

05/24/2021
City of Norwalk
Norwalk Department of Parks and Recreation

To: Norwalk Human Resources Administrator

Attached is a resume outlining my experience, qualifications, skills, and career history that I hope will exhibit my readiness to lead the Norwalk Department of Parks and Recreation. I am looking to relocate to the east coast to be closer to my Family.

I am a graduate of Washington State University. I hold a master's degree in Political Science with a focus on Public Administration and Public Policy. My background and experience include forty (40) years leading several different Seattle Parks and Recreation Divisions.

Additional experience that I have gained in managing and directing organizations is as follows: Strategic and Comprehensive Master Planning; auditing, accounting and finance, cash management, budgeting, marketing, public affairs, customer service, human resources, economic development, and operations; Revenue Forecasting; establishing Rates and Fees and Charges; Member of Executive Management Teams, which include Positive working relationships with Elected Officials; the City Council and Mayor.

I am the leader your Agency needs for this position because of the following reasons. My experience and background in Strategic Plans and Master Planning. I am aware this is a priority for your Department. And working in Seattle government has placed me in key positions: where I have taken on the following values and/or Focus that your Agency has adopted: below I give examples for each value.

- Achieving Excellence in Core Service Delivery
 - leading the Seattle Aquariums' award-winning programs exhibits and marketing.
 - holding both Recreation; and Parks Maintenance Director positions ensured Seattle maintained award-winning Parks; and Recreation programs.
- Increased Affordability and Accountability
 - Establishing affordable fees and charges, yet equitable; and accountable to budget and forecasting goals.
 - Help to institute and maintained youth scholarships, and affordable Recreation programs.
 - Ensuring our asset management system have an efficient and financially feasible life Cycle Cost model for maintenance and replacement of our facilities.
- Enhancing Public Health
 - Directing the lead agency in the homeless unsheltered cleanup, collaborating with multiple City agencies.
 - Maintaining clean and litter and garbage free Parks; and composting in our Community Centers through our solid waste and recycling and organics programs.
 - Ensuring the Planning of a practical and feasible Capital Projects Program annually
- Ensuring Equity and Inclusion
 - Directed the management of Recreation and Parks staff to create free programs and outdoor activities in Parks for Accessibility.
 - Directed staff to develop hiring thru recruitment Plans that will give the greatest opportunity for hiring a diverse staff.
- Expanding Partnerships
 - As an Executive Management Leader, I have worked and directed staff to expand our partnerships with City departments like Seattle Department of Transportation (SDOT) to Inter-city Government partnerships are important to the costs efficiency of government accomplish both departments' goals. For example, Seattle Parks facility staff works with

Seattle Transportation Department (SDOT) staff to assist with potholes maintenance in City Street. And SDOT helps with Park department parking lot paving projects.

- As an Executive Manager and Acting Director of the Aquarium worked with staff and outside agencies directing the completion of a strategic Plan that led to The Aquarium's Master Plan to expand the Seattle Aquarium. This expansion is now in its last phase for completion. It will make it a world class facility.
- Partnerships with waterfront businesses, and all 27 Indian Tribes concerned with Salmon recovery. Additionally, I have been a leader in the development of partners in the way of Friends of our Parks Groups, who raise money for Parks Improvements, and recruit hundreds of Volunteers to work in our Parks making our Park's landscapes and Natural areas green and healthy.

Currently, I am Division Director of Enterprise and Partnerships in Communities (EPIC), Seattle Parks and Recreation As a member of the Parks and Recreation Executive Management Team, I direct the Division responsible for the revenue generation and partnerships. Sections of the Division are Conservation Corp; Event and Park reservations; Golf, Sponsorship and Partnership development, The Volunteer Program; The Japanese Gardens; Magnuson Park (A 193 Acre former Naval base), Park Activation and Park Ambassador Program. I am responsible for ten direct reports, a total of 180 FTEs and an operating budget of \$28 million and a Revenue Budget of 23 million.

Prior to being the EPIC Division Director, I Directed the Division of Parks and Environmental Sustainability. I Managed eight direct reports (all Managers). And I was responsible for nearly 400 FTEs; an operating budget of 50 million dollars, and a capital budget of nearly 4 million dollars. As the Director, I directed the management of park maintenance, which included Solid Waste Collection and Recycling; Additionally, I directed and managed the Parks Natural Resources section, which includes Specialty Gardens (Japanese Garden, Kubota Gardens, the Arboretum; and Conservatory). The Division also included Landscape Management; Urban Forests, Natural area, and trails maintenance; Seattle Green Partnership; Environment Education, (which includes wildlife Management; Environmental learning centers; Urban Gardens Food Management; Integrated Pest Management); I also Directed and managed Parks and Recreation Emergency Operations; Park Rangers; and the Encampment Response and Enhanced Maintenance Team. I have provided valuable leadership in the Homeless Encampment Emergency Crisis to Seattle. And, I have worked with other top Executive level Directors and Managers from Seattle Public Utilities (SPU); Seattle Department of Transportation (SDOT); The Washington State Department of Transportation (WSDOT) for developing and implementing continuous operations to keep the City Clean and free of Garbage and Litter and refuge in the Right of Way, and Parks.

As the Director of the City of Norwalk's Department of Parks and Recreation, I will bring my experience in leading Strategic Planning. I am aware the City is starting review of its Master Plan, with a ten (10) year investigate the future. I will bring vision, transparency, innovation, and entrepreneurial leadership to the agency. I have a reputation for innovation and generating resources and building partnerships. This will enable Norwalk Department of Parks and Recreation to expand their revenue base and allow the department to expand programs and services for the citizens of Norwalk. I look forward to an Interview.

Sincerely,

Robert Stowers