



## Office of Mayor Miro Weinberger

### MEMORANDUM

TO: City Council  
FROM: Mayor Miro Weinberger  
DATE: May 23, 2018  
RE: Appointment of Neale Lunderville as Interim Director of Community and Economic Development Office

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I respectfully submit for your consideration and approval Neale Lunderville as Interim Director of the City of Burlington's Community and Economic Development Office (CEDO), effective July 16, 2018 and for a term of approximately six months through December 31, 2018. I am requesting City Council approval of this appointment at the June 4, 2018 meeting.

Additionally, I have named Neale to serve as Acting CEDO Director beginning May 26, 2018 and running through July 15, 2018. During this time, Neale will continue to serve as General Manager (GM) of Burlington Electric Department (BED) to ensure a smooth transition at BED. Neale's successful four-year tenure at BED will conclude when he begins as Interim Director of CEDO. The City will conduct a full national search for Neale's replacement at BED.

#### **Goals of Interim CEDO Director Appointment**

As I detail below, Neale has the right leadership and management skills, collaborative style, communications abilities, and commitment to public service to effectively lead CEDO through its transitional period.

Neale's general assignment during the months ahead will be to provide steady leadership to advance the important, ongoing work in which CEDO is engaged, including critical projects for the City, such as CityPlace Burlington, Memorial Auditorium, and the new Marina project. More specifically, I have directed Neale to make meaningful progress on the following tasks: finalize and implement CEDO's strategic plan; engage in a strategic review of all elements of CEDO's operations; if needed, propose a reorganization of CEDO staff to more effectively serve the City; and provide recommendations on future steps the next permanent Director should take to continue making Burlington housing more affordable, invest in community and economic development, and ensure community justice. In his previous high-level assignments and his most recent role leading BED for the past four years, Neale has shown himself to be innovative, tough-minded and fair, and well-suited for these important tasks.

#### **Track Record as a Dynamic, Experienced Leader and Manager**

Neale has distinguished himself as a proven leader and manager in the public sector at the highest levels of State and City government, leading large, complex organizations and efforts in his current role as BED GM and in his past roles as Secretary of Administration and

Secretary of the Agency of Transportation (VTrans) under Governor Jim Douglas, and as the Tropical Storm Irene Recovery Officer under Governor Peter Shumlin.

Neale's effective leadership stems from qualities that the CEDO Director needs and that will transfer well to an organization like CEDO:

- **Strong management and finance skills** – As the GM at BED, Neale has successfully managed a full-time staff of 119 employees and a \$60 million annual budget. Upon his arrival at BED in 2014, Neale successfully completed a strategic transformation and reorganization to prepare the utility to meet the changing demands of a dynamic energy sector with a focus on BED's long-term goal of becoming a "utility of the future." The reorganization implemented a flatter management approach and was accomplished without employee layoffs, resulting in a 10 percent staff reduction and more than \$1 million in annual labor cost savings. BED's new structure has created efficiencies and improved workflow. Through fiscal year 2019, BED will have had 10 consecutive years without a rate increase, due to both rigorous financial discipline and investments in renewable generation.
- **Turning vision into action** – BED built upon the success of its reorganization through implementation of a new strategic plan that sets forth a bold vision to make Burlington a Net Zero Energy City across electric, thermal, and ground transportation sectors. To help accomplish this vision, BED has created many innovative programs, including incentives and rebates on electric vehicle and electric bike purchases, assistance in going solar, and financing opportunities for low- and moderate-income Burlingtonians. More recently, Neale has been leading the charge toward creating a district energy system in Burlington that would capture waste heat and use steam extraction from the McNeil Generating Station to heat buildings at the UVM Medical Center, the new CityPlace Burlington, and other downtown buildings.
- **Proven ability to partner with key agencies and community organizations** – Effective local governance requires extensive collaboration with other City Departments, State Agencies, non-profits, businesses, and other organizations. Throughout his career, Neale has worked collaboratively with many of the groups central to CEDO's success.
- **Strong communication skills** – The Burlington community and the City's many partners look to CEDO to communicate directly about the projects going on around the City, the housing opportunities being created, and the programs available to low- and moderate-income Burlingtonians. Neale is an excellent communicator and advocate, experienced at articulating policy proposals and delivering presentations to a wide array of audiences, as well as sustaining regular and effective communications with a large number of organizational stakeholders.

### **Collaborative Approach to Challenges**

Neale has demonstrated success in working with partners with diverse viewpoints to achieve results that were in the best interests of Burlingtonians. He has earned a reputation as someone who puts the best interests of the City and State ahead of individual agendas with a focus on getting results. Neale's work to make our community stronger extends beyond his professional work to service on various boards and involvement in charitable

organizations, including Preservation Trust of Vermont, Vermont Journalism Trust, Champlain College, BTV Ignite, VELCO, and Spectrum Youth and Family Services.

**Positive Reviews of Neale's Performance**

In addition to my observations about Neale's solid work and innovative approach during his nearly four years leading BED, the Burlington Electric Commission's annual evaluations of Neale have been impressive. The Commission annually has touted Neale's accomplishments, including his work on providing open communication channels, developing an ongoing strategic planning process with metrics and annual updates, focusing on the financial well-being of BED, and more. Further, IBEW Local 300 leadership has expressed strong appreciation for Neale's work. Additionally, I have received numerous unsolicited positive reviews of Neale's leadership from BED employees at all levels of the organization, as well as from Neale's Department Director colleagues around the City.

**Commitment to Public Service**

Neale is a dedicated public servant who has demonstrated a very strong commitment to Burlington, Chittenden County, and the State of Vermont for nearly two decades. I am confident that Neale will be a valuable asset to the CEDO team as we advance efforts in affordable housing, community and economic development, and community justice. Further details of Neale's accomplished career can be found in his attached resume.

**Anticipated Transition to a Permanent Director**

My expectation is that Neale will serve as Interim CEDO Director until late in the current calendar year. Once the strategic review and possible reorganization are completed this fall I intend to post the CEDO Director position and engage in a thorough, national search process to find and appoint our next permanent director. Neale does not plan to apply for the permanent position.

Thank you for your consideration of Neale Lunderville as Interim Director of the Community and Economic Development Office. I am deeply appreciative of Neale's outstanding service to the City and the Burlington Electric Department over the last four years, and I am thrilled that he has agreed to stay on and serve the City in this important interim role.