



Riviera Beach

—FLORIDA—

Employment Application | Submitted: 29-Sep-2016

Willie Horton

UTILITY DISTRICT EXECUTIVE DIRECTOR

Job Location - Riviera Beach, FL

Department - Executive

Source - City of Riviera Beach - N/A

United States

Application Instructions

Instructions

Please note: Florida has a very broad public records law. Our application will be subject to Ch. 119, Fla. Statutes and may be disclosed upon request.

This application form is intended for use in evaluating your qualifications for employment. This is not an employment contract. Please answer all appropriate questions completely and accurately. The City of Riviera Beach is an equal employment opportunity employer and adheres to the principles and practices required in applicable federal, state and local laws and regulations which prohibit discrimination in employment and hiring. It is the policy and practice of the City to abide by all anti-discrimination laws provided by the federal, state and local regulations. All qualified applicants will receive consideration without discrimination because of race, color, sex, national origin, religion, age, disability, genetic information, familial status, marital status, sexual orientation or gender identity or expression. Furthermore, the City is committed to complying with the Americans and Disabilities Act. If an applicant for employment requests an accommodation so that the City can assist completing the job application process, the City reserves the right to require the applicant to furnish appropriate documentation from a relevant professional (e.g., a doctor, rehabilitation counselor, etc.) confirming that the applicant has a disability or concerning the applicant's functional limitations for which a reasonable accommodation is requested.

You may include your resume with the application, but not in place of an application. Incomplete or illegible applications will not be processed. Applications must be submitted prior to listed closing dates or they will not be accepted. All spaces on the application must be completed, if a question does not apply, please use N/A for Non-Applicable.

THE HUMAN RESOURCES DEPARTMENT CAN ONLY ACCEPT APPLICATIONS FOR POSTED POSITIONS.

INCOMPLETE APPLICATIONS WILL NOT BE ACCEPTED.

The City of Riviera Beach does not discriminate on the basis of race, color, sex, national origin, religion, age, disability, genetic information, familial status, marital status, sexual orientation or gender identity or expression.

Employment History

Please give accurate, complete full-time and part-time employment record. Start with your present or most recent employer for the last seven years working backwards. RESUMES MAY BE SUBMITTED IN ADDITION TO, BUT NOT IN PLACE OF ANY PORTION OF THE APPLICATION.

City of Richmond, Virginia - Department of Public Utilities

Job Title: Deputy Director II

Dates Employed From: Apr/2011

Dates Employed To: Feb/2015

Employment Length: 3 years, 10 months

Duties: Oversaw the daily operation and management of five divisions that included the 132mgd water purification plant; The 75+mgd wastewater treatment plant; The combine sewer Collection System & Stormwater Maintenance groups; The Water Distribution System Group; and The Water Resources, stormwater management, and pre-treatment program group. Provided leadership and direction for the development, implementation, administration, and operations of various systems, plans, and projects. Protected the health & safety of the community and the environment by providing sound wastewater services through pumping, transport, and treatment of wastewater generated by residential, commercial, and industrial customers. Complied with all Federal and State regulatory requirements to ensure the protection of the public's health and the safety of the community and environment.

Reason For Leaving: Needed to relocate to be closer to family.

Supervisor Name: Robert Steidel

Address: 730 E. Broad Street Richmond, VA, UNITED STATES

Phone: 804-646-5727

Starting Rate of Pay: \$120,000.00 (Salary)

Ending Rate of Pay: \$122,400.00 (Salary)

May We Contact? Yes

City of Houston Department of Public Works & Engineering

Job Title: Assistant Director of Wastewater Operations

Dates Employed From: Feb/2004

Dates Employed To: Jul/2010

Employment Length: 6 years, 5 months

Duties: Oversees the day-to-day operations of 420+ lift stations, 39 wastewater treatment facilities with a total permitted capacity of 564MGD and an average daily flow of 250MGD, Automation (SCADA) & Electrical Systems, Collection System Maintenance, and Maintenance Management function (predictive & preventative) with an operating budget of approximately \$100 Million and 500+ positions to provide service to a population of over 2 million people. • Provide leadership for the direction, development, implementation, administration and operations of various systems, plans and projects. • Protect the health & safety of the community and the environment by providing wastewater services through pumping, transport and treatment of wastewater generated by residential, commercial and industrial customers. • Comply with all federal and state regulatory requirements to protect the health and safety of the community and the environment.

Reason For Leaving: I had become dissatisfied with the direction I was being given for my organization and choose to resign

Supervisor Name: Mr. Jun Chang

Address: 611 Walker Street Houston, TX, UNITED STATES

Phone: (832) 395-2788

Starting Rate of Pay: \$108,000.00 (Salary)

Ending Rate of Pay: \$120,000.00 (Salary)

May We Contact? Yes

Metropolitan St. Louis Sewer District

Job Title: Executive Director/CEO**Dates Employed From:** Sep/1999**Dates Employed To:** Sep/2002**Employment Length:** 3 years

Duties: • Administered all programs to serve and protect a community of over 1.5 million people, 92 municipalities, a territory of 524 square miles and the environment by providing effective and efficient Stormwater, Wastewater, combine sewer collection systems (approximately 8500 miles) and 10 treatment facilities with a total permitted capacity of over 800MGD. • Provided leadership to 904-employee. • Managed an annual budget of \$261 million (operating and capital). • Implemented the policies, goals, objectives and mission of the District as established by a six member Board of Trustees. • Served as the District's liaison to community groups, political bodies and other governmental agencies (i.e. state and federal levels for favorable legislation and increased funding). • Kept Trustees advised of operations via meetings, presentations and written reports, with an eye toward continuous improvement of customer service delivery. • Successfully improved operational performance and efficiencies while experiencing annual savings of approximately \$10 Million.

Reason For Leaving: My contract expired**Supervisor Name: Board of Trustees****Address:**2350 Market Street St. Louis , MO, UNITED STATES**Phone:** 314-768-6260**Starting Rate of Pay:** \$165,000.00 (Salary)**Ending Rate of Pay:** \$187,500.00 (Salary)**May We Contact?** Yes**Broward County - Department of Public Works****Job Title: Director****Dates Employed From:** May/1993**Dates Employed To:** Aug/1999**Employment Length:** 6 years, 3 months

Duties: Administered all programs designed to provide an efficient, and environmentally sound water and wastewater system for the 1.5 million residents of Broward County. • Was responsible for 467 personnel agency with four divisions and two support units. • Articulated the agency's interest before the county commission, other governmental bodies, community groups and the public in general. • Received commission recognition for implementing performance measures and cost efficiencies that served as the prototype for other county agencies and resulted in saving the agency and stakeholders over \$5 Million annual. • Implemented and managed the \$500 Million Neighborhood Improvement Project, a major capital/economic redevelopment initiative encompassing the unincorporated areas of Broward County. In addition to infrastructure improvements, the project also included extensive community outreach and citizen participation to a diverse ethnic population. • Managed an annual budget of over \$140 million

Reason For Leaving: Opportunity function as a CEO with MSD**Supervisor Name: Richard Brossard - Retired****Address:**115 S. Andrews Avenue Fort Lauderdale , FL, UNITED STATES**Phone:** (954) 357-6437**Starting Rate of Pay:** \$80,000.00 (Salary)**Ending Rate of Pay:** \$110,000.00 (Salary)**May We Contact?** Yes**City of San Antonio Department of Environmental Management (later it becomes a part of SAWS)****Job Title: Assistant Director**

Dates Employed From: Oct/1990
Dates Employed To: Feb/1992
Employment Length: 1 year, 4 months

Duties: Administered the City's Wastewater Management Program by providing guidance and direction of activities for four of five divisions within the Department. • Responsible for 400 of the 687 personnel agency. • Managed an annual budget of approximately \$80 million with assets over \$800 million. • Implemented the Capital Improvement Program (averaging approximately \$40 million per year). • Provided guidance in maintaining over 4,100 miles of sanitary sewer collection mains and 120 lift stations with a total permitted capacity of 160MGD. • Provided all laboratory support for the city owned treatment plants. In addition, ensured that the Industrial Waste Monitoring Compliance Program was administered in accordance with City ordinances as well as state and federal environmental regulations. PLEASE NOTE: May 1992, the City Council voted to merge the Department of Wastewater Management with the City Water Board, creating the San Antonio Water System.

Reason For Leaving: Opportunity in South Florida

Supervisor Name: Joe Aceves - Retired

Address:2800 US HWY 281 North San Antonio , TX, UNITED STATES
Phone: 210-704-7297

Starting Rate of Pay: \$55,900.00 (Salary)

Ending Rate of Pay: \$65,000.00 (Salary)

May We Contact? Yes

City of San Antonio Department of Public Works

Job Title: Special Projects Engineer

Dates Employed From: Apr/1986
Dates Employed To: Feb/1990
Employment Length: 3 years, 10 months

Duties: • Managed the design of all Capital Improvement Programs (street and storm drainage projects) that were prepared by consulting engineering firms from throughout the City. • Total workload averaged approximately 200 projects yearly, ranging from \$60 thousand to over \$15 million, with a volume total of approximately \$700 million for FY 1987/1988. • Coordinated with other utilities (i.e., City Water Board, City Public Service, Southwestern Bell, Paragon Cable) and other agencies in the design of projects

Reason For Leaving: Promotion with the City

Supervisor Name: Frank Vage - Retired

Address:100 Military Plaza San Antonio , TX, UNITED STATES
Phone: 210-207-6000

Starting Rate of Pay: \$30,000.00 (Salary)

Ending Rate of Pay: \$40,000.00 (Salary)

May We Contact? Yes

City of San Antonio Department of Environmental Management

Job Title: Operations Engineer

Dates Employed From: Aug/1983
Dates Employed To: Aug/1986
Employment Length: 3 years

Duties: • Managed the in-house Capital Improvement Program design of all sewer extensions, sewer main relocation's, outfall sewers, treatment plant projects, and emergency rehabilitation projects. • Managed the projects prepared by consulting engineering firms. Total workload averaged 160 projects yearly with a range of \$20 thousand to over \$2.5 million, with an annual budget of approximately \$65 million. • Managed a Staff of 24 employees consisting of 10 engineering technicians, 5 drafting technicians, 3 party chiefs, and 9 surveying aides.

Supervisor Name: Harvey Kunze -Retire

Address:100 Military Plaza San Antonio , TX, UNITED STATES
Phone: 210-207-6000

Starting Rate of Pay: \$25,000.00 (Salary)

Ending Rate of Pay: \$30,000.00 (Salary)

May We Contact? Yes

Reason For Leaving: Promotion with the City

Curtis Neal & Associates Engineering Firm

Job Title: Design Engineer

Dates Employed From: Aug/1981

Dates Employed To: Aug/1983

Employment Length: 2 years

Duties: • Provided design for 10 sanitary sewer projects totaling \$4 million with a total distance of 9.5 miles of City of San Antonio real estate; and one storm sewer line for the San Antonio Zoo. • Provided the layout of a two-mile run of water mains for the San Antonio Water Board.

Reason For Leaving: Got a job offer from the City of San Antonio

Supervisor Name: Mr. Curtis Neal

Address:NO LONGER IN BUSINESS San Antonio, TX, UNITED STATES

Phone: 210-523-2137

Starting Rate of Pay: \$18,000.00 (Salary)

Ending Rate of Pay: \$18,000.00 (Salary)

May We Contact? No

Education

Please list all schools including high schools, colleges, trade schools or military.

Prairie View A&M University | College or University

Degree: Bachelor's in Civil Engineering

Major:

Location: Prairie View, TX

Graduated? Yes

Brackenridge High School | High School or Equivalent

Degree:

Major:





Location: San Antonio, TX

Graduated? Yes

Documents

You can provide us with your resume here and/or other supporting documents. You may either upload a file containing a formatted version, or cut & paste a text version in the space provided.

Click on the link to open the resume file if you wish to print the formatted resume.

File Name	Link
Willie R. Horton DD 214.pdf	 Download
Willie R. Horton Degree.pdf	 Download
Willie R. Horton Degree.pdf	 Download
Willie R. Horton Resume.docx	 Download

Text Only Resume

No Text Only Resume on File

Admin Uploaded Files

There are no admin uploaded files for this applicant.

Job Questions

UTILITY DISTRICT EXECUTIVE DIRECTOR | Score Total - 50

Question	Answer	Score	Disqualifier?
Do you have a Bachelor's Degree in Civil Engineering, Environmental Engineering, or in a related field from an accredited college or university? *	Yes	15	
Do you have seven (7) years of experience in water, wastewater or public works setting to include five (5) years in a management capacity with responsibility for a large division within a public utility, or any equivalent combination of training and experiences? *	No	0	X
If you do have prior management experience, how many team members have you been responsible for managing? *	More than 50 people	0	
How many years of experience do you have using the Microsoft Office suite of computer software applications (including MS Word, Excel and PowerPoint)? *	More than 5 years	15	
Have you completed any post-secondary education in a related field and, if so, what is the highest level completed? *	Yes, I have completed a university or college degree or higher in a related field	15	
Do you currently live in or near the city where this position is based or would you be willing to relocate there? *	I am willing to relocate to there	5	

Additional Questions

Background Information | Score Total - 0

Question	Answer	Score	Disqualifier?
Were you previously employed by us? *	No	0	
If so, when?	N/A		
Are you a citizen of the United States? *	Yes	0	

If no, are you authorized to work in the U.S.A.?

Will you, now or in the future, require sponsorship of employment visa status (e.g., H-1 B visa status) * No 0

Have you been convicted of a felony or served time? * (Archived) No 0

If yes, please provide explanation below. A conviction will not necessarily bar you from employment. FALSE STATEMENTS OR OMISSIONS OF CONVICTIONS SHALL BE JUST CAUSE FOR DISQUALIFICATION FROM EMPLOYMENT. Each case is evaluated in relation to the duties and responsibilities of the position for which you have applied. Details: (Archived) N/A

State names of any relatives and friends presently employed with us, indicate relationship: * None.

Job-Related Skills | Score Total - 0

Note: Do not fill out any part of the section you believe to be non-job related.

Question	Answer	Score	Disqualifier?
List languages in which you are fluent:	English only.		
If the job requires, do you have the appropriate valid driver's license? *	Yes	0	
DL#:	H635-896-55-003-0		
Type:	Class E		
State:	Florida		
Have you had any moving violations? *	No	0	
If yes, please describe:	N/A		
Please list any other skills, licenses or certificates that may be job related or that you feel would be of value to this job or company:	I do have an expired Professional Engineering license from the State of Texas #58176 (Expired June 30, 2015). Can renew, if needed.		
If applying for clerical position, indicate typing speed (WPM):	N/A		
Do you have or possess basic computer skills? *	Yes	0	
	MS Excel, MS Word, PowerPoint, and Spreadsheet.		

What types of computer software can you operate?

Do you have any physical condition which might limit your ability to perform the job for which you are applying? *

No

0

If "Yes", Describe this condition and how you can perform the job in spite of it.

N/A

Military | Score Total - 0

Question	Answer	Score	Disqualifier?
Did you serve in the U.S. Armed Forces? *	Yes	0	
If yes, in what branch?	U. S. Army		
Describe any training received relevant to the position for which you are applying:	From a leadership prospective, I am a commissioned officer (Major retired). I have had both the Engineer officer basic course training and the advance engineering training, as well as basic and advance training as a Civil Affairs officers. I also completed 50% of the Army War college.		

Certification and Release

I certify that I have read and understand the applicant instructions on the first page of this form and that the answers given by me to the foregoing questions and the statements, made by me are complete and true to the best of my knowledge and belief. I understand that any false information, omissions, or misrepresentations of facts asked for in this application may result in rejection of my application or discharge at anytime during my employment.

I authorize the City and/or its agents to verify obtain any of this information relating to my background, including, but not limited to, credit history, criminal history, and motor vehicle driving records. In this regard, while the City does not inquire into criminal history at the application phase, all individuals receiving a conditional offer of employment will be subject to a criminal history background check.

I authorize all persons, schools, companies, and law enforcement authorities to release any information concerning my background and hereby release any said persons, schools, companies, and law enforcement authorities from any liability for any damage whatsoever for issuing this information. I also understand that the use of illegal drugs is prohibited during employment. As permitted by applicable law, a medical examination, including drug screening, will be required by the City, at the City's expense.

I understand that any offer of employment will be conditional on successful completion of such medical examination, drug screening, and background examination. To the extent that I am subject to a medical examination, I agree to sign a release of medical information in connection with this such medical examination, and I understand that the results thereof relating to my capacity to perform as a City employee will be communicated to the City. I understand and agree that this release to verify information relating to my background will continue throughout my employment, if ultimately hired by the City.

I agree to the above.

Signature: Willie R. Horton

Date: 29-Sep-2016

IP Address: 24.73.208.182

Signature	Date	Social Security Number	Date of Birth

Application Status History

Date	Status	User	Score	Notes
25-Jan-2017	Experience Inventory Assessment Mailed	Eureka Irvin		Status Changed
13-Oct-2016	Reviewed Application	Eureka Irvin		Status Changed
29-Sep-2016	Not Qualified	System Generated		Status Automatically Assigned On Application Completion

Application Note History

Date	User	Score	Notes
08-Jun-2017	Eureka Irvin		Mr. Horton has a new mailing address: 6512 Crews Lake Hills Loop W Lakeland, FL 33813
08-Jun-2017	Eureka Irvin		Status Changed
13-Oct-2016	Eureka Irvin		Qualification Status Changed To Qualified, Note: MEET MINIMUM

Application Viewed History

Date	Time	User
13-Oct-2016	12:53:19 PM	Eureka Irvin
18-Oct-2016	10:52:35 AM	Eureka Irvin
23-Jan-2017	4:17:38 PM	Eureka Irvin
25-Jan-2017	9:59:22 AM	Eureka Irvin
23-Feb-2017	2:46:39 PM	Eureka Irvin
19-Apr-2017	10:11:04 AM	Taneria Mitchell
07-Jun-2017	11:46:59 AM	Eureka Irvin
08-Jun-2017	2:47:35 PM	Eureka Irvin
21-Jun-2017	4:23:50 PM	Eureka Irvin

22-Jun-2017	7:25:22 PM	Eureka Irvin
19-Jul-2017	12:50:49 PM	Frank Zuniga
27-Jul-2017	8:19:32 AM	Eureka Irvin
27-Jul-2017	9:26:51 AM	Eureka Irvin
27-Jul-2017	11:30:46 AM	Eureka Irvin
07-Aug-2017	2:29:40 PM	Eureka Irvin
25-Sep-2017	6:38:37 PM	Eureka Irvin

Assigned to Screener History

No Assigned to Screener History

Application Email History

Date	Sender	Template Name
29-Sep-2016	System Generated	Thank You Email
26-May-2017	Eureka Irvin	Utility District Interviews
01-Jun-2017	Eureka Irvin	Utility District Executvie Director Interview Revised Date
24-Jul-2017	Eureka Irvin	Utility District Executvie Director Interview Revised Date

Application Forward History

No Application Forward History

▶ Willie R. Horton

Qualification Profile

A highly motivated and dedicated professional with over 38 years as an accomplished leader. 32 of those years being served in the municipal government sector at the senior executive levels. Results-oriented professional with proven success in managing multimillion-dollar projects, streamlining procedures, improving inventory controls, and increasing department efficiency through effective business strategies. Engineering proficiencies include experience in structures, roadway design work, water utilities and sanitary sewer systems in both public and private sectors. Additional experience in planning, developing and managing engineering programs, leadership, motivation, personnel relations (including personnel development, management, coaching and mentoring), equipment management, time effectiveness, budget management/preparation, oral/written communications, emergency operations management, contract relations, purchasing and union contract relations.

Education

BACHELOR OF SCIENCE IN CIVIL ENGINEERING, 1977
(Prairie View A&M University, Prairie View, Texas.)

Registration

Professional Engineer, State of Texas; License #58176.

Professional Experience

Deputy Director (April 2011 – February 2015)
CITY OF RICHMOND, VIRGINIA – Department of Public Utilities

- Oversees the day-to-day operations and management of a 132MGD water purification plant and a 75+MGD wastewater treatment plant, Automation (SCADA) & Electrical Systems, combine sewer Collection System Maintenance, stormwater management, pre-treatment program, Maintenance Management

function (predictive & preventative), a water distribution system with more than 1000 miles of pipe line, an operating budget of approximately \$100 Million and 300+ positions to provide service to a population of over 200,000 people.

- Provide leadership for the direction, development, implementation, administration and operations of various systems, plans and projects.
- Protect the health & safety of the community and the environment by providing wastewater services through pumping, transport and treatment of wastewater generated by residential, commercial and industrial customers.
- Comply with all federal and state regulatory requirements to protect the health and safety of the community and the environment.

Assistant Director (February 2004 –August 2010)

CITY OF HOUSTON, TEXAS - Department of Public Works - Public Utilities Division

- Oversees the day-to-day operations of 420+ lift stations, 39 wastewater treatment facilities with a total permitted capacity of 564MGD and an average daily flow of 250MGD, Automation (SCADA) & Electrical Systems, Collection System Maintenance, and Maintenance Management function (predictive & preventative) with an operating budget of approximately \$100 Million and 500+ positions to provide service to a population of over 2 million people.
- Provide leadership for the direction, development, implementation, administration and operations of various systems, plans and projects.
- Protect the health & safety of the community and the environment by providing wastewater services through pumping, transport and treatment of wastewater generated by residential, commercial and industrial customers.
- Comply with all federal and state regulatory requirements to protect the health and safety of the community and the environment.

Executive Director/Chief Executive Officer (Sept. 1999 –Sept. 2002)

METROPOLITAN ST. LOUIS SEWER DISTRICT - St. Louis, Missouri

- Administered all programs to serve and protect a community of over 1.5 million people, 92 municipalities, a territory of 524 square miles and the environment by providing effective and efficient Stormwater, Wastewater, combine sewer collection systems (approximately 8500 miles) and 10 treatment facilities with a total permitted capacity of over 800MGD.
- Provided leadership to 904-employee.
- Managed an annual budget of \$261 million (operating and capital).

- Implemented the policies, goals, objectives and mission of the District as established by a six member Board of Trustees.
- Served as the District's liaison to community groups, political bodies and other governmental agencies (i.e. state and federal levels for favorable legislation and increased funding).
- Kept Trustees advised of operations via meetings, presentations and written reports, with an eye toward continuous improvement of customer service delivery.
- Successfully improved operational performance and efficiencies while experiencing annual savings of approximately \$10 Million.

Director (May 1993 –August 1999)

***DEPARTMENT OF PUBLIC WORKS - Office of Environmental Services
Broward County, Florida***

- Administered all programs designed to provide an efficient, and environmentally sound water and wastewater system for the 1.5 million residents of Broward County.
- Was responsible for 467 personnel agency with four divisions and two support units.
- Articulated the agency's interest before the county commission, other governmental bodies, community groups and the public in general.
- Received commission recognition for implementing performance measures and cost efficiencies that served as the prototype for other county agencies and resulted in saving the agency and stakeholders over \$5 Million annual.
- Implemented and managed the \$500 Million Neighborhood Improvement Project, a major capital/economic redevelopment initiative encompassing the unincorporated areas of Broward County. In addition to infrastructure improvements, the project also included extensive community outreach and citizen participation to a diverse ethnic population.
- Managed an annual budget of over \$140 million.

Assistant Director (October 1990 –February 1993)

CITY OF SAN ANTONIO, TEXAS - Department of Wastewater Management

- Administered the City's Wastewater Management Program by providing guidance and direction of activities for four of five divisions within the Department.
- Responsible for 400 of the 687 personnel agency.

- Managed an annual budget of approximately \$80 million with assets over \$800 million.
- Implemented the Capital Improvement Program (averaging approximately \$40 million per year).
- Provided guidance in maintaining over 4,100 miles of sanitary sewer collection mains and 120 lift stations with a total permitted capacity of 160MGD.
- Provided all laboratory support for the city owned treatment plants. In addition, ensured that the Industrial Waste Monitoring Compliance Program was administered in accordance with City ordinances as well as state and federal environmental regulations.

PLEASE NOTE: May 1992, the City Council voted to merge the Department of Wastewater Management with the City Water Board, creating the San Antonio Water System.

Special Projects Engineer (April 1986 –October 1990)

CITY OF SAN ANTONIO, TEXAS - Department of Public Works

- Managed the design of all Capital Improvement Programs (street and storm drainage projects) that were prepared by consulting engineering firms from throughout the City.
- Total workload averaged approximately 200 projects yearly, ranging from \$60 thousand to over \$15 million, with a volume total of approximately \$700 million for FY 1987/1988.
- Coordinated with other utilities (i.e., City Water Board, City Public Service, Southwestern Bell, Paragon Cable) and other agencies in the design of projects.

Operation Engineer (August 1983 –April 1986)

CITY OF SAN ANTONIO, TEXAS - Department of Environmental Management

- Managed the in-house Capital Improvement Program design of all sewer extensions, sewer main relocations, outfall sewers, treatment plant projects, and emergency rehabilitation projects.
- Managed the projects prepared by consulting engineering firms. Total workload averaged 160 projects yearly with a range of \$20 thousand to over \$2.5 million, with an annual budget of approximately \$65 million.
- Managed a Staff of 24 employees consisting of 10 engineering technicians, 5 drafting technicians, 3 party chiefs, and 9 surveying aides.

Design Engineer (August 1981 –August 1983)

CURTIS NEAL & ASSOCIATES ENGINEERING (San Antonio, Texas)

- Provided design for 10 sanitary sewer projects totaling \$4 million with a total distance of 9.5 miles of City of San Antonio real estate; and one storm sewer line for the San Antonio Zoo.
- Provided the layout of a two-mile run of water mains for the San Antonio Water Board.

Civil Engineer (April 1981 –August 1981)

HERCULES INCORPORATED (Radford, Virginia)

- Provided the engineering support in plant maintenance inspections and design of facilities to improve operation.
- Designed a windbreak wall to protect plant facilities from fly ash debris coming from the plant's electric facility.

Captain (June 1977 –June 1981)

UNITED STATES ARMY CORPS OF ENGINEERS (Fort Hood, Texas)

- Served as Combat Engineer Platoon Leader.
- Performed, motivated and proven professional development of more than 38 subordinates.
- Executive officer of B Company, 8th Engineering Battalion, 1st Cavalry Division, Fort Hood, Texas.
- Provided engineering support for one battalion and accountability for over \$4 million in equipment.
- Designed and constructed projects such as tank pad crossings for M60 tanks, an underground command post, tank firing ranges and many other small projects in support of training exercises.
- Served as Officer-In-Charge of the Fort Hood Advanced Marksmanship Unit (AMU), responsible for overall supervision of AMU activities including administrative, logistical, training and supporting of two divisions, and five non-divisional support units.