer to regulate the speaking time. Council Member Moye asked about a digital timer that could be used by the Mayor to track time.

6. Miscellaneous business

There will be a special meeting on Monday, September 23 at 8:30am to speak with Chairman Love about the qualifications for new commissioners, and also at 4:30pm that same day to begin the interview process.

The next regular meeting is on Tuesday, October 8 at 8:30am.

7. Executive Session

Council Member Moye made a motion to move into Executive Session to discuss contractual arrangements with regards to the City Administrator Employment Agreement.

8. Adjournment

The Committee returned from Executive Session. No decisions were made, and no votes were taken. The meeting was adjourned at 5:48.

Respectfully submitted,

Nicole DeNeane
City Clerk

PERSONNEL COMMITTEE – SPECIAL MEETINGS
8:30am, Monday, September 23, 2019
City Hall Council Chambers
1207 Palm Boulevard, Isle of Palms, SC

MINUTES

1. **Call to order**

Present: Council Member Moye (chair), Council Member Rice

Absent: Council Member Ferencz

Staff Present: Administrator Fragoso

2. **New Business**

MOTION: Council Member Moye made a motion to reorder the agenda so the discussion of the Water & Sewer Commission vacancies was held first. Council Member Rice seconded the motion. The motion passed unanimously.

A. Discussion of Water & Sewer Commission Vacancies

Council Members Moye and Rice discussed with Water & Sewer Commission members Dana Love (chair), Jay Leigh (vice chair), Curtis Helfrich (commissioner), and Chris Jordan (Interim General Manager) what the Commission needs with regards to the assets, talents, or qualities in new commissioners. The commissioners expressed a desire to have someone who lives inside Wilde Dunes, someone with a business background, and possibly someone who is still on the septic system with a grinder pump. Other needs mentioned were financial acumen, long-term vision, and perhaps some experience with water & sewer, although that was not necessary. Commissioners also shared the new commissioners would be expected to attend at least one meeting a month and to serve on special committees as needed.

Commission Chair Dana Love expressed concern about the length of time the City is taking to fill these positions. Council Member Moye assured him the City is working with urgency to fill these positions with right people to best serve the Commission.

3. **Executive Session**

MOTION: Council Member Moye made a motion to move into Executive Session to discuss the City Administrator Employment Agreement. Council Member Rice seconded the motion. The motion passed unanimously.

The Committee moved into Executive Session at approximately 8:52am.

MOTION: Upon their return from Executive Session, Council Member Rice made a motion to accept the City Administrator Employment Agreement as written and to

take it to the City Council meeting for a vote at the September 24 meeting. Council Member Moye seconded the motion. The motion passed unanimously.

3. Adjournment

The meeting was adjourned at 9:25am.

Respectfully submitted,

Nicole DeNeane

City Clerk

PERSONNEL COMMITTEE – SPECIAL MEETINGS
4:30pm, Monday, September 23, 2019
City Hall Council Chambers
1207 Palm Boulevard, Isle of Palms, SC

MINUTES

1. **Call to order**

Present: Council Member Moye (chair), Council Member Rice

Absent: Council Member Ferencz

Staff Present: Administrator Fragoso

2. **New Business**

A. Interview of Water & Sewer Commission Candidates

The Committee reconvened at 4:30pm to interview three of the five candidates for the Water & Sewer Commission. They interviewed Donald Smith, David Cohen, and Bob Hooper. The full audio of these interviews is available on the City's website.

3. **Adjournment**

The meeting was adjourned at 5:46pm. The final two interviews will be held Tuesday, October 1, 2019 at 4:30pm.

Respectfully submitted,

Nicole DeNeane
City Clerk

Entry #: 15

Date Submitted: 8/29/2019 4:48 PM

Applicant Name
Jan AndersonPosition Sought
AnyW + S CommissionHome Phone
(704) 607-9573

Work Phone

Mobile Phone
(704) 607-9573Email
jan@jkaengineering.comAre you a resident of the Isle of Palms?
YesHow many years have you lived in the Isle of Palms?
7Address
44 Seagrass Lane, Isle of Palms, South Carolina 29451Occupation and Title
EngineerBusiness or Employer Name
RetiredHave 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?
NoPlease list community and volunteer activities you may be involved in.
Charlotte Women's MarchAre 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 am applying for the Water and Sewer Commission. My 40 years of experience as a consultant to municipal and state governments makes me uniquely qualified for this commission. I am a registered engineer with degrees in Mechanical Engineering, City and Regional Planning and Civil Engineering and would like to use my skills to make IOP a better place to live.

I am also interested in the Planning Board.

Upload Résumé

anderson.pages
1.07 MB

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.

JANICE K. ANDERSON, PE

Traffic Engineering/ Transportation Planning Consultant

704-607-9573

jan@jkaengineering.com



P r o f e s s i o n a l C r e d e n t i a l s

Master of Regional Planning
University of North Carolina
1974

Master of Civil Engineering in
Transportation
North Carolina State University
1974

Bachelor of Science in
Mechanical Engineering
Duke University, Cum Laude
1971

Professional Engineer
North Carolina No. 025244

Memberships & Training

Institute of Transportation
Engineers
American Planning Association
American Consulting Engineers
Council
NCDOT Context Sensitive
Solutions Training

Professional Experience

Ms. Anderson has more than 40 years of experience in preparing environmental impact and traffic impact studies, urban area plans and corridor studies including community impact assessments and public involvement. Before starting her own firm in 2008, she spent nine years as the Transportation Program Leader for the North Carolina office of a Fortune 500 firm, leading the marketing and project development effort primarily in North Carolina. The following is a list of projects which she won and on which she led the technical effort.

Environmental Impact Studies

- **Surf City Bridge Replacement Project (B-4929) Environmental Assessment- Community Impact Assessment (CIA) and Public Involvement Coordination, Surf City, NC. - Task Manager.** Ms. Anderson is leading the community impact assessment effort for the replacement of Bridge No. 16 over the Intracoastal Waterway. Her tasks include preparation of the CIA document and educating the community about complex issues related to a fixed-span structure versus a bascule bridge. She is part of the team conducting Merger 01 and public meetings.
- **On-Call Bridge Replacement ICE/CIA Reports, Various Locations, North Carolina- Project Task Manager.** As a subconsultant to Louis Berger Associates, Ms. Anderson prepared Community Impact Assessments and Indirect and Cumulative Impact Reports for NCDOT's bridge replacement program. To date, JKA has completed four bridge replacement assessments at various locations throughout the state.
- **East End Connector (T.I.P. No. U-0071) Environmental Impact Study, Durham, North Carolina – Project Director.** For the North Carolina Department of Transportation, Ms. Anderson supervised the preparation of environmental review documents and traffic impact analyses for a three-mile freeway-to-freeway connection. The work consisted of traffic engineering, highway design evaluation, environmental impact analyses of both the natural and human environment, and public involvement coordination. The East End Connector project followed the NEPA/404 Merger process in compliance with local, state and federal agency regulations.

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- **NC 119 Relocation Environmental Analysis, Mebane, North Carolina -- Project Task Manager.** For the North Carolina Department of Transportation, Ms. Anderson led the effort to define the community impacts and indirect and cumulative impacts of relocating NC 119 in this critically sensitive environment. Highly sensitive issues of environmental justice and relocation were addressed as part of the analysis. Responsibilities also included evaluation of traffic impacts on area roads of the selected alternative plan. Ms. Anderson led the community involvement effort that included preparing newsletters and a web site and attending public meetings.
- **Northern Beltway, Eastern Extension Environmental Impact Study, Winston-Salem, North Carolina -- Project Manager.** Ms. Anderson managed the preparation of the "upgrade existing facilities" alternative analysis for the proposed Winston-Salem Bypass. The project included forecasting future traffic flow conditions, and determining the number of lanes and roadway alignment to upgrade existing US 52 to meet future demand. An environmental analysis described impacts to the natural and human environment. Right-of-way and construction cost estimates were prepared. The results were reported in the alternatives analysis of the EIS.

Transportation Planning and Corridor Studies

- **US 1 Multi-modal Transportation Plan In Raleigh, North Carolina -- Project Director.** Ms. Anderson led the effort to develop an integrated multi-modal transportation system which is economically efficient, environmentally sound and moves people and goods in an energy efficient manner. The plan will address the mobility needs of the northern Raleigh suburbs evaluating, highway, transit (rail vs. bus), pedestrian and cyclists' modes of travel. In addition, the study will determine the land use patterns necessary to support transit along the corridor.

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- **US 17 Corridor Study (T.I.P. No. U-4751 & R-3300), Wilmington, North Carolina – Project Manager.** Ms. Anderson developed the methodology for combining forecasts for two new roadway facilities: Military Cutoff Road Extension and Hampstead Bypass. She led the effort in preparing traffic forecasts for the NCDOT Transportation Planning Branch and subsequent Travel Analysis Report for review by Congestion Management. Other responsibilities included public involvement and community coordination efforts.
- **Business I-40 Reconstruction Study, Winston-Salem, North Carolina -- Project Director.** Ms. Anderson is directed the effort to perform this two-part traffic forecasting and travel analysis study for the North Carolina Department of Transportation. The purpose of the project is to prepare for changes in travel patterns through downtown Winston-Salem when the Business I-40 freeway is closed and rebuilt over a 2-year period. Phase 1 consisted in an origin-destination survey which provided information on local travel patterns at critical locations. Phase 2 evaluated alternative traffic circulation scenarios and traffic management strategies, identified bottlenecks through the study area, and performed a traffic flow analysis that would assist in the development of detour plans and other mitigation measures for the reconstruction project.
- **US 52 Land Use and Transportation Plan, Winston-Salem, North Carolina -- Project Manager.** Ms. Anderson led the effort to develop an integrated land use and transportation program for the US 52 corridor which is economically efficient, environmentally sound and moves people and goods in an energy efficient manner. The corridor study is the first phase of the National Environmental Policy Act (NEPA) process to minimize environmental impacts, establishing purpose and need and developing and evaluating alternative plans with respect to critical social and environmental impacts that can be further evaluated as part of the project development and environmental review effort. A critical part of the plan is the community involvement element that included a web site, presentations at community meetings, one-on-one interviews with community leaders as well as traditional public meetings. Newsletters were printed in both English and Spanish and an interpreter was hired for the public meetings.
- **I-95/595 Master Plan in Broward and Palm Beach Counties, Florida -- Project Engineer.** The project included travel forecasting, development of alternative conceptual transit and roadway improvement plans, alternatives evaluation and preparation of master planning documents. The public involvement program included workshops with the public as well as presentation to the MPOs and citizen and technical coordinating committees.

Transit Studies

- **Charlotte Area Transit System (CATS) Streetcar, Charlotte, North Carolina – Infrastructure Project Manager.** Ms. Anderson led the team that was responsible for infrastructure design, traffic analysis and utility relocation for the proposed 10-mile streetcar project through Center City Charlotte. The project included analyzing utility locations along the corridor to determine need for relocation and/or replacement; establishing roadway alignment and right-of-way requirements based on streetcar track requirements; evaluating structure modifications; traffic analysis and railroad conflict analysis. Ms. Anderson also participated in community involvement and public participation meetings as part of her responsibilities.

Traffic Engineering Studies

- **I-85 Widening Project, Cabarrus and Rowan Counties, North Carolina -- Project Task Manager.** The I-85 improvement project proposes widening the existing four-lane facility to eight lanes along a 13.5-mile corridor between NC 73 in Cabarrus County and US 29/601 Connector in Rowan County. For the North Carolina Department of Transportation, Ms. Anderson led the traffic forecasting and evaluation effort for the project, including preparation of a detailed Travel Analysis Report.
- **Updated Street Design Standards, Greensboro, NC - Project Manager.** The Manual provides flexibility in the selection of various street cross sections for future development projects. A community-based approach was used that incorporated the disparate needs of emergency response

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providers, pedestrians, cyclists, motorists, urban planners and developers.

- **US 29 Access Management Study, Greensboro, North Carolina – Project Manager.** Ms. Anderson led the effort to prepare a plan that will maximize safety and minimize transportation conflicts in the US Highway 29 corridor. The goal of the plan was to develop strategies suitable to the Greensboro communities that improve mobility and safety within the corridor while maintaining accessibility to adjacent land uses. A critical element of the project was community involvement. To gain acceptance of the access changes, Ms. Anderson presented traffic flow and accident information to the public in a series of neighborhood meetings. A plan to consolidate access at six critical locations and closing half of the access ramps was widely endorsed by the community because it reflected their desires.
- **Town of Chapel Hill Traffic Impact Studies, North Carolina – Project Manager.** Ms. Anderson has served as the traffic engineering consultant for the Town of Chapel Hill since 2001. Her duties include preparing traffic impact studies for development proposals and presenting the findings to the Board of Aldermen for their consideration. The studies develop congestion management strategies that minimize the impacts of increased development. Sixteen traffic impact studies have been prepared for the Town under this contract.
- **Traffic Engineering Consultant, Carnegie Town Center, Charlotte, North Carolina – Project Manager.** Ms. Anderson prepared an evaluation of pedestrian and traffic access to a multi-use development project including over one million square feet of office, retail, residential and hotel space on an 11.5-acre site. The findings were presented to City Council to gain approval for this unique development project.

Agency and Community Coordination Projects

- **NC 12 Ocracoke Feasibility Study (R-3116A), Ocracoke Island, North Carolina – Project Facilitator.** Through an on-call services contract with the NCDOT's Office of Human Environment, Ms. Anderson led the community involvement effort for this long-range planning study of solutions to restore and stabilize NC 12 in the Outer Banks. Working closely with the US Army Corps of Engineers and NCDOT PDEA staff, Ms. Anderson organized the meeting and prepared presentation material for a community information workshop held on the island. Her facilitation efforts resulted in an event that successfully engaged the community with positive results.
- **Socio-Economic Data Update, PART Regional Transportation Model, Greensboro, North Carolina – Community Liaison Specialist.** Ms. Anderson served as the community liaison on the project Team selected to update socio-economic data input of the Piedmont Area Regional Transportation Authority (PART) long-range transportation planning model. Her role included interviewing local leaders to verify data forecasts and to gain acceptance of the regional forecasts.
- **Andover Road Storm Water Capital Improvement Project, Charlotte, North Carolina – Project Liaison.** Ms. Anderson served as community liaison for the City of Charlotte, coordinating activities with the neighbors concerning the construction of a 4'X10' storm water culvert through the Andover Road community. Her efforts resolved a number of issues arising during construction including schedule overruns, construction repairs, breaching a nearby sewer line, record-breaking rains and an underground fuel oil spill. She worked with the community to identify responsibility for the various repairs and to assure that the proper agency was contacted and the repairs completed in a manner acceptable to the neighborhood. The majority of the issues were resolved within several months.

Roadway Design Projects

- **Krefeld Drive Extension Project, Charlotte, North Carolina – Project Manager.** This project completes a minor thoroughfare in south Charlotte. The project included a traffic study and planning report that defined the need. Three alternative concept plans were prepared and the proposed plan was presented to the public. A critical part of the project was coordination with a transit corridor development project that proposed using part of Krefeld Drive in its transitway. The preferred alternative was developed to incorporate the selected transit technology into the roadway design. An interactive public involvement process included newsletters, PowerPoint presentations, and photographic renderings accompanying conceptual plans. Public meetings included formal presentations as well as informal discussions with the public and private property owners affected by the plan.
- **Sharon Amity Road/ Lyttleton Drive Intersection Improvement Project, Charlotte, North Carolina – Project Manager.** This is an intersection safety and improvement project. It included a traffic study and planning report that defined the need. Three alternative concept plans were prepared and the proposed plan was presented to the public, followed by preparation of construction plans. A critical part of the project was an interactive public involvement process that included newsletters and PowerPoint presentations, and photographic renderings accompanying conceptual plans. Public meetings included formal presentations as well as informal discussions with the public.

EARLIER PROJECT EXPERIENCE

- **New Rochelle, N.Y.; Mount Vernon, N.Y.; Mount Kisco, N.Y.; Woodbury, N.Y.; Wawayanda, N.Y.; Harrison, N.Y. and Cranbury and Plainsboro, N.J.- Project Transportation Planner and Traffic Engineering Consultant.** Provided as-needed traffic engineering review of Environmental Impact Studies for major development projects and traffic review for site plan applications, development of a school circulation plan, a parking garage use study, a FAUS traffic signal replacement program, and analysis of one way/two way street operation. Responsibilities included coordination with New York State Department of Transportation and with the New Jersey Department of Transportation.
- **Corridor Studies, Freeport, NY; Smithtown, NY; and Windsor, NJ.- Project Transportation Planner-** Ms. Anderson evaluated the transportation impacts of zoning changes on urban corridors. The studies included model development, impact analysis and recommended improvements to meet changes in land use.
- **Residential Development Projects- Traffic Engineering Consultant-** Among the traffic studies she performed in upstate New York are: 1) Esopus Lake Housing with 250 single family homes, a golf course, an inn, a shopping center with 60,000 square feet of space and 150,000 square feet of office space; 2) Old Clove Estates with 72 single family homes; 3) Willow Springs having 111 dwelling units; 4) Oshry Development with 100 units of affordable housing; and 4) Z/Z Sullivan development with 418 dwelling units. In Westchester County, N.Y. traffic studies for residential developments include: 1) Renaissance Towers in Port Chester (60 condominiums), 2)Blackberry Woods in Yorktown (51 units), 3)Purchase Imperial Estates in Purchase (38 units) and 4)for three developments totaling 314 single family homes in Somers.
- **Various Hospitals- Traffic Engineering Consultant -** Ms. Anderson prepared transportation impact and parking needs studies for the Elmhurst Hospital in Queens; for Montefiore Hospital in the Bronx; for the Presbyterian Hospital in Manhattan; and for Lawrence Hospital in Bronxville.
- **Major Mixed-use Development Projects - Transportation Manager.** Ms. Anderson managed the transportation analyses for Nob Hill, a mixed-use office, commercial and residential development in suburban New York, and for the redevelopment of the New York Hospital site in White Plains, N.Y. which included a large shopping center, single family and multi-family housing and an office complex.
- **Lexington Avenue and Main Street Traffic Study, Mount Kisco, NY – Traffic Engineering Consultant.** The study evaluated traffic flow in downtown Mount Kisco and recommended intersection improvements to minimize impacts of potential development.
- **Cranbury Area Development Study, Cranbury, NJ. – Traffic Engineering Task Manager.** The Township's traffic and land use study was prepared and subsequently update five years later. The study related changes in zoning to the capacity of area roads. Both zoning revisions and needed roadway improvements were recommended and adopted. The Plan has been used to guide developers in the location of new roads and in the control of traffic growth.
- **Interchange 7 Study, Hutchinson River Parkway, New Rochelle, NY - Project Manager.** The study investigated the feasibility of improving the interchange to relieve congestion on another nearby interchange and to reduce traffic through a neighboring village.
- **River Walk, New York, NY- Project Transportation Planner-** Ms. Anderson created a multi-modal transportation model predicting travel patterns for a proposed mixed-use development in Manhattan which included 2000 residential units, 325,000 square feet of office and retail space and a 250 room hotel. She analyzed the development's impacts on bus, subway and roadway systems and presented the results at public hearings in Manhattan.
- **Stuart Airport, Newburgh New York- Traffic Engineer-** Ms. Anderson participated in the transportation access evaluation for the redevelopment of the airport from an air force facility to a public facility providing alternative airport access to the metropolitan New York region. The project included the planning of an office and industrial park on the former government land.
- **JFK Airport, New York, NY- Traffic Engineer-** Ms. Anderson was part of the study team that recommended changes to the circulation patterns for airport terminals. The study evaluated the several modes of access to the terminal areas, including private auto, taxi, bus and truck traffic. She

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has also prepared the transportation impact element for environmental impact studies of new terminal facilities in two southeastern cities.

- **Urban Area Development Studies, Cranbury and Plainsboro, N.J. – Project Transportation Engineer** - The two studies related changes in zoning to the capacity of area roads. Both zoning revisions and needed roadway improvements were recommended and adopted. The Plans were used to guide developers in the location of new roads and in the control of traffic growth.
- **Weyman Avenue Urban Renewal Area, New Rochelle, N.Y. – Project Transportation Manager** - The Traffic Impact Element of the Generic Environmental Impact Statement (GEIS) prepared for the City of New Rochelle investigated alternative uses of an incinerator site with hazardous waste contamination and an adjacent under-used industrial area abutting a sensitive residential area. The draft and final GEIS were accepted, presented to the public in hearings and approved within six months of submittal of the report. The site is now developed.
- **Brunswick Square Mall, New Brunswick, N.J. – Project Transportation Planner** - A Computerized Traffic Generation, Distribution and Assignment Model was developed for the expansion of a shopping center from 747,500 square feet to over 1,000,000 square feet of space. The model predicted traffic flow through twelve intersections and for four development periods.
- **Railroad Avenue Traffic Study, Middletown, N.Y. – Project Manager** - This traffic engineering study analyzed the changes in traffic flow patterns in downtown Middletown when Railroad Avenue is widened. Changes in signal operations, in the control of traffic at unsignalized intersections and in the one-way/ two-way street patterns were recommended.
- **Jacksonville Transit Authority, Jacksonville, FL- Project Transportation Planner-** Responsible for running the UTPS model updating the urban area transportation study for Jacksonville, FL. Her responsibilities included developing input data and analyzing model results.
- **Metropolitan Washington Council of Governments, Washington, D.C.- Project Transportation Planner-** Ms. Anderson began her career working on the UTPS model used to predict travel patterns and mass transit ridership for the Washington METRO subway system.

Entry #: 16

Date Submitted: 8/30/2019 7:19 AM

Applicant Name

Doug Hatler

Position Sought

Any

W & S COMMISSION**Home Phone****Work Phone**

(843) 407-3035

Mobile Phone

(973) 534-8751

Email

dhatler@gmail.com

Are you a resident of the Isle of Palms?

Yes

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

3

Address

9 27th Avenue, Isle of Palms, South Carolina 29451

Occupation and Title

Environmental Engineer / Chief Revenue Officer

Business or Employer Name

Fracta (www.fracta.ai)

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

Frankford Twsp Land Use Board, one term, 2000-2004, full voting member

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.

I would be honored to serve on the Water & Sewer Commission. I am a career environmental scientist and engineer with an MBA. I work in the water industry. I have also served on a Land Use Board in the past. I am uniquely qualified to serve on the Water & Sewer Commission.

Upload Résumé

Doug Hatler resume.pdf

73.04 KB



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.

Contact

973-536-0472 (Work)
dhatler@fracta.ai

www.linkedin.com/in/doughatler
(LinkedIn)

Top Skills

Sustainability
Business Development
Leadership

Languages

English

Publications

Environmental Management
Information Systems. Making the
Business Case

All Sites Cannot be "Clean"

Transforming health, safety and
environment strategy, culture and
performance using social business

Management of Active
Pharmaceutical Ingredients
Released in Wastewater Discharged
to a Publicly-Owned Treatment
Works

Transforming Health, Safety and
Environment Strategy and Culture
Using Social Business

Doug Hatler

Environmental Engineer and Chief Revenue Officer
Charleston, South Carolina

Summary

Doug has 33 years of experience as a sales and marketing leader, management consultant, environmental regulatory specialist, and civil/environmental engineer. He is a published industry expert and featured speaker on the Environment, Sustainability, Compliance and Risk.

At Fracta, Doug is responsible for delivering revenue and market share for Fracta. He is also responsible for the marketing strategy, tactics and programs to create interest, demand and brand recognition for Fracta.

CRO, Vice President, Executive, business development, sales, lead generation, sales operations, product marketing, project management, program management, product management, customer service, professional services, alliance partnerships

AI Machine Learning, SaaS, Cloud, Mobility, Artificial Intelligence, IoT, Analytics, CRM, PSA, BPO, Operational Risk, GRC, EHS, EHSQ, HSSE, ESG, CSR, Sustainability, GRI, Hazardous Materials, Product Stewardship

Software, consulting, semiconductor, communications, chemicals, oil & gas, energy, gas and electrical utilities, pharmaceutical, mining, metals, waste management, water and wastewater

Salesforce.com, Sales Navigator, HubSpot, G Suite, Esri ArcGIS, Mapbox, NetSuite, InfusionSoft, Concur, Mindjet MindManager, Microsoft Office (Word, Excel, PowerPoint, Visio, Access, Outlook, Skype), Enviance, EtQ, Sphera Essential Suite, Predict360, DNV GL Synergi, SAP EHS, Nasdaq Bwise, SAP

B2B and B2G marketing, website design, trade shows, social media, email campaigns, content writing, sales enablement, alliance marketing, webinars, print, branding

Experience

Fracta
Chief Revenue Officer
August 2018 - Present
United States

Environmental Business Ventures
President
December 2008 - Present
United States

Business consulting to companies offering EHS technology products and services to industry.

Fracta, Inc.
Vice President of Sales and Marketing
January 2018 - August 2018 (8 months)
United States

Responsible for delivering revenue and market share, and leading marketing strategy, tactics and programs to create interest, demand and brand recognition.

EtQ
Director of Sales, EHS and Sustainability
June 2016 - October 2017 (1 year 5 months)
Farmingdale, New York

Led the market and product strategies and sales of EHS and Sustainability products and services

360factors Inc.
Head Of Sales
July 2015 - June 2016 (1 year)
Austin, Texas Area

Led sales of 360factors' GRC and EHS products and services to companies in the utilities, oil & gas, and financial services industry sectors.

IBM
Senior Managing Consultant, Global Business Services
April 2012 - July 2015 (3 years 4 months)
United States, New Jersey

Consulted and developed business with Chemical, Petroleum, and Industrial Products clients helping them reduce operational risk and improve business performance through the implementation of Smarter Health, Safety, Security, Environment and Sustainability management solutions.

Enviance

**VP, Biz Dev (2012); VP, Sales & Services' Operations (2007-2011);
Sales Executive (2004-2006)**

January 2004 - April 2012 (8 years 4 months)

Branchville, NJ; Carlsbad, CA

Direct and channel sales, marketing and business development of EHS and Sustainability SaaS software solutions to utility, chemical, petroleum, mining, and industrial product companies. Led OpEx initiatives in sales, professional services, and customer support.

Rutgers Business School

Part Time Lecturer

January 2008 - May 2009 (1 year 5 months)

Newark, NJ

Delivered a "Going Green: What Every Executive Needs to Know" lecture to second year Executive MBA students at the Rutgers Business School.

Intel Corporation

Customer Program Manager

August 2000 - January 2004 (3 years 6 months)

Parsippany, NJ

Managed multimillion dollar go-to-market programs with Telecommunication ISV's and VAR's.

Sussex County Community College

Adjunct Professor

September 2003 - December 2003 (4 months)

Newton, NJ

Taught an undergraduate "Introduction to Environmental Science" course including a laboratory.

Frankford Township Land Use Board

Board Member

January 2000 - December 2003 (4 years)

Frankford Township, NJ

Completed one 4 year term as a full voting member of the the Land Use Board (LUB). The LUB performs all appropriate functions with respect to Township Planning and Zoning.

Essential Technologies, Inc.

Program Manager, Sales and Services

February 1998 - August 2000 (2 years 7 months)

Branchville, NJ; New Castle, DE; Houston, TX; Rockville, MD

I led the implementation of one of the first enterprise Environmental COTS deployments (Union Carbide Corp. acquired by Dow Chemical). I also consulted and sold EH&S compliance management solutions to healthcare, petroleum, and specialty chemical clients. Essential Technologies' core product suite is currently offered by Sphera.

Roche Pharmaceuticals

Environmental Engineer / Corporate Regulatory Affairs Specialist

January 1992 - February 1998 (6 years 2 months)

Nutley, NJ; Florence, SC

As a Corporate Regulatory Affairs Specialist, I consulted to Roche US facilities on water, waste, and site remediation regulatory compliance matters. I contributed to the design of a \$750 Million greenfield pharmaceutical facility in Florence, SC. I later transferred to the Florence facility. As the facility Environmental Engineer, I helped develop and manage multimedia environmental compliance programs and management systems including Responsible Care, a Leak Detection and Repair (LDAR) software solution for over 40,000 components, and an Air Emissions Management software solution for permit compliance and state regulatory reporting. I was the Operations Leader of the Emergency Response Team. I also trained employees on our EH&S programs.

ARCADIS U.S.

Project Scientist

September 1988 - December 1991 (3 years 4 months)

Paramus, NJ; Seymour, IN; Tampa, FL

I worked as a project manager, plant operating engineer, and consultant for Geraghty & Miller, Inc. (acquired by ARCADIS) focusing on the remediation of hazardous waste sites and leaking underground storage tanks.

Storch Engineers

Environmental Specialist

October 1986 - August 1988 (1 year 11 months)

Florham Park, NJ

I worked as a field technician and consultant focusing on the assessment and investigation of contaminated industrial sites undergoing real estate transactions.

Education

Rutgers, The State University of New Jersey-Newark
Master, Business Administration · (2001 - 2003)

University of South Carolina
Civil Engineering · (1995 - 1997)

New Jersey Institute of Technology
MS, Environmental Engineering · (1987 - 1997)

Francis Marion University
Mathematics · (1996 - 1996)

Rutgers, The State University of New Jersey-New Brunswick
BS, Environmental Science · (1982 - 1986)