

JOHN J. MURPHY, ICMA-CM

E-Mail:

▪ Hobbs, New Mexico 88240

Phone:

Motivated and displayed critical leadership during time when employee morale was low:

- Initiated discussion and implemented policy changes moving employees to a Paid Time Off (PTO) plan
 - Inclusion of employees and labor unions in the policy design process resulted in overwhelming support for the change
 - Plan reduced 145,000 sick hours saving \$2M upfront and \$500k per year ongoing in legacy costs
- Created employee morale committee which addressed concerns and significantly increased morale
- Implemented job shadowing/training program in which I would leave City Hall and go work in individual departments (Operation SWITCH--Stop Working in the City Hall)
- Invested in employees' professional growth by initiating a citywide team building event
 - Established a team of stakeholders (employees) to help choose the leadership consulting firm
 - Efforts resulted in over 320 employees voluntarily participating in the daylong event
- Employed negotiation skills to manage and resolve potential litigation immediately upon hire
- Converted employee health insurance from a fully insured to a self-funded plan; savings were reinvested to defer future annual health care increases for employees; projected annual savings are over \$500k
- Above initiatives increased employee engagement from 27% to 57% as measured on a yearly basis
- Annual employee survey ranked my leadership abilities in the **96th percentile** versus the benchmark of city/county managers across the country

Developed new avenues to improve partnerships for public safety initiatives:

- Increased police force by over 60% (62 to 107 sworn), which has resulted in a more effective, responsive and community engaged police force
- Crafted new hiring incentives which reward longer employment commitments for recruits
- Created unparalleled partnerships with county drug task force and New Mexico Dept. of Public Safety to boost numbers on drug task force and improved collaboration in state run crime laboratory
- Hired third attorney to work part-time assisting the District Attorney (County) in prosecuting drug cases
- 2016 - Competed and received \$825,000 SAFER Grant adding seven additional firefighters - Added fire department staffing will enable individuals fire stations to respond to multiple incidents simultaneously

City of Hobbs Accolades/Awards:

Hobbs Express – Named 2014 Best Public Transit System in New Mexico

Utilities – 2015 & 2016 Wastewater Treatment Plant awarded “Best Managed Facility in New Mexico”

Streets – 2016 Asphalt Recycling & Reclaiming Association Award for “Excellence in Hot In-Place Recycling”

Fire Department awarded ISO Rating of 2 in 2015 – Top 4% in United States

Parks Department – New baseball complex was named 2016 USSSA Regional Complex of the Year

Rockwind Community Links – Named by Golf Digest “Top 10 Best New Golf Courses”, Golf Inc “Top 5

International Developments in 2015”

Requested to be a featured speaker at the United States Golf Association’s 2016 Pace of Play and Innovation

Symposium in Pasadena, CA to highlight our innovative approach to grow the game of golf

Featured speaker at the Michigan Association of Counties 2014– Topic – “Delivering Public-Private Partnerships”

Named 2016 New Mexico City Management Association’s City Manager of the Year

CITY OF WILKES-BARRE, PENNSYLVANIA

SALARY – START \$55K, FINAL \$83,000

CITY ADMINISTRATOR/DEPUTY CITY ADMINISTRATOR

JULY 2002-APRIL 2010

Wilkes-Barre has a population of 45,000 covering approximately 7 square miles, making it the 13th largest city in the Commonwealth of Pennsylvania, and host to the 4th largest downtown workforce in Pennsylvania. It is the county seat of Luzerne County and one of the principal cities in the Scranton-Wilkes-Barre-Hazleton, PA Metropolitan Statistical Area. This Metro/Stats area is the 4th largest in the state with a population of 563,631.