



Planning for the Future in the New Normal

WINTER CONFERENCE
JANUARY 27-29, 2021

Embassy Suites by Hilton,
Hoover Alabama

WWW.ACCMA-ONLINE.ORG

Conference Materials and Evaluations can be accessed at www.aub.ie/accma2021w

**Alabama City/County Management Association
Government and Economic Development Institute
Education and Training
22 Extension Hall
Auburn AL 36849-5297**

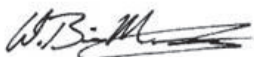
Dear Members,

On behalf of the ACCMA Executive Officers and Board of Directors, I would like to welcome you to the 2021 ACCMA Winter Conference. With the unfortunate cancellation of the Summer Conference, this marks the first official event we have held in the last year. Although not all of us will be able to attend in-person, we are excited to bring you a slate of quality presentations that are highly relevant to the challenges we have faced recently, and the changes we must all prepare for moving forward.

This conference would not be possible without the diligent work of our Executive Officers, a listing of which is below. Please join me in thanking them for their stewardship, and their continued efforts on behalf of ACCMA.

The mission of ACCMA is to advance professional management in Alabama's city and county governments and to support the professional development of its members and other local government officials. We hope that this year's conference will provide you with new or updated knowledge, as well as, an opportunity to network and gain new affiliations that will be beneficial to you and your community.

Sincerely,



Brian Muenger, City Manager, City of Pell City
President, ACCMA

Executive Officers:

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Russell County – Chance Corbett

Agenda

Planning for the Future in the New Normal

Wednesday, January 27th

12:00-2:00 p.m.

Exhibitor Booths Setup

2:00-3:00 p.m.

Beverages

2:00-5:00 p.m.

Registration Desk Open

2:00-5:00 p.m.

Exhibitor Booths Open

Presiding

**Brian Muenger – President, ACCMA, Pell City Manager
Welcome and Pledge**

3:00-3:15 p.m.

with Allan Rice - City Administrator, City of Hoover

3:15-4:00 p.m.

Cyber Security – Panel

with Lou Ialacci – Retired Chief Information Technology
Officer, City of Montgomery

with Phil Burns – COO, Shelby County

4:00-4:15 p.m.

Beverage Break

4:15-5:00 p.m.

Small Cells – Panel Discussion

with David Andrews – Telecommunications Consultant, CMS

with Matt Hartley – Senior Manager, Verizon Network Real
Estate and Regulatory Group

5:00-6:30 p.m.

Opening Reception – Dinner on Your Own

Thursday, January 28th

7:00-8:00 a.m.

Breakfast

7:30-11:45 a.m.

Registration Desk Open

7:30-12:00 p.m.

Exhibitor Booths Open

8:00-5:00 p.m.

General Session

presided by Brian Muenger - ACCMA President

8:00-8:30 a.m.

Meet Our Sponsors

8:30-9:30 a.m.

Law Enforcement

with Chief John Stringer - City of Madison Police Department

with Sheriff Ron Puckett – Morgan County

with Chief Deputy Stacy Bates – Madison County

9:30-9:45 a.m.

Beverage Break

9:45-10:45 a.m.

Broadband - Panel

with Jim Meads - President/CEO, SAIN Associates

with Richie Beyer - COO, Elmore County Commission

with Tom Stackhouse - President/CEO, CAEC and Central Access

10:45-11:45 a.m.

Future of Recycling

with Chris Conway - Public Works Director, City of Montgomery

with Brian Gilhuly - CEO/Co-Founder, RePower South

with Randy Lee – COO, Amwaste, LLC

11:45-1:00 p.m.

President's Luncheon

Meet our Students

Planning for the Future in the New Normal

Thursday, January 28th Afternoon

1:15–2:30 p.m.

1:15–1:45 p.m.

Shared Services Panels

Dispatch and Fleet Management Dispatch

with Alan Campbell, Executive Director, Shelby County 911

with Ryan Farrell – Deputy Chief, Shelby County 911

with Tommy Hale – Battalion Chief, Shelby County 911

1:45–2:30 p.m.

Fleet Management

with Allan Rice - City Administrator, City of Hoover

with Mayor Frank Brocato - City of Hoover

with Gretchen DiFante - City Manager, City of Pelham

with Mayor Gary Waters - City of Pelham

with Chief Cheatwood – City of Oxford Police Department

2:30–2:45 p.m.

Break

2:45–4:45 p.m.

Exploring New Normal after COVID

with Kristin Scroggin - GenWHY

Friday, January 29th

7:00–8:00 a.m.

Breakfast

8:00–12:00 p.m.

Exhibitor Booths Open

8:00–12:00 p.m.

Closing Session

presided by Brian Muenger – ACCMA President

8:00–8:15 a.m.

Morning Devotional

with David Phillips – Senior Chaplain, City of Vestavia Hills

8:15–9:15 a.m.

Leadership – ACCMA Public Management Program

with Jonathan Fisk, PhD. – Auburn University

9:15–9:30 a.m.

Beverage Break

9:30–10:30 a.m.

Legislative Preview

with Greg Cochran, Executive Director, ALM

with Lauren Hodge, Director of Affiliate and Government Relations, ACCA

10:30–11:00 a.m.

ICMA Update

with Nate Pagan - VP ICMA, City Manager, Owensboro, Kentucky

with Randall Reid – Southeast Regional Director, ICMA

11:00–12:00 p.m.

ACCMA Business Meeting

presided by Brian Muenger – ACCMA President

Door Prizes/Grand Prize Drawing & Adjournment

Guest Exhibitors

ARSEA/APEAL

MARK YOUR CALENDARS!

ACCMA 2021 Summer Conference

June 2-4, 2021

The Lodge at Gulf Shores State Park



Brian Muenger

Brian Muenger has served as the City Manager of Pell City since 2015. Prior to his appointment in Pell City, he served as the City Manager of the City of Talladega, and as Community Development Planner for the Heart of Georgia-Altamaha Regional Commission.

As City Manager, he serves as the Chief Administrative Officer of the City responsible for the general operation and supervision of governmental functions of the City. He is responsible for the appointment and dismissal of non-Council appointed positions, preparation and implementation of the annual budget, and enforcement of all laws, ordinances, and policies of the City. He serves as the chief policy advisor to the Mayor and City Council.

Brian attended Georgia College, where he earned a bachelor's degree in political science and criminal justice, and a Masters of Public Administration degree with a concentration in Public Policy. He is an active member of the Alabama City/County Management Association, where he currently serves as President, and of the International City/County Management Association. Brian is an active member of the Pell City Rotary Club and serves as the Community Service Chairman.



Allan Rice

Allan Rice is the City Administrator of Hoover, Alabama and has held that position since November 2016. He previously served as the Executive Director of the Alabama Fire College and Personnel Standards Commission. His career spans over thirty years, including previous service with the City of Hoover Fire Department from 1992 to 2007. He has been a college program coordinator for fire science and emergency medical services, a consultant to the U.S. Dept. of Homeland Security, and a trauma and flight nurse. He is a past president of the North American Fire Training Directors and was a founding member of the Fire Service Occupational Cancer Alliance Steering Committee.

Allan received a paramedic certificate and Bachelor of Science in Nursing from the University of Alabama at Birmingham and a Master of Public-Private Management from Birmingham-Southern College. He and his wife Kelly have two adult sons.



Lou Ialacci

Lou Ialacci received his BS in Industrial Engineering from Clarkson University, Potsdam, NY and his MBA from the University of Wisconsin - Milwaukee. Prior to moving to Montgomery in 1979 Lou worked in various IT roles for a Wisconsin based manufacturing company. Moving to Montgomery in 1979, he worked for Blount, Inc. & Colonial Bank in IT management positions. In 1995 he embarked on a personal business venture purchasing a car rental franchise with partners and pursued other business opportunities.

In 2005, Lou became the manager of the Montgomery County Commission IT Department, moving all applications off a main frame computer to server-based systems and implementing several new software systems. He extended technical services and support to County buildings and remote location expansions. In addition he worked with departments and elected officials to provide smart on-line services.

In 2012 he accepted the position to implement the consolidation of IT management for the City and County. This generated over \$1 million of savings in the first year. He created a mutual backup facility and shared ideas and certain application systems for the City and County to include sales tax and property data, realizing thousands of dollars in savings for both.

In 2015 Lou managed the City and County efforts to make them a leader in all things relating to Cyber by creating the Montgomery Internet Exchange (MGMix). The exchange is the only one in Alabama and one of six in the southeast. This was the foundation for an ongoing project to develop ways to make Montgomery a "smart city and county".



Phil Burns

Phil Burns serves as Chief Operating Officer of Shelby County, Alabama. Prior to joining Shelby County in 2006, Mr. Burns served as Vice President and CIO of Active Day, Inc. the nation's largest provider of Adult Day Health Services. Prior to this role, Mr. Burns served as Vice President and Co-Founder of Clipper Management, Inc. a management consulting firm. Prior to this role, Mr. Burns served as M&A Director of Caremark Rx, Inc. a Fortune 500 provider of pharmaceutical and biotech services. Prior to this role, Mr. Burns served 10 years with the Federal Reserve Bank as the Director of Payment Services in Birmingham. Mr. Burns has a Bachelor of Science in Corporate Finance and Investment Management from the University of Alabama in Tuscaloosa, Alabama. He serves on the Board of Directors for the Shelby County 911 Board and the Montevallo Industrial Development Board and previously served on the Shelby County Community Health Foundation.

Mr. Burns is married to Jami Burns; they have two sons and reside in Montevallo, Alabama.

David Andrews

Mr. Andrews is currently employed by the City of Athens and has served the City in the public safety sector for the past 21 years. He is also a wireless telecommunication consultant for The Center for Municipal Solutions and has immediate responsibility for all projects in the State of Alabama and Louisiana. Mr. Andrews has advised and assisted local governments since 2007, enabling them to make informed decision based on their options and rights.



Matthew Hartley

Matthew works for Verizon Wireless on the Georgia/ Alabama Real Estate and Regulatory team. Matthew's current responsibilities include Community Outreach and Engagement, SME for small cell installation in the Public Rights of Way and serves as Liaison to local utility companies including municipal power companies, Electric Member Co-ops, Investor Owned Utilities, and ILEC's.

Matthew is a graduate of Kennesaw University and has a career in telecommunications that spans more than 20+ years. Matthew began his career in 1998 working in BellSouth Central Offices progressing through installation, engineering, and management. In 2006 Matthew moved to the Wireless side of the industry working on design and construction of Distributed Antenna Systems (DAS) for large Venues and Hotels. In 2013 Matthew made the progression further into the Wireless side of the industry with a move to Small Cells and has been involved with these installations since that time.

Matthew has had the privilege to work for some of the industry's largest leaders including AT&T, TE Connectivity, and currently Verizon Wireless with his most recent position as Sr. Manager RE & Regulatory.



Chief John Stringer

Chief John Stringer is the Chief of Police and Chief Operations Officer for the City of Madison Police Department. He is responsible for the planning, staffing, and operations of the Patrol, Investigations, Special Operations, Records, and Communication Divisions, working with Division Commanders to ensure support of the agency's mission. He is currently the department Public Information Officer.

Chief Stringer has served in the Madison Police Department for 24 years, beginning his career as a Patrol Officer. He has a diverse law enforcement background, serving as a Field Training Officer, SWAT Team Operator and Assistant Team Leader, Narcotics Investigator assigned to the Gulf-Coast High Intensity Drug Trafficking Area Task Force in North Alabama, and Patrol Sergeant. In 2010, as a Lieutenant, he established the department's first fulltime Office of Professional Standards responsible for Internal Affairs, Policy and Procedure publication, and Community Resources. He was promoted to Captain in 2012 and assigned Special Operations Division Commander responsible for the Training Unit, School Resource Unit, Traffic Safety and Traffic Homicide Investigations Unit, and the Animal Control Unit. In 2017, Major Stringer was assigned as the Investigations Division Commander where he was responsible for the efficient operations of general and specialized investigations to include crime scene and vice and narcotics, as well crimes against children, and white collar investigations.

Chief Stringer is a graduate of the 260th session of the FBI National Academy. He received his BA in Psychology from the University of Alabama in Huntsville in 1998 and a MBA in Public Administration from Columbia Southern University in 2016.

Chief Stringer's diverse law enforcement background and long term service with the Madison Police Department has provided him with the experience and operational knowledge of police services. He has developed and fostered interagency relationships among local, state, and federal law enforcement partners to enhance the department's mission to serve and protect its citizens through valuable police services that enhance the quality of life.



Sheriff Ron Puckett

Sheriff Puckett took office as the Sheriff of Morgan County in 2018. His past education and experience include his B.S. degree from Athens State College in Criminal Justice. While in college, he worked with the Hartselle Ambulance Service as an EMT. After graduation, Puckett worked as a Juvenile Probation Officer with the Morgan County Juvenile Court and then joined the Hartselle Police Department. While at the Police Department, he worked in many areas as a patrol officer, then as an investigator with the Criminal Investigation Division, then promoted to Captain over Patrol, and then promoted to Chief of Police where he served for over 12 years.

While serving as Chief of Police, he received professional training from the Alabama Police Chief's Association and was recognized as a Certified Police Chief. He has also received an Advanced Certificate of Achievement in Police Management and has been recognized as a Certified Law Enforcement Executive by the Alabama Peace Officers Standards and Training Commission. He has also served on the Training and Education Committee for the Alabama Chief's of Police Association and is an instructor for the New Police Chief's class.



Chief Deputy Stacy Bates

Stacy Bates was appointed Chief Deputy with the Madison County Sheriff's Office, January 14, 2019, by Sheriff Kevin Turner.

Chief Bates is a resident of Madison County and has eighteen years of law enforcement experience. He earned a Bachelor of Science Degree in Criminal Justice from Athens State University, and some of his law enforcement supervision and leadership experiences include: Internal Affairs Commander, Narcotics Commander, SWAT Commander, Public Information Officer, Shift Commander, School Resource Officer Unit Supervisor, Patrol Supervisor, Honor Guard Supervisor, Mobile Field Force Supervisor.



Jim Meads, P.E.

Jim Meads, P.E., is President and CEO of Sain Associates. Jim has over 35 years of transportation engineering and planning experience throughout Alabama and the Eastern United States and is a registered Professional Engineer in 23 states. He has served as Principal-in-Charge of Sain Associates' Broadband planning efforts for a number of county governments in Alabama.

He is a Past President of ACEC Alabama. Jim is also a Past President of Alabama Section ITE and Southern District ITE. He is a charter member of the Alabama State Transportation Innovation Council established as Part of the FHWA Every Day Counts Program in 2010.

Jim and his wife Julie have been married for 36 years. He enjoys fishing and watching football and baseball games with his family. He is a men's small group leader at Church of the Highlands.



Richie Beyer

Richie Beyer has served in local government, working in four counties of varying sizes, since 1993. Today, he is employed by the Elmore County Commission and currently holds the position of Chief Operations Officer (COO). In this role, Richie is responsible for the operations of the county's more than \$30 million budget and its 265 employees. During his tenure in Elmore County as County Engineer, Chief Engineer and Operations Officer and COO, the County has completed over \$100 million in road, bridge and building construction projects.

He works daily with city, county and state officials and is active in state and national associations advocating for our cities and counties. In 2017, he testified before Congress to encourage the reduction in red-tape associated with federal grants and projects. He has also served as president of the Alabama and National associations of county engineers as well as President for the Association of County Commissions of Alabama's Liability Self-Insurance Fund. In 2012, Richie was named the Alabama County Engineer of the year followed by the National Rural County Engineer of the Year in 2014. He has served and still serves on various committees including the National Center for Pavement Preservation at Michigan State University, Highway Research Committee at Auburn University and the Alabama ATAP Center at Auburn University. Richie also represents county government on the Local Government Health Insurance Board.

He is a graduate of Enterprise High School and holds a BS in Civil Engineering from Florida State University. Richie is married to Kelli Anne Beyer and has three children: Gracie, Aubrey and Colby. His free time is spent coaching soccer, playing golf, traveling and participating in various roles at church.



Tom Stackhouse

Tom Stackhouse serves as President & CEO of Central Alabama Electric Cooperative in Prattville, AL (October 1997), Central Access, Inc. (October 2018) a fiber broadband subsidiary and Cooperative Utility Services (June 2004) serving electric distribution at Maxwell/Gunter.

Tom's career began in 1983 in North Carolina as Member Services Director of Central Electric Membership Corporation and where he later served as CEO. He currently serves on the boards of PowerSouth Energy Cooperative and the Alabama Rural Electric Association, as well as SEDC (CAEC's software cooperative) and GRESCO Utility Supply.

A Rotarian and charter member of the Prattville-Millbrook Sunrise Rotary Club, Tom has also served the Boy Scouts through the Tukabatchee Area Council Board and is a recipient of the Wood Badge and Silver Beaver awards. He and his wife Amy have enjoyed working in youth ministry activities and mission work.

He has a BS in Business Administration and Economics from High Point University in High Point, NC. They have three children and a daughter-in-law: Isaac (Kim), Becca and Tori. They are members of First Baptist Church, Montgomery.

He has a passion for the economic growth of communities and the cooperative industry and believes success comes from intentional planning and implementation. He is a strong advocate for employee development and the integration of best practices.



Chris Conway

Chris has been employed with the City of Montgomery for 17 years and has served in his current capacity as the Director of Public Works since 2009. Prior to coming to work for the City, he was employed as an engineer for the Alabama Department of Transportation for 14 years last serving as the Sixth Division Assistant Division Engineer for County Transportation. Chris has a Bachelor of Civil Engineering from Auburn University and is a registered professional engineer in the State of Alabama.

Areas within the City that fall under Public Works are; the Street Maintenance Department, Sanitation Department, Engineering and Environmental Services Department, Traffic Engineering Department, Inspections Department, and the Landfill Division, 311, and Neighborhood Services. Chris also serves as the PA announcer for Auburn basketball and officiates college football for the SEC. Chris has been a resident of Montgomery for most of his life and is very proud to continue to call Montgomery home.



Brian Gilhuly

Brian Gilhuly is co-founder and CEO of Repower South, an advanced recycling, recovery and renewable energy company, helping transform communities toward a sustainable waste and energy future. With two operating facilities, RePower, its founders, and investors are changing the management of waste with advanced sorting technologies, proprietary fuel technology, and decades of waste and energy industry experience. RePower South increases community recycling, diversion from landfill, and use of clean energy.



Randy Lee

Randy joined Amwaste, LLC in 2015 after serving twenty-five years with Waste Management, Inc. It was in 1990 that he began his career in the solid waste industry after serving as an infantry officer in the United States Army at Ft. Polk, Louisiana. The first twenty years he managed collection and landfill operations in Alabama, Arkansas, Louisiana, Mississippi, Texas, and the Florida panhandle. Since 2010, Randy has been working with municipal and county leaders to create unique public sector solutions to their solid waste hauling, recycling, and disposal challenges.

Randy holds a Manager of Landfill Operations (MOLO) certification with the Solid Waste Association of North America (SWANA) and is a former Chapter Chair for the Alabama Chapter of the National Waste & Recycling Association. He is a graduate of the University of North Alabama and the New Orleans Baptist Theological Seminary.

Amwaste, LLC is a Matter Management Enterprises, LLC company and has collection, landfill, and recycling operations in Alabama, Georgia, Louisiana, and Mississippi.



Alan Campbell

Alan Campbell is the Executive Director of Shelby County 911. He has 25 years of experience in Public Safety and technology. Prior to leading Shelby County 911, he was the IT Services Public Safety Project Coordinator for the Shelby County Commission and worked as a Senior Project Manager with Intergraph in Madison, Alabama. Prior to his time in Alabama, he served as the Deputy Director and Financial Administrator for the Adams County Colorado 911 Communications Center.

Alan has a Bachelor of Business Administration from the University of Montevallo. He is Vice Chair of the Alabama 911 Board, serves on the Shelby County Personnel Board, and is a past President of the Alabama Chapter of the National Emergency Number Association.



Ryan Farrell

Ryan Farrell began his fire service career in 2000 with the Auburn Fire Division as a student firefighter. As a member of the student program, he was assigned to a suppression shift as a certified firefighter while completing his undergraduate degree. Following graduation from Auburn University, Farrell made a brief stop with the Tuscaloosa Fire Department before joining the ranks of the Vestavia Hills Fire Department in November of 2003.

Farrell was assigned to field operations from 2003-2019 and served as Firefighter/Paramedic, Apparatus Operator, Lieutenant and Captain. In 2019, Farrell was promoted to Deputy Chief/Fire Marshal where he currently oversees all public education, code enforcement, plan review and investigations for the department.

Farrell earned a Master of Arts in Public and Private Management from Birmingham-Southern College in 2011. In 2016, he completed the National Fire Academy's Executive Fire Officer Program. He is married to his wife, Marybeth, and they live in Vestavia Hills with their two children; Wyatt and Mary Ryan. They enjoy hiking throughout the region and spending time on Lake Martin.



Tommy Hale

Tommy Hale is a Battalion Chief with Vestavia Hills Fire Department. He has served Vestavia Hills for over 24 years and has been a Battalion Chief for 14 years. He has a B.S. in Public Administration and is a Paramedic. He assisted in the transition from a city dispatch center to contracting services with Shelby 911.



Mayor Frank V. Brocato

Mayor Frank V. Brocato has a long history of service to the people of Hoover. He worked for the Hoover Fire Department for 42 years serving as EMS Chief, Operations Chief and Fire Marshal. Mayor Brocato was Hoover's first paramedic and when he retired in 2015, he had the longest career in the Hoover Fire Department.

Mayor Brocato has a Fire Science degree from Jefferson State College and a Bachelor's Degree in Psychology and Sociology from Birmingham Southern College.

He has been married to his high school sweetheart, Frances, for 49 years and they have 3 children and 9 grandchildren.

He serves on the Leadership Birmingham Advisory Board, the Board of Directors for the Mike Slive Prostate Cancer Research Foundation of Alabama, the Birmingham Business Alliance Executive Committee, and the Lawson State Community College ASPIRE 2030 Strategic Planning Committee. He is also an active member of Briarwood Presbyterian Church.

Mayor Brocato is the 10th Mayor of Hoover and currently serving his second term in office. He feels it is a tremendous honor to represent the citizens of this great city.



City Manager Gretchen DiFante

After 27 years in New York state, Gretchen DiFante returned to her home state of Alabama in August 2017 to become Pelham's first professional city manager and the state's only female city manager. She is responsible for all city operations and a \$65 million budget.

She has held senior executive roles in private, non-profit and local government organizations. Those roles include the director of customer service for the \$3 billion frozen food manufacturer, Rich Products in Buffalo, NY; executive vice president for P.W. Minor and Sons in Batavia, NY and executive director of Agape Counseling in Rochester, NY. In 2010, DiFante was hired as a consultant to the City of Batavia to help create the municipality's first data-driven strategic plan, which in 2014 received the International City/County Management Association's Strategic Leadership and Governance Program Excellence Award for its significant impact on the city's culture and strategic direction.

DiFante was chosen as Batavia's Assistant City Manager/Director of Administrative Services in 2014. In this role, she managed the city's FEMA Community Rating System program, which was awarded the highest rating in the state of New York, and she was recognized with an appointment to the New York State Stormwater and Floodplain Managers Association Board of Directors.

DiFante has been recognized for her leadership outside the community. After founding Alabama's Women Leading Government chapter, DiFante was recognized in 2019 by the League of Women in Government and the National Research Center as a Top 10 Finalist for the Premiere Leadership Trailblazer Award. Most recently, DiFante was named the Shelby County Chamber's 2020 Public Servant of the Year. DiFante also serves on the Alabama City-County Management Association Board of Directors.



Mayor Gary W. Waters

Mayor Gary W. Waters was elected to office in August 2012. He is currently serving his third term.

Mayor Waters graduated the UAB Paramedic Program in 1979. He served with themen and women of the Pelham Fire Department for 31 years, 24 of them as FireChief. He retired in June 2008.

In addition to serving the City of Pelham, Mayor Waters is a veteran. He was on activeduty for 24 years with the US Army and the National Guard. He was a CommissionedOfficer in the Infantry until his retirement in September 1998. Mayor Waters areas of interest include servant leadership and team building. He iscommitted to creating a friendly business climate in the City of Pelham. Mayor Waters and his wife, Lynn, have been married for 45 years. They have threechildren and four grandchildren and have called Pelham home since 1977.



Police Chief Pat Cheatwood

Chief Pat Cheatwood began his law enforcement career with the Oxford, AlabamaPolice Department in 1995 as a patrol officer. While policing in his hometown, helearned the value of community service, involvement and a love for lawenforcement. In 1998, he joined the Calhoun/Cleburne County Drug Task Force as a7th Judicial Circuit Investigator. He investigated numerous drug, alcohol, vice andother crimes alongside state and federal law enforcement partners.

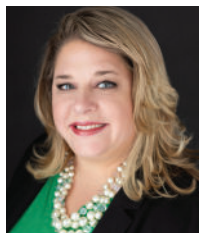
In 2000, Chief Cheatwood joined the Pelham Police Department and moved hisfamily to Pelham. Chief Cheatwood held many roles throughout the years, includingpatrol officer, field training officer, traffic officer, evidence technician, patrol sergeant,detective sergeant, commander of the Criminal Investigations Division at the rank oflieutenant, as well as Support Services Bureau Commander as a captain.Responsibilities included the oversight of the Criminal Investigations Division,Communications and Records Division, hiring and onboarding of personnel, he andwas heavily involved in budgeting for the department.

Chief Cheatwood was appointed interim chief by Mayor Gary W. Waters in June 2019and was permanently appointed as Chief of Police on December 16, 2019.

He is graduate of Jacksonville State University and holds a Bachelor of Science inCriminal Justice. He is also a graduate of the 102nd Class of the Northeast AlabamaPolice Academy in Jacksonville, Alabama and the 275th Session of the FBI NationalAcademy in Quantico, Virginia.

Chief Cheatwood is a member of the Shelby County Chiefs Association, AlabamaAssociation of Chiefs of Police, and the International Association of Chiefs of Police.Chief Cheatwood is devoted to servant leadership and believes in the following fourpillars for the success of every employee:

- 1) Look professional
- 2) Act professional
- 3) Do your job
- 4) Have fun



Kristin Scroggin

Kristin Scroggin can't do math, or bake a pie, but she is a GREAT speaker! Kristin has her Masters in Communication Studies, Bachelors in Communication Arts. She has been a Communications Lecturer at the University of Alabama in Huntsville for 11 years before starting her own training company, genWHY Communications in 2017. Her passion is generational diversity and all things soft-skill related. Kristin has spoken at conferences and to hundreds of organizations across the United States ranging from Fortune 500 companies to tiny non-profits. Obsessed with travel, and desperate to see the world, she and her husband try to keep their heads above water while parenting their four children and any foster children who come their way.



David Phillips

David serves as a lay chaplain for the employees of the City of Vestavia Hills and has served in this role for over three years. In November, he was chosen as the Senior Chaplain. David is a lifelong resident of the Birmingham area and has lived in Vestavia Hills for the last 18 years. He and his wife, Carol, attend Shades Mountain Baptist Church where both have been very active in many leadership roles. David is an ordained deacon through the Southern Baptist Convention.



Greg Cochran

Greg Cochran was elected as the Executive Director of the Alabama League of Municipalities at the League's annual convention in July 2020. Greg previously served as the deputy director and director of Governmental Relations where he has been responsible for federal and state legislation since 1996. In 2008, Greg was elected President of the Alabama Municipal Funding Corporation (AMFund), which was developed by the League to assist municipal members with refinancing existing debt and funding local projects and purchases through low-interest, cost-effective loans.

Mr. Cochran began his political advocacy career as a volunteer in the re-election campaigns of Mayor Emory Folmer in the late-eighties. That experience brought him into contact with several influential political advisors and strategist, eventually earning him an offer to join the advocacy staff of the Alabama Medical Association as Legislative Director in 1989. From there he earned positions with the Mobile Chamber of Commerce (1992-1994), the Business Council of Alabama (1994-1996) and ultimately joined the Alabama League of Municipalities as the Director of Advocacy and Political Affairs.

Greg attended the University of North Alabama and Troy State University majoring in Political Science. He also earned the Certified Association Executive (CAE) from the American Society of Association Executives and graduated from the U.S. Chamber of Commerce, Chamber Institute and the Delta Regional Executive Leadership Institute. He was raised in a military family, growing up in Norfolk, VA, and Jacksonville, FL, where his father served in the U.S. Navy. Greg is married to Kelly Barclay Cochran and has two sons, William and Sanders.



Jonathan M. Fisk, MPA, PhD

Education

Colorado State University, Ph.D. in Political Science

University of Kansas, Master of Public Administration

Morningside College (Iowa), B.S. Political Science and Business Administration

Background

Jon has taught at Auburn University since 2015. At Auburn, he teaches graduate courses in Public Personnel Management, Leadership and Ethics, and Organizational Theory and Administrative Behavior. He is also a board member for American Society of Public Administration's Section on Environment and Natural Resource Administration, the Faculty Advisor to the Auburn University International City and County Management Association Student Chapter, the Vice President for the Alabama Chapter of the American Society for Public Administration. Before coming to Auburn, he served as a research associate with the League of Kansas Municipalities and worked with local government leaders across Kansas.

Jon's broader research agenda focuses on energy and environmental policy. His recently published book addresses oil and gas' impacts on states and communities and offers numerous recommendations for building more effective intergovernmental partnerships. Other research examines state energy policies, state-local policy conflicts, policy innovation, diversity and leadership, and induced seismicity. His work has appeared in *Energy Policy*, *State and Local Government Review*, *Risk, Hazards, and Crises in Public Policy*, *Society and Natural Resources*, *Politics and Policy*, and *Review of Policy Research*. Policy blogs associated with the London School of Economics and the American Society of Public Administration have also featured his work.

He is a recipient of a 2019 College Liberal Arts (Auburn) Teaching Excellence Award, 2019 MPA Civic Agency Award, 2017-2018 Auburn Author Award, 2015-2016 Outstanding Graduate Mentor Award by Auburn University's Graduate Student Council, the 2015 Outstanding Graduate Teaching Award by the Department of Political Science at Colorado State University's and was awarded a 2014 American Society for Public Administration Founders' Fellowship. He also received the Mary Morrill-Litchfield Scholarship at the University of Kansas from 2007-2009.

When not working, Jon is spending time with his wife, Melanie, and three sons, Noah, Micah, and Caleb.



Lauren Hodge

Lauren is responsible for the year-round development, sponsorship and passage of legislation important to county government. An experienced and well-respected resource to the members of the Alabama Legislature, she works to improve the working relationships among county officials and their representatives on Goat Hill. Lauren also serves as the chief staff liaison to the Association's five affiliate organizations, a role that allows her to maintain a comprehensive and multilayered understanding of county employee needs and, consequently, develop new public policy, education and program opportunities for the benefit of the full membership. Lauren's combined involvement in statewide policy efforts and affiliate management allows her to effectively and efficiently represent the needs of county governments before state and federal agencies, as well.



Nate Pagan

Nate Pagan has served as City Manager for the City of Owensboro since June of 2018 after briefly serving as Assistant City Manager. Prior to coming to Owensboro, Nate was City Administrator for the City of Hopkinsville, KY for approximately 5 years and has over 17 years of local government management experience. Nate currently serves as a Vice President of the International City/County Management Association (ICMA), the first ICMA VP from Kentucky since 1953, is a Past President of the Kentucky City/County Management Association, and is an ICMA credentialed manager. He has a Master of Public Administration degree from the University of Nebraska at Omaha and a Bachelor of Science from Murray State University. Nate's wife Michelle is a high school math teacher, and they are parents to two sons, Andrew and Fin.



Randall Reid

Randall (Randy) Reid serves as Southeast Regional Director & Director of Performance Initiatives for the International City and County Management Association. He over 40 years of experience in local government serving as the County Manager of Martin, Alachua, and Sarasota County in Florida, and as the City Manager of Green River, WY and Titusville, FL. Mr. Reid started his career as an intern in Vandalia, Ohio, rising to Assistant City Manager.

Randy has served as President of the Florida City and County Management Association (FCCMA) and the Great Open Spaces City Management Association (GOSCOMA). He has chaired the FCCMA Ethics Committee and served on the Florida League of Cities Board of Directors, the Alliance for Innovation Board of Directors and the Florida Association of Counties Foundation Board. He has served on many ICMA committees and chaired the ICMA Sustainable Communities Advisory Committee. He holds a Master of Public Administration Degree (MPA) from the University of Dayton and a BA in Public Administration from Miami University of Ohio.

Reid is a father of three, life member of the National Eagle Scout Association, a Rotary International Paul Harris Fellow, a frequent conference speaker and currently serves as Practitioner in Residence and Courtesy Assistant at the Bob Graham Center for Public Service at the University of Florida, which has a focus on civic engagement and education. He resides in Gainesville, Florida.

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