

Benjamin B. Marchant

1817 Shawan Lane, York, Pennsylvania 17406 • (717) 368-3848 • munisurfer@yahoo.com

Seasoned executive with 20 years in local government, 12 years as chief executive officer, building high performing organizations, teams, budgets and projects through vision driven goals, values and leadership.

EXECUTIVE MANAGEMENT KNOWLEDGE, SKILLS AND ABILITIES

- Visioning
- Strategic planning
- Budgeting
- Fiscal turn-around agent
- Team talent multiplier
- Contracts
- Negotiations
- Stakeholder partner development
- Project management
- Performance optimization
- Mentoring
- Policy making, governance

PROFESSIONAL EXPERIENCE

Interim Township Manager

2021

Manheim Township, Lancaster, Pennsylvania

Served as Interim Township Manager providing day-to-day supervision and guidance in establishing effective policies, procedures and protocols for the Board of Commissioners to improve governance in anticipation of recruiting for the full time position of Township Manager. First Class Township, population 40,500, budget \$32M, 200 employees.

Township Manager

2016 - 2020

Springettsbury Township, York, Pennsylvania

Turn-around fiscal agent, strategic planning leader, project manager

Directed a municipal operating budget of \$31,000,000 with 101 employees in seven departments: Police, Public Works, Wastewater Treatment, Community Development, Parks & Recreation, Finance, Administration.

Challenges, accomplishments and results:

- Eliminated ten years of structural \$1M budget deficits through strategic planning and budgeting. Achieved a balanced budget and increased operating reserves 100% from \$3M to \$6.2M in three years.
- Overcame financial and regulatory obstacles to advance the planning and construction process for a new Police Facility. replacing an obsolete facility of 11,000sf with 34,000sf to meet optimal standards for design space and efficiency.
- Effectively negotiated and implemented management priorities in two labor union contracts with Teamsters and Fraternal Order of Police, including a successful arbitration award.
- Optimized organizational performance through effective outreach to stakeholders, customers, community partners and regulatory agencies resulting in lower costs and improved services.
- Conducted project management and administered capital projects. Oversaw construction of \$8.2M improvements to the wastewater treatment plant. Negotiated a settlement with Norfolk Southern Railroad to build a new at-grade crossing.

City Manager

City of Coquille, Oregon

2012 - 2016

Visioning leader, strategic fiscal and operational manager, organization improvement agent.

Directed a municipal operating budget of \$12,000,000 with 34 FTEs in ten departments: Police, Fire, Emergency Medical Services, Water Utility, Wastewater Treatment, Public Works, Library, Parks & Recreation, Finance, Administration.

- Effected a Police department culture transformation. Achieved standards of performance and professional conduct.
- Union labor relations: Teamsters and FOP. Implemented new Employee Manual and performance standards.
- Replaced an obsolete wastewater treatment plant. Completed construction of new \$12M Wastewater Treatment Facility.
- Property acquisition: acquired three strategic properties (at below market value) to advance economic and residential development, emergency operations, and community services.
- Community and economic development. Removed blight, improved code compliance and parking downtown.
- Communications and public relations: Public speaking, newsletters, surveys, public meetings, forums, digital media.
- Asset Management: Conducted a timber sale of forestry assets. Expanded scope of Municipal Court to meet community needs. Developed a Master Parks Plan.
- Economic development: business outreach, new investment marketing, participation in regional efforts.

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City Administrator

City of Jerome, Idaho

2008 – 2011

Directed a municipal operating budget of \$18M with 104 FTEs in ten departments: Police, Fire, Public Works, Administration, Building, Engineering, Information Systems, Library, Water Works.

- Provided administrative leadership for all aspects of municipal governance. Budget administration, strategic planning, performance management, capital projects, communications, organizational development, collective bargaining, intergovernmental relations, economic development.
- Improved fiscal administration: GFOA Distinguished Budget Award received for 2008, 2009 and 2010.
- Project management: new senior center, a road project (which had been stalled for 24 years), a federal EDA grant project (\$5M, which had stalled 5 years), and major upgrades to water and sanitary sewer systems.
- Communications: newsletter, citizen survey, town hall meetings, media/public relations, social media and website.
- Achieved high performing culture in labor relations.
- Stakeholder relations: Performed value-added efforts with County, School, and other city and state agencies.

Assistant to the City Administrator

City of Maryland Heights, Missouri

2005 – 2008

Duties: Communications, budgeting, strategic planning, performance measurement, supervision, risk management.

Administrative Intern

Village of Hoffman Estates, Illinois

2004 – 2005

- Conducted research and analysis for budgeting, economic development, human resources, emergency preparedness.

Deputy Chief of Protocol

City of San Diego, California

2000 – 2004

- Community Relations: Mayor's liaison to City Council, City staff, Town Councils, Planning Boards and the public.
- Organizational Development: formed the San Diego-Shannon, Ireland Partnership, Inc., a non-profit corporation promoting ties with Ireland as part of San Diego's Sister City program. Facilitated the San Diego International Sister Cities Corporation while providing staff liaison support to the same. Event planning and execution.

EDUCATION

Senior Executive Institute - Leadership course University of Virginia, Darden School of Business

Master of Public Administration, Fiscal Administration - Northern Illinois University

Bachelor of Arts, Political Science, University of California, San Diego

SKILLS

Languages: English, Spanish and French (fluency in speaking, reading and writing)

AWARDS AND ACTIVITIES

James M. Banovetz Fellowship 2005, Northern Illinois University

American Field Service Alumni (France) 1993 – 1994,

Eagle Scout 1993

Toastmasters International 2001-2003

ORGANIZATIONS

International City/County Manager's Association, Member 2004-Present

Rotary Club, Member 2008-Present, President 2017-2018

Association of Pennsylvania Municipal Managers, Member 2017-Present

Boy Scouts of America, Scout Committee 2013-2016.

References Available Upon Request

Professional References

Kathleen Phan, Supervisor (elected), Springettsbury Township, 717-873-2231, kathleen00phan@gmail.com. Former supervisor.

Matt Rowe, Mayor, City of Coquille, 541-260-3673, mayormattrowe@gmail.com. Former supervisor.

Jessica Fieldhouse, Director Community Development, Springettsbury Township, 717-668-4776(c), 717-846-4805(w), jessica.m.fieldhouse@gmail.com. Former direct report.

Mark Hodgkinson, Director of Public Works and Waste Water Treatment, Springettsbury Township, 717-577-4600, mark.hodgkinson@springettsbury.com. Former direct report.

Andrew Stern, Township Manager, West Hempfield Township, 717-327-7850, manager@westhempfield.org. Colleague

Marcy Krum-Tinsley, Township Manager, Spring Garden Township, 717-577-0550, odinngwp@gmail.com. Colleague.

Brian Funkhouser, President Buchart Horn Architects and Engineers, 717-487-5749. Mr. Funkhouser's firm provides Architectural and Environmental Engineering services to Springettsbury Township.

Salary History

2016 - 2020 Springettsbury Township \$131,976

2012 - 2016 City of Coquille \$92,215

2008 - 2011 City of Jerome \$96,432

2005 - 2008 City of Maryland Heights \$64,000

2004 - 2005 Village of Hoffman Estates Intern

2000 - 2004 City of San Diego \$36,000