

**CITY OF PEORIA, ARIZONA
COUNCIL COMMUNICATION**

CC: JR
Amend No. 1

Date Prepared: September 5, 2008

Council Meeting Date: September 16, 2008

TO: Mayor and Council
FROM:  Carl Swenson, City Manager
SUBJECT: Council Confirmation of Deputy City Manager Appointment

RECOMMENDATION:

That the Mayor and Council confirm the City Manager's appointment of Susan J. Daluddung as the Deputy City Manager - Development and Community Services, effective Wednesday, October 6, 2008.

SUMMARY:

An extensive nation-wide recruitment resulted in 81 applicants for the Deputy City Manager – Development and Community Services position.

Susan J. Daluddung has 24 years of municipal leadership experience. From 2006 to the present, Susan has been the Director of Community and Economic Development for City of Hayward, California. Prior to that, Susan was the Director of Community Development for the City of Ventura, California; Director, Development Services, Springfield, Oregon; and Division Manager/Chief Planner, Portland, Oregon. Susan's experience encompasses all aspects of community and economic development. She is recognized as a leader in "smart growth," sustainable development, and transit-oriented development practices. She has also recruited major employers to communities where she has worked and has successfully led significant redevelopment projects. Susan has a Ph.D. in Planning and Urban Studies from Portland State University School of Urban Affairs, and a Master of Urban Planning from Portland State University School of Urban Affairs. Her starting salary will be \$155,000.

I have thoughtfully reviewed this position and concluded that it is a critical position to provide leadership and management to some of our highest priority areas. The functions of this position are central to the delivery of our core services. Therefore, it is recommended that the Mayor and Council confirm the appointment of Susan J. Daluddung as Deputy City Manager – Development and Community Services. Ms. Daluddung will be a valuable asset to the City of Peoria and a great addition to the leadership team of the City.

A copy of Susan's professional resume is attached.

ATTACHMENT: Resume – Susan Daluddung

CITY CLERK USE ONLY:

- Consent Agenda
- Carry Over to Date: _____
- Approved
- Unfinished Business (Date heard previous: _____)
- New Business

ORD. # _____ RES. # _____
LCON# _____ LIC. # _____
Action Date: _____

SUSAN J. DALUDDUNG, Ph.D.

CITY MANAGEMENT SENIOR EXECUTIVE

Results-Oriented—Priority-Driven—Inspirational Team Leader—Innovative Problem Solver

Highly qualified, motivated professional offers versatile and high profile municipal government management experience. Extremely focused and motivated to achieve in a competitive, fast-paced working environment.

AREAS OF EXPERTISE

- Consensus Builder/Innovator
- Team Building / Leadership
- Workflow Optimization
- Process Improvement
- Strategic Planning
- Goal Achievement

PROFESSIONAL PROFILE

PROVEN METHODOLOGY:

- Drive business and community development through innovative initiatives that result in increased revenue
- Balance production with superior leadership via conceptual thinking and strategic planning
- Articulate convey intricate professional presentations; match the message to the audience
- Ensure customer service and satisfaction is afforded highest attention and priority
- Successfully build and maintain key professional, public, and media relationships

DEMONSTRATED RESULTS:

- **Successfully trained, supervised, and instructed assigned personnel on regulations, policies, and procedures;** provided inspirational team leadership and counseling to subordinates that increased morale and raised performance and productivity levels.
- **Dynamically and successfully interacted with decision makers and other individuals, including community leaders and upper level management teams** while working within a range of management and leadership capacities for an array of diverse government organizations.
- **Outstanding record in city government service,** especially in the area of economic development and growth management. Managed building construction both public and private, infrastructure finance, and performance management for cities. **Collaborative, hands-on leader** utilizing strategic action and community plans to achieve neighborhood goals.
- **Adept at creating efficient financial structures** for managing growth, creating community benchmarks, working with neighborhood groups, and managing for results. **Strong motivator and leader for community consensus,** skilled in partnership development and utilization. Skillfully manage multiple priorities. Innovator with ability to increase employee morale and improve communications. Design successful, financially-based actions.

CAREER PATH

Director of Community and Economic Development City of Hayward - Hayward, CA

2006 - Present

Manage Redevelopment Agency, Building and Inspection Services, Code Enforcement, Neighborhood and Economic Development and Planning. Supervise a staff of 80 full-time employees.

- Provide a focus on vision, customer service, positive neighborhood plans, team work and a commitment to community.
- Lead staff on politically sensitive issues including environmental obstacles, bringing smart growth and development to city.
- Created new economic action plan in collaboration with community leaders and policy makers.
- Developed demographic and marketing materials for city's economic and business program.
- Increased interdepartmental communication and cooperation, including Fire and Police.

Consultant in Urban Planning and Economic Development - Ventura, CA

2006

- Orchestrated Boys and Girls Club strategy for new club in suburban Ventura.
- Consulted with UCSB Economic Forecast project creating an economic sustainability plan for the Town of Mammoth Lake. Included demographic, economic, and community relations.
- Guest lecturer for California Polytechnic State University in Public Agencies and Infrastructure Finance and for California Lutheran University in public administration.

Director, Community Development City of Ventura - Ventura, CA

1999 - 2006

Created, implemented, administered the new department budget, and added the land engineering development, economic development division and the redevelopment agency to the department structure. Recruited and directed new staff and volunteers through hands-on community involvement. Developed economic opportunity areas and design strategies for new construction and remodeling projects. Collaborated with community group to create a Westside Revitalization Plan including underground utility project to tie the area into single cohesive neighborhood. Direct liaison to Chamber of Commerce, Building Industry Association,

Visitor and Convention Bureau and Ventura Harbor and School District. Positioned city for redevelopment and revitalization through implementation of the Ventura Vision, successfully and unanimously adapted.

- Developed plans for two new neighborhood parks, and one Community wide park.
- Completed negotiation with Ventura Unified School District to facilitate the first infill and mixed use development in downtown Ventura since the 1970's.
- Completed negotiation with the developer and the State of California to enable construction of Veterans' Home on the east side of Ventura, and surrounding neighborhood development, including the implementation of underground utilities.
- Created communication strategy to help develop positive employee morale, with performance standards for customer response.
- Managed projects with high community visibility in a contentious development environment.
- Established credibility and leadership by getting the job done and developing relationships with the City Council, Commissioners, business leaders, and community representatives.

Director, Development Services

City of Springfield - Springfield, Oregon

1990 - 1999

Managed Planning, Building, Community and Economic Development, Property Management and Administration. Successfully restructured operations creating an efficient one stop permit center. The divisions provided a broad range of dynamic services, including a residential lot sales program, economic development programs to foster industries and downtown development, operation of a historical museum, business licensing, long-range planning in land use and housing, as well as streamlined and expedited plan review. Frequently met with metro area and statewide planning directors and made numerous appearances at state legislature and other government agencies.

- Resolved conflict on citywide referendums and land use issues.
- Accomplished urban growth boundary amendments to accommodate new industries.
- Established networking to develop and implement development plan for metropolitan area sports complex.
- Implemented a downtown capital improvements grants fund.
- Established a proactive customer service orientation in all divisions.
- Accomplished the location of Sony Corporation Disc Manufacturing plant, Cascade Fabrication, expansion of Coast-to-Coast Regional Distribution and businesses growth.

Division Manager/ Chief Planner

City of Portland Urban Services Division -Portland, Oregon

1984 - 1990

Award-winning annexation program added over \$1.8B in value to city's tax base and enlarged its boundary by over 8,000 acres. Developed pro-active management team to market and deliver city services to over 60,000 new residents. Automated and streamlined operations. Lobbied legislature - three sessions.

- Public spokesperson for city services in environments ranging from town hall to press conferences, and television/radio appearances.
- Designed persuasive public information, education, and marketing products.
- Organized and cultivated neighborhood leadership and volunteer groups.
- Intergovernmental liaison among city bureaus, other municipalities, and service delivery jurisdictions.

EDUCATION

Ph.D. - PLANNING AND URBAN STUDIES

Portland State University, School of Urban Affairs - Portland, OR

MASTER OF URBAN PLANNING

Portland State University, School of Urban Affairs - Portland, OR

BS - COMMUNICATIONS

Minnesota State University - Mankato, MN

AWARDS

- American Planning Association National Award - 1983, 1989 and 1994
- Ford Foundation JFK School - Top 10% Innovative Government Program
- Mayor's Award, Economic Development Service - 1993-1994
- Homebuilders of Lane County Certificate of Appreciation - 1996
- California Central Coast APA award - 2000, 2002 and 2006
- Most Livable Cities national award for small cities 2004

REFERENCES AVAILABLE UPON REQUEST
