

**EMPLOYMENT APPLICATION**



**CITY OF NORWALK**  
 125 East Avenue P.O Box 5125  
 Norwalk, Connecticut 06851-5125  
<http://agency.governmentjobs.com/norwalk/default.cfm>

**Stowers, Robert E.**  
**0065-01-2021 DIRECTOR OF RECREATION AND PARKS**

**PERSONAL INFORMATION**

<b>POSITION TITLE:</b> DIRECTOR OF RECREATION AND PARKS		<b>EXAM ID#:</b> [REDACTED]
<b>NAME: (Last, First, Middle)</b> Stowers, Robert E.		<b>SOCIAL SECURITY NUMBER:</b> N/A
<b>ADDRESS: (Street, City, State/Province, Zip/Postal Code)</b> [REDACTED]		<b>EMAIL ADDRESS:</b> [REDACTED]
<b>HOME PHONE:</b> [REDACTED]	<b>ALTERNATE PHONE:</b> [REDACTED]	<b>NOTIFICATION PREFERENCE:</b> Email
<b>DRIVER'S LICENSE:</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> [REDACTED]	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES:</b> <input type="checkbox"/> Yes <input type="checkbox"/> No

**PREFERENCES**

**WHAT TYPE OF JOB ARE YOU LOOKING FOR?**  
Regular

**TYPES OF WORK YOU WILL ACCEPT:**  
Full Time

**SHIFTS YOU WILL ACCEPT:**  
Day, Evening, Night, Weekends, On Call (as needed)

**OBJECTIVE:**  
My Objective is to become a Director of a Park and Recreation System

**EDUCATION**

<b>DATES:</b> From: 8/1976 To: 12/1977	<b>SCHOOL NAME:</b> Washington State University	<b>DEGREE RECEIVED:</b> Master's
<b>LOCATION: (City, State/Province)</b> Pullman, Washington	<b>DID YOU GRADUATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>UNITS COMPLETED:</b> 39 - Semester
<b>MAJOR:</b> MA	<b>SCHOOL NAME:</b> King County Sports & Events Council	
<b>DATES:</b>	<b>DEGREE RECEIVED:</b> Professional	
<b>LOCATION: (City, State/Province)</b> Seattle, Washington	<b>MAJOR:</b> Geogle Award for Best Advertising	

**WORK EXPERIENCE**

<b>DATES:</b> From: 8/2019 To: Present	<b>EMPLOYER:</b> Seattle Department of Parks and Recreation, City of Seattle	<b>POSITION TITLE:</b> Division Director Enterprise and
<b>ADDRESS: (Street, City, State/Province, Zip/Postal Code)</b> 100 Dexter Avenue North, Seattle, Washington, 98109		
<b>PHONE NUMBER:</b> 2066848022	<b>SUPERVISOR:</b> Jesus Aguirre - Superintendent	<b>MAY WE CONTACT THIS EMPLOYER:</b> <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 180	

**DUTIES:**  
 As a member of the Parks and Recreation Executive Management Team, I direct the Division responsible for the revenue generating Partnerships. Sections of the Division are Conservation Corp; Event and Park reservations; Golf, Sponsorship and Partnership (The Volunteer Program; The Japanese Gardens; Magnuson Park (A 193 Acre former Naval base), Park Activation and Park Aml 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 \$10 million.  
 \* Led, direct and manage:  
 \* Oversight of the Conservation Corp, responsible for directing the recruitment training, and case Management for up to 52 Revenue former Homeless, or Indigents who were formally incarcerated. In addition, directed the development of work programs and a budget of \$12 million; the Management of Seattle's four public Golf Courses; oversight of agreement and Capital Improvement program; directing fee studies/ fee structure model that generate 13million dollars a year

<b>Received:</b> 5/24/21 10:44 PM <b>For Official Use</b> <b>Only:</b> QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____
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\* Magnuson Park (A 193 Acre former Naval base, developed into a business and recreation and residential housing Park), Worked with staff who negotiated with Businesses and Nonprofits, which included Business ventures for occupancy, such as the Magnuson park Tennis Center, Outdoors for all (outdoor Recreation Company dedicated to recreation for Developmentally disabled Individuals; Arena Sports, Large two Acre Indoor facility with multiple sports fields, gyms/Workout facility) outdoor Soccer Fields and a baseball complex

\* Direct and oversee the Volunteer Program this program, delivers over 100,000 Hours in volunteer work annually, which converts to over 3 million dollars in value annually.

\* Responsible for directing the development of Partners and Partnership agreements, And directing the Sponsorship Team to generate thousands of dollars in Sponsorships annually.

\* Direct the Management Team for Seattle Japanese Garden and the Conservatory admission fee facilities. Work with Park and facility Maintenance and Facilities on maintenance

\* Oversee the Management team for Park Activation. Activation covers Parks in business districts, and Downtown parks, and with high Crimes throughout the City. Additionally, responsible for directing the management team in the development and the oversight of Park Ambassador Program; Park Ambassadors are assigned to our Top 21 Regional and highly attended parks to collect data on a mobile APP on overcrowding, Social Distancing, Masking, And, delivering information on COVID-19 information to the public.

\* Directing the management Team for Event and Parks Scheduling and well as athletic Field scheduling which generates between 5 and 7 Million dollars per year. Responsible for setting fees.

<b>DATES:</b> From: 3/2016 To: 8/2019	<b>EMPLOYER:</b> Seattle Department of Parks and Recreation, City of Seattle	<b>POSITION TITLE:</b> Division Director of Parks
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 100 Dexter Avenue North, Seattle, Washington, 98109		
<b>PHONE NUMBER:</b> 2066848022	<b>SUPERVISOR:</b> Jesus Aguirre - Superintendent of Parks and Recreation	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 400	

**DUTIES:**  
Environmental Sustainability, Seattle Parks and Recreation

As a member of the Parks and Recreation Executive Team, I direct and oversee the management of Park Maintenance for 480 Seattle Parks, triangles and pocket Parks, Urban Forests, gardens, and Environmental Learning Centers. I lead/manage seven direct reports. I am also responsible for a total of 400 FTEs and an operating budget of \$48 million.

- \* Led, direct and manage:
- \* Oversight of Solid Waste Collection and Recycling program, as well as managing the collection of garbage and refuse, recycling in all City of Seattle Parks, as well as maintain a fleet of large and mini packer trucks, and supplies.
- \* Garbage contracts with Seattle Public Utilities.
- \* Parks Natural Resources Section, which includes, the care and maintenance of Specialty Gardens (Japanese Garden, Kubota Gardens, and the Arboretum).
- \* Landscape and Turf maintenance Management for 480 city Parks.
- \* Maintenance of Parks Urban Forests, Natural areas, and Trails.
- \* Partnership agreements and work of the Seattle Green Partnership.
- \* Environment Education, (which includes wildlife Management, Environmental learning centers, Urban Gardens Food Management, and Integrated Pest Management.
- \* Emergency Operations and Security Section, which includes Park Rangers, and our Security Team, and the afterhours Duty Officer.
- \* Encampment Response and Enhanced Maintenance Team. Direct the Managers who oversee the cleaning Crews that work with the Navigation Teams cleaning the City.

**REASON FOR LEAVING:**  
Appointed to The Revenue and Partnership Division as appointed by the Superintendent of Parks and Recreation

<b>DATES:</b> From: 3/2016 To: 1/2017	<b>EMPLOYER:</b> Seattle Department of Parks and Recreation, City of Seattle	<b>POSITION TITLE:</b> Interim Division Director
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 100 Dexter Avenue North, Seattle, Washington, 98109		
<b>PHONE NUMBER:</b> 2066848022	<b>SUPERVISOR:</b> Jesus Aguirre - Superintendent of Dept of Parks and Recreation	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 600	

**DUTIES:**  
Interim Division Director As a Senior Member of the Parks Executive Team, was responsible for the following:

- \* Directed Facilities and Park Resources, the largest division within the Parks and Recreation Department, which encompassed roughly sixty percent (60 %) of the Parks and Recreation department's staff and budget, which is approximately a \$65 million-dollar operating budget, and a \$10 million-dollar capital budget, and over 600 FTE's.
- \* Directed the management and oversight, and work of all the union trades, which comprise of: Electricians, Carpenters, Plumbers, Painters, Engineers; Mechanics, Metal Fabricators, Wastewater and Drainage Team.
- \* Direct management and maintenance for 48 Seattle Parks.
- \* Directed the management of the Parks Solid Waste Collection and Recycling program.
- \* Directed the Natural Resources Section, which included \* Directed the management and the oversight the Parks Urban Forests, natural areas, and care of maintenance of landscapes and turf, and the Seattle Green Seattle Partnership.
- \* Directed the management of the Environment Education and Environmental Learning Centers, Wildlife Management, Integrated Pest Management and Urban Garden/Food Management.
- \* Directed the Emergency Operations Management and Security.

**REASON FOR LEAVING:**  
There was a reorganization that split the Parks and Resources Division from the Facilities Divisions as the Department had undergone expansion

<b>DATES:</b> From: 11/2010 To: 2/2016	<b>EMPLOYER:</b> Seattle Department of Parks and Recreation, City of Seattle	<b>POSITION TITLE:</b> Manager
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 100 Dexter Avenue North, Seattle, Washington, 98109		
<b>PHONE NUMBER:</b> 2066848022	<b>SUPERVISOR:</b> Jesus Aquilre - Superintendent	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b> * Led, directed, and managed the Annual Work Programs of the Seattle Parks and Recreation's South Region Park Resources section which consists of all South Seattle Responsible for the maintenance of 230 Parks and Open Spaces in the South region: 3200 acres of land. managed 7 Direct reports. * Responsible for the city-wide management and oversight of the Department's Garbage and Refuse Solid Waste Program, recycling programs and Solid Waste Contracts with Seattle Public Utilities. * Responsible for directing the funding, care, and maintenance of the City of Seattle Parks in the South Region, which consisted of South, Southeast, South Central and Southwest Seattle. * Responsible to the City of Seattle Department of Parks & Recreation, for the administration and management of approximately 120 FTE staff and a \$12-million-dollar budget. * Responsible for working with the community, strategic planning, and development of staff, as well as advisory councils, in the planning, development and construction of new Parks in the South Seattle Region. * Responsible for the development, implementation, and completion of the Parks Resources Annual Work Program, including programming consisting of the maintenance of parks, and the planning and funding of Parks and Athletic Fields.		
<b>DATES:</b> From: 4/2004 To: 10/2011	<b>EMPLOYER:</b> Seattle Department of Parks and Recreation, City of Seattle	<b>POSITION TITLE:</b> Regional Recreation Manager
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 100 Dexter Avenue North, Seattle, Washington, 98109		
<b>PHONE NUMBER:</b> 2066848022	<b>SUPERVISOR:</b> Christopher Williams - Deputy Director of Seattle Parks and Recreation	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 56	
<b>DUTIES:</b> Seattle Parks and Recreation Central and Downtown District * Direct and Manage the Annual Work Programs of the Seattle Parks and Recreation Central Seattle management team, which consisted of nine Recreation Centers Managers and a Tennis Complex Manager located in a geographical area of the Central Seattle and Downtown Seattle. * Responsible for directing Facility maintenance of our Recreation facilities. * Responsible to the City of Seattle Department of Parks & Recreation for the administration and management of approximately 56 FTE staff and a seven-million-dollar budget. * Responsible for working with the community in strategic planning and development of staff, as well as advisory councils; in the planning, development and construction of new Recreation Centers in the Central Seattle and Downtown Seattle areas. * Responsible for the development and implementation and completion of the Parks and Recreation Annual Work Program, including program consisting of recreation, sports, and social service programs.		
<b>REASON FOR LEAVING:</b> Got appointed to Regional Manager of Parks Resources, in charge of Park Maintenance in the South region		
<b>DATES:</b> From: 6/2007 To: 11/2007	<b>EMPLOYER:</b> Seattle Department of Parks and Recreation, City of Seattle	<b>POSITION TITLE:</b> Interim Division Director
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 100 Dexter Avenue North, Seattle, Washington, 98109		
<b>PHONE NUMBER:</b> 2066848022	<b>SUPERVISOR:</b> Christopher Williams - Interim Superintendent of Parks and Recreation	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 220	
<b>DUTIES:</b> * Member of Seattle Parks Department Executive Team, providing direct management and supervision of the programming and maintenance of twenty-six (26) Recreation Centers. * Responsible for the City of Seattle's Department of Parks & Recreation leadership, administration, and management of approximately 220 FTE staff and a twenty-nine (30) million-dollar budget. * Responsible for working with the community, planning and development staff, as well as twenty-six (26) advisory councils, as well as the planning, development and construction of new Recreation Centers in the Central Seattle and downtown Seattle areas. * Responsible for the development, implementation, and completion of the Recreation Division's Annual Work Program, including the following programming: recreation, sports, social service, and summer day camps, as well as childcare and senior programs, and pools and aquatic programs.		
<b>REASON FOR LEAVING:</b> Held the position until a new Director was selected. I did not apply for the position.		
<b>DATES:</b> From: 2/2002 To: 4/2004	<b>EMPLOYER:</b> Seattle Department of Parks and Recreation, City of Seattle	<b>POSITION TITLE:</b> Executive Director

<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 100 Dexter Avenue North, Seattle, Washington, 98109		
<b>PHONE NUMBER:</b> 2066848022	<b>SUPERVISOR:</b> Kenneth Bounds - Superintendent of Parks and Recreation	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 3	
<b>DUTIES:</b> * Directed a small agency on an Executive Loan from the City of Seattle, whose mission was to create alliances between environmental agencies dealing with educating the public on the status and stewardship challenges of the Northwest Salmon species at a time where extinction was near. ----- * Responsible for: * Recruitment and board development of sixteen (16) Directors. * Program and financial planning, fundraising, sponsorship development and sales. * Cultivating funders, such as sponsors, grantors, and partners. * \$1,000,000 annual budget for the non-profit agency. * Directing staff and volunteers to implement Salmon Recovery and Salmon related programs and curriculum within city departments in partnerships with schools throughout WA State.		
<b>REASON FOR LEAVING:</b> I was on Loan from the Seattle Aquarium, a Division of the Sea parks and Recreation Department. I returned to The Seattle Parks and Recreation		
<b>DATES:</b> From: 9/1984 To: 2/2002	<b>EMPLOYER:</b> Seattle Department of Parks and Recreation, City of Seattle	<b>POSITION TITLE:</b> Manager of Finance, Marketing, and Visitor
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 100 Dexter Avenue North, Seattle, Washington, 98109		
<b>PHONE NUMBER:</b> 2066848022	<b>SUPERVISOR:</b> Jesus - Superintendent, Parks and Recreation	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b> * Responsible for managing, developing, monitoring, and balancing of the Aquarium's Annual Budget, including revenue forecast. * Responsible for directing revenue forecasting in the areas of admission sales, special events, visitor services, facility rentals, merchandising sales, facility leases of the bookstore, restaurant, and the I-Max Theater. * Responsible for directing the management of the Guest Services Staff, composed of cashiers, tour guides, and custodians. In addition, responsible for the oversight of staff managing the Aquarium's Class, programming, and the Facility reservation System. * Responsible for the research and design of new revenue sources for The Seattle Aquarium. * Responsible for overseeing the purchasing and accounting sections at The Seattle Aquarium. * Responsible for accounts Payables and receivables and collection of receivables * Responsible for directing cash management and reporting, working with the Parks Department accounting division and the City's finance and audit departments. * Responsible for directing the Management of The Seattle Aquariums' Marketing unit, and award-winning marketing programs.		
<b>REASON FOR LEAVING:</b> Appointed to the Executive Director of The Salmon Homecoming Alliance		
<b>DATES:</b> From: 6/2000 To: 2/2002	<b>EMPLOYER:</b> Seattle Department of Parks and Recreation, City of Seattle	<b>POSITION TITLE:</b> Acting Director
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 100 Dexter Avenue North, Seattle, Washington, 98109		
<b>PHONE NUMBER:</b> 2066848022	<b>SUPERVISOR:</b> Holly Miller - Superintendent of Parks and Recreation	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 59	
<b>DUTIES:</b> As a member of the Parks and Recreation Senior Management, I was responsible for: * Leading, directing and managing a management team consisting of: Managers of Life Sciences, Education, Business and Visitor Services. * Serving at the pleasure of the Parks and Recreation Superintendent. Within that capacity, I administered and managed six (6) direct reports and total fifty-nine (59) FTE's, and a 9 (9) million-dollar and eleven (11) million-dollar revenue budget, a two (2) million-dollar annual capital budget. * Working with the Parks and Recreation Superintendent and the Seattle Aquarium Advisory Board to assist in developing a strategic plan and established a governance board for the newly proposed aquarium transition to a private non-profit. * Developing and completion of the Aquarium's annual work program. * All Aquarium Communications and Marketing Programs and Campaigns. <b>MANAGERIAL AND TECHNICAL EXPERIENCE</b> Thirty (30) years of policy development, parks maintenance, recreation and aquarium management, and budgeting and finance in the areas of: revenue development, revenue, economic forecasting, financial analysis, financial investment, budgets, accounting, purchasing, auditing, cash management, and contract administration. Budgets ranged from 3.5 million to 1.5 billion. Experience outlined within the following positions:		
<b>REASON FOR LEAVING:</b> A new Aquarium Director came back after a long sickness		
<b>DATES:</b> From: 8/1981 To: 9/1984	<b>EMPLOYER:</b> Seattle Department of Parks and Recreation, City of Seattle	<b>POSITION TITLE:</b> Manager of Contracts, Grants, and Business

<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 100 Dexter Avenue North, Seattle, Washington, 98109		
<b>PHONE NUMBER:</b> 2066848022	<b>SUPERVISOR:</b> Jesus Aquirre - Superintendent of Seattle Parks and Recreation	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 9	
<b>DUTIES:</b> * Directed all financial activities dealing with business enterprises, grants, and contracts. * Conducted economic analysis, revenue projection analysis and negotiated business transactions. Supervised the collection of state and local taxes. Managed a staff of four supervisors responsible for the private sector/ Public development financing, specifically on the Waterfront and food Concessions in the park; and establishment of fees and charges; and cash management policies and procedures. Oversight and monitoring of contracts. * Responsible for review oversight and approval of professional services consultant and interagency contracts and approval and oversight and negotiation of construction agreements. * Responsible for reviewing and approving grant proposals for operations and capital projects. * Responsible for submitting and collecting reimbursements of at least \$2,000,000 annually. * Responsible for directing the establishment of Parks and Recreation fees and charges.		
<b>REASON FOR LEAVING:</b> Appointed to The Finance and Marketing Director at The Aquarium		
<b>DATES:</b> From: 8/1980 To: 8/1984	<b>EMPLOYER:</b> U.S. Presidential Convention Delegate	<b>POSITION TITLE:</b> CONSULTANT
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 21403 52nd Wy S., Kent, Wa, Washington, 98032		
<b>PHONE NUMBER:</b> 12069539381	<b>SUPERVISOR:</b> Karen Marchiaro - State Chairwoman	
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 0	
<b>DUTIES:</b> POLITICAL EXPERIENCE National U.S. Presidential Convention Delegate, EXPERIENCE Transportation Consultant - METRO Municipality of Metropolitan Seattle, Small Business Consultant,		
<b>REASON FOR LEAVING:</b> Delegate to the National Convention		
<b>CERTIFICATES AND LICENSES</b>		
<b>TYPE:</b> Real Estate License		
<b>LICENSE NUMBER:</b> 35229	<b>ISSUING AGENCY:</b> Washington State dept Of Licensing	
<b>Skills</b>		
<b>OFFICE SKILLS:</b> Typing: Data Entry:		
<b>OTHER SKILLS:</b> Robert Stowers - Beginner - 15 years and 2 months		
<b>LANGUAGE(S):</b>		
<b>ADDITIONAL INFORMATION</b>		
<b>Personal</b> I would like to relocate back on teh east coast to be closer to my Children		

**Agency-Wide Questions**

1. **HAVE YOU BEEN PREVIOUSLY EMPLOYED WITH THE CITY OF NORWALK?**  
No
  2. **IF YES, PLEASE INDICATE YOUR DATES OF EMPLOYMENT?**
  3. **HOW DID YOU HEAR ABOUT THIS JOB OPPORTUNITY?**  
OTHER WEBSITE
  4. **ARE YOU LEGALLY ELIGIBLE FOR EMPLOYMENT IN THE U.S.A.? (IF "YES", VERIFICATION WILL BE REQUIRED.)**  
Yes
  5. **MAY WE CONTACT YOUR PRESENT EMPLOYER?**  
Yes
- 

The following terms were accepted by the applicant upon submitting the online application:

By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false, misleading or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Norwalk and will not be returned. I understand the City of Norwalk may contact prior employers and other references. I understand that I must notify the Personnel Department of any changes in my name, address, or phone number via email at [personnel@norwalkct.org](mailto:personnel@norwalkct.org).

This application was submitted by Robert E. Stowers on 5/24/21 10:44 PM