

RESUME OF RICHARD G. GESTRICH

(Confidentially Submitted)

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EDUCATION

J.D., University of Pittsburgh
M.S (Public Administration), Shippensburg State College
B.A. Magna Cum Laude in Political Science, Indiana University of Pennsylvania, Swim Team Scholar/Athlete

EXPERIENCE

Township Manager: Middletown Township, Pa., Bucks County (2006-2008)
Population ~55,000. A Highly Urbanized Commercial/Suburban Community.

- Oversee 107 Full Time & ~50 P.T. Employees, Eight Departments.
- Oversee Country Club and Municipal Farm and Market Store.
- Successful Initiation of televised meetings and Televue slide/P.S.A. programming.
- Successful Emergency Response to worst storm related outages in recent PECO history.
- Preparation of approx. \$47 million budget, providing for multi-million dollar road resurfacing program, construction of new D.P.W. Facility, & Fire/Rescue Facility.
- Settlement of Public Works and Police Union Labor Contracts.
- Successful Development of Parking Tax on Sesame Place Park.
- Initiation of Township's First Merit Program for Directors and Employees.
- Negotiation of Verizon Cable Franchise exceeding Bucks Consortium terms.
- Management & Coordination of ABC Extreme Home Make Over Episode.
- Recipient of State Association Award for Citizen Communication.
- Procurement of largest Bucks County Redevelopment Grant \$675,000.

Town Manager: Jupiter Island, Florida 2005. A Barrier Island Community in South East Florida (6 miles in length)

- Oversee 40 Full Time Town Employees, Five Departments, & Extensive Water & Sewer Utility with large contingency of contractual employees.
- Negotiated ~\$2.5 million Waste Water & Water Operations Agreement.
- Developed Town's First Website- Rated #1 by the Palm Beach Post.
- Preparation of \$29 million Budget including General, Beach, & Utility funds. Initiated operational savings of \$140,000 and over \$1 million in beach restoration costs. Reduced the Tax Millage Rate below the Roll Back Rate.
- Appointment of three department heads.
- Manager of Water & Waste Water Utility serving population over 20,000.
- Initiated Pilot Electric Under grounding Project with F.P.L..

- Initiated Town's first merit based compensation plan.
- Revamped Town's Health Care Program with significant cost savings.
- Hurricane Emergency Management Plan Experience (Katrina & Wilma).
- Recovery of over \$9 million in FEMA disaster recovery and response funding.

Township Manager: Upper Makefield Township, Bucks County, PA 1982-2005

An Award Winning Community:

- Governor's Award for Local Government Excellence in Fiscal Accountability and Best Management Practices, 2003.
- Community Service Award 2003.
- Pennsylvania Environmental Council E.A.C. Achievement Award, 2002 and 2003
- Heritage Partnership Award, 2001.
- Governor's Award for Highway Safety Enforcement for Joint Traffic Task Force lead by U.M.T. controlling regional truck traffic, 2001.
- Governor's Award for Environmental Excellence, for Open Space Preservation, 2001.
- Governor's Award for Environmental Excellence for regional joint planning, 1998.

Municipality background: Served as the first Township Manager of Upper Makefield Township. U.M.T. is a suburban community of approx. 20 sq. miles in size, with an approximate population of 8000. It is home to the historic site of Washington's Crossing of the Delaware and located along the Philadelphia I-95 corridor. Under my management, the median housing values in UMT have become the highest in Bucks County with a median value greater than \$350,000 and new housing is commonly in the \$500,000 to \$2,000,000 price range. Township residents highly prize their environment, historic setting, and quality of life. Accordingly in 1983 in order to plan for development, preserve the environment, and provide for an orderly progression of public services & infrastructure we formed the **Commonwealth's first and only formal regional planning agreement** with three other municipalities in a regionally planned zoning ordinance and cooperative cost sharing and legal defense funding program. In January of 2004, following 20 years of legal challenges, the Pa. Supreme Court in a sweeping and historic decision upheld and ratified our uniquely futuristic regional zoning ordinance and plan as an example for Pa. municipalities to follow.

Administrative Achievements:

- BUDGETING: Prepared 23 annual budgets (UMT currently \$27 million).
- 11 consecutive years of property tax rate reductions or no increase with exception of special Voter approved referendum approving an open space acquisition tax.
- Detailed budget document including over 85 finance charts & graphs, and 25-year revenue & expenditure trend analysis.

Finance Achievements:

- Development of computerized pooled investment of cash in daily repurchase agreements.
- Chief Administrative Officer of Pension Plans with highly successful equity investment

strategies.

- Preparation of banking, trust, & collateralization agreements,
- Re-financing of debt resulting in tax decrease.
- Strong use of joint cooperative purchasing & bidding.

Computer & Information Systems Technology:

- Full responsibility and sole personal initiation of computerization of the Township.
- Township Web Site. Founder and sole author of original Township web site (4 yrs. running) and co-developer of two updated web sites increasing community awareness & public participation.
- Geographic Information Systems: Procured joint grant for a three municipality joint venture and directly supervised contract for regional municipal G.I.S. systems using Arc View programming.
- Planned & installed all server networks.

Labor Relations:

- Masterminded and negotiated the first Police/Merit Pay Plan in the history of the Commonwealth of Pennsylvania providing group incentives for reducing crime 10%, individual incentives for physical fitness, high firearm rating, written test scoring, and a performance evaluation rating.
- Negotiation or arbitration of several labor agreements with Police Benevolent Assoc. (F.O.P. unit).
- Successful court challenges to Union Litigation Year 2000 resulting in a ground breaking decision by the Pennsylvania Supreme Court (Successfully ending 9 years of litigation with the Pennsylvania Labor Relations Board & Police Union).

Personnel:

- Supervise five departments with 25 fulltime, 11 part-time and the equivalent of more than 35 contractual employees.
- Heavy emphasis on supplementing traditional employee roles contractually.
- Recommendations on all personnel actions.
- Author of Township Personnel Code and Employee Evaluation Procedures.

Preservation (Washington Crossing Area):

- Successfully planned for Commonwealth and National registration & recognition of two historic villages, the Village of Brownsburg and the Village of Old Dolington. Successful promotion of community heritage and national significance.

Capital Projects:

- Oversaw the financing, design, re-design, construction, and renovation management (approx. \$5.75 million) of a five building municipal complex
- Extensive Highway and bridge capital improvement programs.
- Planning for park & recreation facility acquisition & development.
- Acquisition of 10, 25, and 40 acre community parks for \$1.00,

- Acquisition of sewer and water plant plus substantial upgrades for \$1.00,
- Procurement of over \$425,000.00 in “private” park paving & grading in-kind improvements.
- Cable TV Broadcast Studio (\$150,000) with two channels promoting open government.

Intergovernmental Cooperative Activities:

- Lead Agency/Manager to six municipality solid waste planning cooperative. Working with a large & diverse six community committee, completed the following: selected regional solid waste disposal/transfer site under intense public and county scrutiny, administered grants, conducted legal consultation, selected consultant and prepared cooperative contracts.
- Founding Manager of Commonwealth leading Joint Municipal Zoning Ordinance & Comprehensive Plan requiring intricate cooperative activities with the elected officials and electorate from three municipalities for 22 years.
- Member of Bucks County Consortium of Municipalities (joint planning & purchasing).
- Lead Agency/Manager to highly successful 2001 Joint Government Cable TV franchise re-negotiation with Comcast. (\$65,000 equipment grant & 3 dedicated governmental access channels). Also negotiated the accumulation of Comcast studio time, dark cable installation, and a County-wide emergency alert system.

Public Relations:

- Frequent contact with Philadelphia Inquirer, Trenton Times and Bucks County Courier Times as well as Fox News, WBCB, NBC 10, ABC 6,
- Produced numerous newsletters,
- Township Web Site Author.
- Oversee bi-monthly Cable TV broadcasts of Township meetings and special meetings.
- Guest speaker Wharton Business School & University of Pennsylvania planning classes.

Grant Procurement/Administration: (Procured in 2004 Alone \$1,035,975 in grants.)

- Have obtained numerous federal community development grants as well as grants for park planning & park construction grants (2004 \$200,000), highway safety grants, solid waste, joint state drainage project, recycling, joint municipal planning grants, C.O.P.s, cable equipment grant, open space preservation and trails, and Gateway Grant.

Planning and Zoning:

- Successfully inaugurated two voter referendums and public relation campaigns for open space and farmland preservation. The year 2000 referendum largest successful local referendum in the Commonwealth of Pennsylvania. (\$21 million voter approved)
- Developed fee schedules,
- Developed the First On Lot Management (Act 537) Ordinance in Pennsylvania to be approved by D.E.R..
- Conducted numerous Township Wide Ground water studies.
- Successfully initiated >1000 acres of Agricultural Security Protected Zones.
- Successfully completed two Joint Zoning/Planning Efforts establishing Regional Municipal Zoning Districts for multiple communities involving intense cooperation with

public officials and the public from three municipalities.

- Directly preserved 1400 acres of farmland/open space.
- Completion of Major Streetscape Plan for the Washington Crossing Commercial Area working with a 50 + member committee consisting of residents and business owners with diverse views and televising a host of public input meetings promoting public awareness, support, and a sense of community.

Parks & Recreation:

- Development of Comprehensive Park & Recreation Plans with grant funding,
- Established Park & Recreation Ordinance requiring developer donations of land or in lieu of fees,
- Accumulation of over \$1,500,000 in developer donations funding Park & Recreation development,
- Acquisition of 25 acre, 40 acre, & 18 acre site for \$1.00 consideration.
- Acquired \$425,000 worth of in-kind services to develop 25 & 40 acre park site,
- \$89,600 & \$200,000 grant to develop two parks + 2 park planning grants.
- Initiated Township Wide Trail Planning.
- 25 & 40 acre parks development of Comprehensive Park Plans.

Attorney, Dillman & Schuchert, Municipal Law Firm 1981

Duties and Achievements: Gained court room experience with successful defense of \$86,000.00 computer contract claim. I added to my court room experience by defending criminal cases at the local magistrate level. Represented Sewickely Heights Borough. Represented Hampton Township Sanitary Authority. Conducted legal research in areas of zoning, contracts, criminal, and commercial paper issues.

Administrative Intern, Hampton Township 1980

Duties and Achievements: Developed the Township Emergency Response Plan and provided legal analysis of Administrative Code & Pennsylvania Emergency. Act 323.

Administrative Intern, Hampton Township 1979

Duties and Achievements: Developed the Township personnel code and an employee evaluation procedure for use at two municipalities. Also conducted a wage & benefit analysis in preparation for police contract negotiations.

Labor Relations Intern, State of Pennsylvania 1977

Duties: Conducted third step grievances & arbitration hearings, Interpreted collective bargaining agreements for fourteen Personnel Directors representing the Fourteen State Colleges. Resolved classification disputes, Dealt with employee unions such as AFSCME & UPGWA on a daily basis.

PROFESSIONAL ASSOCIATIONS

International City Management Assoc., Southeast Pa. Managers Association, Bucks County Consortium, Pennsylvania Bar Association, PSATS.

REFERENCES

1. Conrad (Bud) Baldwin, Former Chairman of UMT Supervisors, Supervisor for 18 years. Still active on Planning Commission & EAC & Emergency Management Coordinator. 215-968-4563.
2. Henry Guarriello, Highly successful Corporate President and prior member of U.M.T. Board of Supervisors. 717-263-7780 & 717-264-0447
3. Stephen Harris, Harvard Law School graduate, Former Upper Makefield Solicitor, 20 years, 215-343-9000
4. Robert Bender, Township Manager (20+years), New Britain Township, 215-534-6041.
5. Terry Fedorchek, long term Lower Makefield Township Manager, 215-493-3646.
6. John Randolph, Town Attorney, Jupiter Island, (20+ yrs, exp.) 561-659-3000.
7. Joseph Connolly, Mayor, Jupiter Island, 772-545-0100.

(Note: Additional Board of Supervisor References available upon request)
(Note: Salary negotiable dependent on local cost of living)