

7/12/10
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Memo

To: Acton Public School Committee
From: John Petersen, Chair
CC: Steve Mills, Beth Petr, BOS
Date: June 16, 2010
Subject: Process for filling Acton Public School Committee Vacancy

Introduction

Mr. Jonathan Chinitz resigned his position as a member of the Acton Public School Committee on June 7, 2010. After receiving Mr. Chinitz's resignation and reviewing SC policy BBBE Unexpired Term Fulfillment, I met with the Chair of the Acton Board of Selectmen, Lauren Rosenzweig-Morton, to informally discuss previous town experience with this process and consider scheduling options for filling the position. Mrs. Rosenzweig-Morton reviewed correspondence in town records with regard to Mrs. Marie Altieri's resignation in January 2007, which provides the basis for the information provided in this memo and my recommendation. The process is primarily based on email of January 16, 2007 from Stephen Anderson (Anderson and Kreiger LLP) to Peter Ebb (Ropes & Gray) and Don Johnson (who was Town Manager in 2007) and the email of Feb 7, 2007; John Ryder (who was APS chair) to the APS members.

APS Vacancy: Governing Law

The Acton Town Charter provides for the replacement of elected officials and notes that, "When a vacancy occurs in any elected office, the office shall be filled in accordance with the General Laws." Town Charter Sec 2-1, reference is to MGL Chapter 41, Section 11.

MGL Chapter 41, Election of Town Officers; Section 11 Appointment to fill vacancy in town office

"As used in this section, the term "vacancy" includes a failure to elect. If a vacancy occurs in any town office, other than the office of selectman, town clerk, treasurer, collector of taxes or auditor, the selectmen shall in writing appoint a person to fill such vacancy. If there is a vacancy in a board consisting of two or more members, except a board whose members have been elected by proportional representation under chapter fifty-four A, the remaining members shall give written notice thereof, within one month of said vacancy, to the selectmen, who, with the remaining member or members of such board, shall, after one week's notice, fill such vacancy by roll call vote. The selectmen shall fill such vacancy if such board fails to give said notice within the time herein specified. A majority of the votes of the officers entitled to vote shall be necessary to such election. The person so appointed or elected shall be a registered voter of the town and shall perform the duties of the office until the next annual meeting or until another is qualified."

Thus, SC policy is a restatement of the Massachusetts General Laws. Per the law we are required to formally notify the Board of Selectmen of the vacancy no later than July 7th. The Board of Selectmen is required to provide a minimum of one week's notice of the meeting at which a replacement shall be selected. The term of the replacement will be through town meeting Spring 2011. In the Spring Election of 2011, the Selectmen will add a SC position for 1 year term to the ballot.

Chair's Recommendation to the Committee

The Board of Selectmen has a scheduled meeting on July 12th. I recommend that we work with the Selectman to use a portion of this meeting to fill the vacancy.

Process Steps

1. Confirm that a SC & BOS quorum will be available on July 12th
2. Post Joint Meeting
3. Inform Citizens of Acton of the vacancy on the SC and the process to fill the vacancy
4. Send formal letter to BOS (draft text below), APSC to agree on date of formal notification (suggest June 28)

To: Chair BOS

"According to Massachusetts General Laws, this letter serves as notification to you and the Acton Board of Selectmen that Mr. Jonathan Chinitz, Acton and Acton-Boxborough Regional School Committee member, has resigned his position as of June 7, 2010."

From: Chair APSC

5. Request that interested candidates submit a written statement of interest and any supporting documents to facilitate the selection process to APSC (APSC to forward to BOS) no later than July 2nd (due to holiday weekend)
6. Distribute candidate statements to APSC/BOS (no later than July 7th)

Issue for the Committee

If there are two or more candidates, how should the process for candidate presentations, questioning and discussion be determined?

ESS Mail
6/11/10

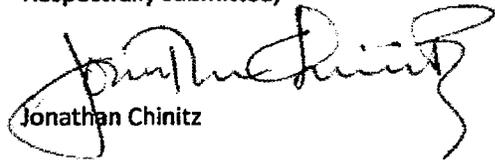
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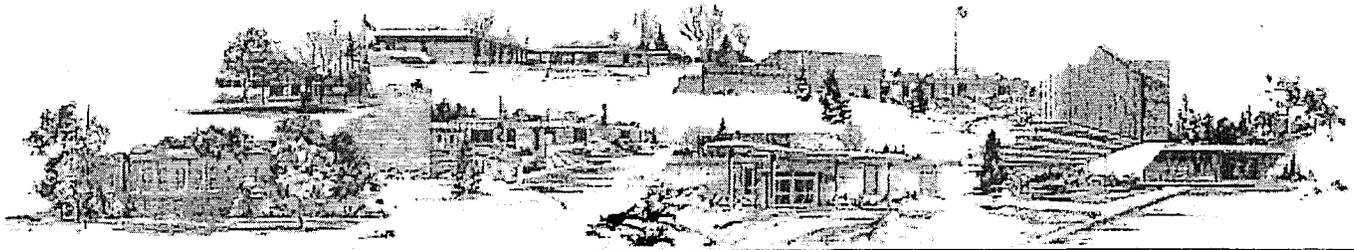
DATE: June 7, 2010
FROM: Jonathan Chinitz
TO: Eva Taylor, Clerk, Town of Acton
Dr. John Petersen, Chair, Acton Public School Committee
Brigid Bieber, Chair, Acton Boxborough Regional School Committee
CC: Dr. Stephen Mills, Superintendent, APS/ABRSD
Lauren Rozensweig, Chair, Acton Board of Selectmen
Beth Petr, Clerk, APS/ABRSD
SUBJECT: Letter of Resignation

Effective the date of this letter I hereby resign my position as a member of the Acton Public Schools committee and the Acton Boxborough Regional School committee.

Respectfully submitted,


Jonathan Chinitz

RECEIVED
JUN - 7 2010
TOWN CLERK, ACTON



ACTON PUBLIC SCHOOLS ❖ ACTON-BOXBOROUGH REGIONAL SCHOOL DISTRICT
16 Charter Road, Acton, MA 01720 Phone: 978-264-4700 Fax: 978-263-8409

June 24, 2010

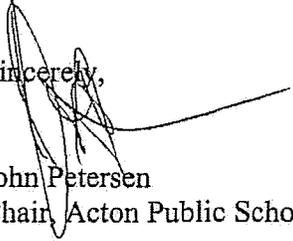
Mrs. Lauren Rosenzweig-Morton
Chair, Acton Board of Selectmen

Dear Lauren,

According to Massachusetts General Laws, this letter serves as notification to you and the Acton Board of Selectmen that Mr. Jonathan Chinitz, Acton and Acton-Boxborough Regional School Committee member, has resigned his position as of June 7, 2010.

I look forward to working with you to fill the vacancy on the School Committee per MGL, the Town Charter and our policies.

Sincerely,



John Petersen
Chair, Acton Public School Committee

Cc: Stephen Mills, Superintendent
Beth Petr, Secretary
Acton Public School Committee

Christine Joyce

From: John Petersen [john.s.petersen@verizon.net]
Sent: Thursday, July 08, 2010 9:25 AM
To: Acton Public School Committee; Board of Selectmen
Cc: Steve Mills; Steve Ledoux; Beth Petr
Subject: Applicants for SC vacancy, detailed agenda for Jt Meeting

APSC & BOS,

Attached is the list of applicants for the Acton Public School Committee as well as a detailed agenda for the discussion and appointment process.
As noted in the memo, we will finalize the process and voting procedure at the beginning of the meeting.

Sincerely,
John Petersen
Chair, Acton Public School Committee

Memo

To: Acton Public School Committee, Acton Board of Selectmen
From: John Petersen, Chair APSC
CC: Steve Mills, Steve Ledoux, Beth Petr
Date: July 7, 2010
Subject: Applicants to fill Acton Public School Committee Vacancy, Detailed Agenda

Introduction

The Acton Public School Committee and the Acton Board of Selectmen are charged by state law to fill the vacancy on the School Committee created by the resignation of Jonathan Chinitz on June 7th. By joint agreement of the Chairs, the deadline for application to fill the vacancy was July 2nd. The purpose of this memo is present the list of applicants and detailed agenda for the candidate discussion and selection on Monday July 12th. The detailed agenda may be modified by the boards at the beginning of the meeting.

Applicants for the School Committee Appointment

Dennis Bruce	22 Olde Lantern Road	Acton, MA 01720
Vera Gill	2 Northbriar Road	Acton, MA 01720
Herman Kabakoff	27 Robinwood Road	Acton, MA 01720
Jesse Liberty	2b Farnstead Way	Acton, MA 01720
Paul Murphy	16 Revolutionary Road	Acton, MA 01720

Draft Agenda re School Committee Appointment – Joint BOS/APSC

- Introduction (chairs) – 2 min (explain agenda/voting for the selection)
- Approve voting procedure
- Candidate introductory statements – 10 min (2 min per candidate)
- Questions for the candidates from the committee: 20 min
- Public Comment/public questions: 5 min
- Committee Discussion: 15 min
- Candidate closing statements: - 10 min (2 min per candidate)
- Voting: 10 min (roll call/multiple candidate voting)
- Concluding remarks (chairs)

Applicants for Acton Public School Committee

July 5, 2010

Statements of Interest from the applicants for the SC vacancy are provided in this document.

The applicants are:

Dennis Bruce 22 Olde Lantern Road Acton, MA 01720

Vera Gill Northbriar Road Acton, MA 01720

Herman Kabakoff 27 Robinwood Road Acton, MA 01720

Jesse Liberty 2b Farmstead Way Acton, MA 01720

Paul Murphy 16 Revolutionary Road Acton, MA 01720

School Committee Vacancy
Statement Of Interest

Dennis Bruce

22 Olde Lantern Road, Acton, MA 01720

Chair
Acton Public School Committee
16 Charter Road
Acton, MA 01720

RE: School Committee Opening

I am submitting this letter to notify the Acton Public School Committee of my interest in filling the open vacancy. Having two children in the Acton Public Schools, I am enthusiastic and passionate about the prospect to serve as a School Committee member.

My resume is attached to this letter. As you can see, I have a diverse background that includes four years in the United States Coast Guard, five years working for a Public Accounting Firm as a CPA and most recently, the Director of Sales and Marketing for a software company. The roles I have had over the past twenty years have given me experience in analyzing the internal processes of organizations and making recommendations to their management teams for improvement. I believe that I can bring that same experience to the School Committee's activities and objectives. I am also a current board member (Treasurer) of the Gates PTO, which has allowed me some insight into the issues that our individual elementary schools have to work through.

Thank you for the opportunity to submit my qualifications for consideration of this open vacancy. Every citizen in Acton has the chance to participate in the betterment of the Town. It is up to each of us to decide at what level we want and can participate. To become a member of the Acton School Committee is a role that I believe I can succeed in and will allow me to do my best to make Acton a better place for all of us to live and for our children in which to thrive.

Sincerely,
Dennis P. Bruce

July 5, 2010

Dennis P. Bruce
22 Olde Lantern Road • Acton, MA 01720
dennis_p_bruce@hotmail.com • 978-621-8725

Senior Sales Executive

~ Over 14 years of success in managing Sales and Reseller Channel Relations ~

Successful Sales Executive with over 14 years of successful direct and indirect sales leadership in startup and territory expansion situations with some of the biggest names in the ERP, CRM and Business Intelligence marketplace; Microsoft & PeopleSoft and small international vendors, Navision, Coda & PrecisionPoint Software.

Sales Strategist and Tactician who excels in driving revenues through focused sales and channel development programs.

Product Evangelist and Sales Leader practiced in driving market enthusiasm through public speaking opportunities at Reseller/Customer Meetings and Conferences. Accomplished in managing and motivating channel sales teams.

Core Competencies

- | | |
|--------------------------------------|----------------------------|
| * Strategic Market Planning | * Business Development |
| * Customer Acquisition & Penetration | * Territory Management |
| * Sales Force Development | * Channel Sales Strategies |

PROFESSIONAL EXPERIENCE

Data Masons Software

Director, Business Development

2008 - Present

An independent software vendor that offers advanced turnkey EDI and XML solutions for ERP products such as Microsoft Dynamics® and Exact Software.

- Responsible for all sales and marketing activities for the company
- Set and manage direct and indirect sales strategy and goals to support the company's revenue targets
- Year over Year top line revenue growth has exceeded 50% in both 2008 & 2009
- Led the complete overhaul of the company's website including strategy, look & feel, content and SEO planning

PrecisionPoint Software

Sales Director – North America

2006 - 2008

An international software development company that brings sophisticated business intelligence to Microsoft Dynamics ERP systems, including Dynamics NAV, Dynamics AX and Dynamics GP.

- Responsible for a \$1M application and services quota for North America in 2007.
- Built reseller and support channel to drive growth of PrecisionPoint Business Warehouse within North America. This included recruiting, activation and sales management responsibilities with the reseller's sales and marketing teams
- Created the Partner Program Framework from which to recruit and activate new partners
- Built and managed the Microsoft relationship at the regional and local sales area levels

Dennis P. Bruce

Microsoft

Strategic Engagement Manager – SMS&P

2002 - 2006

A global software development company offering applications to consumers and businesses.

- Responsible for \$4M+ Microsoft Dynamics ERP and CRM application software quota focusing on the 6 state New England Area. Achieved 95%, 104%, 91% & 150% of assigned Quota for FY 06, FY 05, FY 04 & FY 03.
- Owned large (over \$100k) strategic/competitive opportunities from 20% in pipeline to 100% closure.
- Responsible for growing the Microsoft technology penetration in the depth segment by leveraging the Microsoft extended teams (i.e., marketing, technical sales) and partners
- Worked with MBS Global and Strategic Account Managers in Microsoft's EMEA Region to coordinate and close international software opportunities within New England
- Responsible for the evangelizing Microsoft Dynamics during Quarterly Partner Briefings and Seminars. This includes setting the agenda, coordinating speakers and delivering specific content and presentations to promote greater adoption

East Region Manager – Navision

2001 - 2002

Danish-owned, global software company providing business management solutions. Acquired by Microsoft in 2002.

- Responsible for \$10M+ application software quota with a 4 member team in the East Region. Focused on organizations with up to \$500M in annual revenue in an 18 state region. Achieved 100% of Quota in FY 02
- Managed the daily operation of the region including staff, revenue and reporting. This included responsibility for the overall sales and distribution of the Attain (Navision) and Axapta ERP and CRM Solutions. Supported and mentored the Regional Channel Management and Recruiting Team with their individual commitments
- Worked with Navision's Marketing Communications team to create and execute regional and individual lead generation campaigns

East Region Manager - Damgaard

1999 - 2001

Danish-owned, global software company providing business management solutions. Acquired by Navision in 2001.

- Performed all aspects of the sales cycle: initial contact, qualification, discovery, resource coordination, contract negotiation and close. Responsible for new and existing customers with a focus on selling Axapta; Damgaard's ERP and CRM solution
- Helped build a reseller channel that assisted Damgaard in supporting and growing the Axapta ERP solution in North America. This included recruiting, activation and sales management responsibilities with the reseller's sales and marketing teams
- Member of the sales organization that quadrupled the number of Axapta customers in the US within a 2 year time period

PeopleSoft, Inc.

1998 - 1999

Product Sales Consultant

Global provider of enterprise applications designed for the most complex business requirements.

- Supported, coordinated, and managed numerous tasks required to complete the various phases of the sales cycle, resulting in a successful pre-sales track record. The tasks included responding to Requests for Proposal, conducting client surveys, qualifying prospective customers, performing demonstrations, and providing presentation follow-up
- Strong knowledge of People Tools and the entire suite of Financial and Distribution applications.
- Performed marketing responsibilities at trade shows and seminars, which included providing initial company introduction and product overviews

Dennis P. Bruce

Walker, Inc.

1996 - 1998

Account Executive

Global provider of business applications for the mainframe and client/server environment.

- Identified and gained access to key decision makers to promote Walker's Horizon Analytic Applications to qualified sales prospects. The Horizon Analytic Applications were On-Line Analytical Processing (OLAP) based solutions for Financial Consolidation, Planning & Forecasting and Reporting & Analysis
- Provided a unique combination of financial, software, public accounting and business experience to understand strategic positioning and competitive issues surrounding the Horizon Solutions

Coda, Inc.

1995 - 1996

Applications Consultant

Global provider of award-winning accounting and procurement systems, versatile financial analysis tools and consultancy services that help users streamline and automate their finance processes.

- Provided consulting services to a diversified customer base for Coda's ERP Application. Tasks included the planning and execution of implementation strategies, as well as the design of customer general ledger structures to match their information analysis and financial reporting requirements.
- Conducted training courses on core product functionality and major upgrades for new and existing customers
- Provided rotational assistance on Coda's Customer Support Desk including the documentation and solving of customer application problems

Deloitte & Touche LLP

1990 - 1995

Senior Accountant

An organization of member firms that provide professional services and advice to more than half of the world's largest companies.

- Earned CPA Certification
- Planned and administered audit engagements including risk assessment, budgeting of staff hours and supervision of personnel
- Prepared financial statements and related footnote disclosures in accordance with SEC, FASB and GAAP Requirements
- Obtained experience with clients serving a range of market segments including healthcare, financial services, manufacturing, governmental and broadcasting

EDUCATION

Bryant University, Smithfield, RI
Bachelor of Science in Business Administration - 1990
Major: Accounting
Graduated: Cum Laude

MILITARY EXPERIENCE

United States Coast Guard, 1983 - 1987
Petty Officer 3rd Class, Boatswain's Mate: E-4, Honorably Discharged

School Committee Vacancy Statement Of Interest

Vera Gill

2 Northbriar Road, Acton, MA 01720

Chair

Acton Public School Committee
16 Charter Road
Acton, MA 01720

My name is Vera Gill and I would like to put my name in for consideration of the school committee vacancy. I have been a resident of the town of Acton for two years and have a son in 10th grade and a daughter in 5th grade.

As an educator for the last four years, I can offer relevant experience to the School Committee in many areas, including as an educational policy maker. My experience has been gained from real life situations as well as through my educational background, which includes a PhD in Industrial and Organizational Psychology and Master's Degree in Human Resources.

My teaching tenure has provided me with an opportunity to work one-on-one with both students and faculty at all grade levels. I have demonstrated a strong commitment towards the Acton community, and believe in the School's mission to provide quality education while understanding our town's burden in supporting education. My philosophy as an educator is to put the student's educational benefits first while maintaining an understanding of the value of a quality education.

I am a good, effective listener and am open-minded. I have over 10 years of volunteer experience in various capacities. As a school auction chair, I helped to raise \$300,000 to offset operational expenses for the school. Through my volunteer work at the police department, as a pastoral council member of my church, as a member of our neighborhood architectural review committee, as a school board member, as a chair for the local Special Olympics games, and as a committee member for the Acton Boy Scout Troop. I have gained a keen view to understanding short and long terms goals, making tough choices, and believing in open and frank communication.

I feel very confident that I can fulfill the role and responsibilities as a school committee member.

Dr. Vera Gill
Faculty
University of Phoenix

July 5, 2010

Vera Gill, Ph.D.
2 Northbriar Road
Acton, MA 01720
978-844-4982
vera.gill@yahoo.com

PROFESSIONAL EXPERIENCE

2006-Present University of Phoenix (*Global multicultural, fast-pace University*)

Faculty

- Approved and experience in teaching different undergraduate courses in psychology, human resources and business.
 - Psychology
 - Human Resource Management
 - Political, Legal, & Ethical Issues in Business
 - Supervision & Leadership
 - Organizational Behavior
 - Critical Thinking; Skills for Learning in an Information Age
 - Introduction to World Cultures & Social Environments
 - Cultural Diversity
 - Foundations of Business
- Extensive one-on-one facilitation of course discussions ensuring active participation among learners; respond to learner inquiries; assess learner assignments and engagement; provide appropriate feedback; coaching and reinforcement of effective critical thinking.
- Report risk learner to appropriate staff; encourage learner participation in course-end evaluation; provide innovative input designed to make teaching practice more effective.
- Develop course curriculum to promote positive learner experience and ensure that course learnings are consistent with prevailing standards of University.
- Focus on supportive interaction to learners throughout the coursework using discussion, team projects, feedback, and interim progress update to make the e-learning more collaborative and productive.

1992-1995 Cohen-Esrey Real Estate Services Inc., Kansas City, Missouri
(*Area's # 1 Commercial Real Estate Company*)

Local Area Network Manager

- Maintenance of 100 users local and wide area network.
- Network administration, software administration, and hardware installation.
- Experience in computer hardware and software, internet applications and e-training skills.

1991-1992 Midwest Research Institute, Kansas City, Missouri
Senior Coordinator

EDUCATION

2005 Capella University, Minneapolis, Minnesota
Doctor of Philosophy in Industrial Organizational Psychology

2000 Ottawa University, Ottawa, Kansas
Master of Arts in Human Resources

1997 Ottawa University, Ottawa, Kansas
Bachelor of Arts in Psychology

PROFESSIONAL AFFILIATIONS

American Psychological Association
Society of Human Resource Management
The Society for Industrial and Organizational Psychology

VOLUNTEER EXPERIENCE

- 2007 The Regis School of the Sacred Heart, Houston, Texas
Auction Chair
Achieved the goal to raise \$300,000 plus monies to offset operational expenses for the school. This event involved auction planning, operations and coordination of sub-committee activities, database management, solicitation to gather auction items, event night planning, and execution.
- 2006 – 2007 Houston Police Department, Missing Persons
- 2005 - 2006 St. Paul Catholic Church, Nassau Bay, Texas
Pastoral Council Member
Duties included providing council to the church administrator and the Pastor. Responsibilities included preparation for the 40th Anniversary event, planning for the new building fundraising, and start of the spanish ministry. The pastoral council met on a bi-monthly basis. As member on various sub-committees, I was involved in the strategic and implementation process.
- 2004 - 2006 Pine Brook Neighborhood Association, Houston, Texas
Architectural Review Committee
Pine Brook neighborhood association located in Clear Lake constituted of over 2,000 families homes. Duties included review of all construction plans, visit the site of construction, and vote on new construction as it related to the neighborhood associations agreement. Additionally, resolved disputes with individual families over new construction by providing guidance on new construction that will comply with the association guideline and meet the individual family needs.
- 2002 – 2004 Lutheran South Academy, Houston, Texas
Lower School Board Member
Participated and chaired various committees on academic objectives, extra curriculum activities, annual fundraising goals and events, new parent orientation, and international cultural day.
- 1991 – 1995 Kansas Special Olympics
Chair for Area IV Games
Responsibilities included managing year-round games and events for 800 special Olympians in Wyandotte and Johnson counties. Major events included Track and field, basketball tournament, volley ball tournament, and coached forty teenagers in Kansas City, Kansas metro area. Additionally, coordinated activities and acted in capacity of coach at the Kansas State Special Olympic games.
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School Committee Vacancy
Statement Of Interest

Herman L. Kabakoff

27 Robinwood Road, Acton, MA 01720

Chair

Acton Public School Committee
16 Charter Road
Acton, MA 01720

In response to your note regarding the process for selecting a new Acton Public School Committee member to fill the vacancy created by Jonathan Chinitz's resignation, I am hereby applying to fill that vacancy. I feel that my seventeen years of experience serving the community would allow me to effectively contribute immediately. In particular, I served as a Selectman for six years, including one year as Chairman of the Board of Selectmen. I also served eleven years as a member of the Finance Committee, and was Chair of that committee last year. I have attended many school committee meetings, reviewed many school budgets, and for the last two years was a member of the Acton Leadership Group (ALG). I am therefore conversant with the current challenges which we will be facing this year and have the background and expertise to help face them so as to preserve the excellence of the Acton and Acton/Boxborough school systems.

As you are aware, I announced my retirement from the Finance Committee with the completion of my term the last fiscal year. I understand that almost immediately the challenging and time consuming workload involving budget preparation as well as school policy administration will begin. I will require little On-The-Job training and fully understand the demands of the job. This is the second year of Jonathan's three year term. It is my current intent to not seek election to fill this seat on the board for the final year of the three year term. This would provide for the natural succession to take place that results from the election process.

Thank you for considering me. Please feel free to contact me if you have any questions or need more information.

Sincerely,

Herman L. Kabakoff

July 5, 2010

School Committee Vacancy
Statement Of Interest

Jesse Liberty

2b Farmstead Way, Acton, MA 01720

Chair

Acton Public School Committee
16 Charter Road
Acton, MA 01720

Please consider this my formal statement of interest in, and availability for, the School Committee vacancy.

By request, I am reiterating and extending briefly my background information:

I am a (nearly) 55 year old former NYC JHS teacher (1 year), now working as a Senior Community Program Manager for Microsoft. I've been a politically independent Acton resident for 15 years, former member of FinCom (1 year) and elected School Committee member (1 term). My older daughter attended Douglas and Merriam, and my younger daughter will be attending ABRHS starting this fall.

Because I've not been a participant in the discussions of the committee recently, I would expect to exercise a light and respectful touch. While I tend to favor a somewhat higher level of services even at the cost of somewhat higher taxes than has been the trend, overall, in recent years, I believe my views are well within the mainstream of the town. Further, it is easy to lose sight of the other imperative functions of the board; most importantly creating a forum for public consideration and persuasively framing the discussion around school needs and services. How the budget is balanced is ultimately a matter of personal and collective values, and it is imperative that the school committee be a forceful, effective and united voice for the highest possible quality education.

Thank you for your consideration,



July 5, 2010

School Committee Vacancy
Statement Of Interest

Paul Murphy

16 Revolutionary Road, Acton, MA 01720

Chair
Acton Public School Committee
16 Charter Road
Acton, MA 01720

Please consider my candidacy for the open position on the School Committee. Attached, please find a current resume. Although the résumé is geared to a client base, I believe it is sufficient to show you that I have been in a position of authority for many years. However, I am in the service industry and I understand what it takes to keep a team together and serve overarching goals.

I would like to meet with you review these qualification against your needs on the School Committee to explore the mutual opportunities.

Thank you,

Paul Murphy

July 5, 2010

As President of Compliance Assurance Associates (CAAssociates), Mr. Murphy is responsible for all aspects of company operations. With over 24 years of environmental compliance experience, Mr. Murphy has particular expertise in developing and managing compliance programs, auditing and permitting for a variety of industrial and institutional facilities.

Mr. Murphy managed numerous compliance programs for hospitals, universities, the semiconductor industry, chemical and biological product manufacturing industry, power, and other industries. Mr. Murphy served as a lead compliance auditor contracted by EPA to audit twenty-four facilities in the Eastern United States in fulfillment of a Consent Decree requirement. He advises clients on the regulatory impacts of current operations as well as future capital projects and advises clients of strategies for meeting current and future air quality requirements. Mr. Murphy is intimately familiar with both state and federal air rules and enjoys an amicable working relationship with key state and federal regulators. Mr. Murphy has prepared numerous "new source" and Title V operating permit applications in Massachusetts, most of the Northeast states and many other states in the nation. Permit efforts managed by Mr. Murphy include:

- Title V Compliance systems development,
- Formulating permit strategies and coordinating compliance with state and federal requirements,
- Managing emission inventories and calculation methodologies,
- BACT analyses, MACT analyses (including 112(g) MACT determinations),
- Preparation of concise permit applications that help minimize approval time,
- Identifying emission reduction credit opportunities.
- Managing compliance issues,
- Establishing compliance certification systems.

As the former Manager of Environmental Chemistry and Engineering Department of the third largest air emissions testing company in the nation, Mr. Murphy is uniquely experienced in developing permit applications for which compliance can be maintained from a practical standpoint.

Education:

- Ed. M - Education, Harvard University (1999)
- B.S. - Chemical Engineering, Technical University of Nova Scotia (1985)
- B.S. - Mathematics, Dalhousie University, Halifax, Nova Scotia (1983)

Affiliations:

- Professional Engineer License No 41840 (MA)
- Treasurer, Air and Waste Management Association

PROJECT EXPERIENCE

Maybrook, Salem, NH – Mr. Murphy managed all air quality issues relating to the relocation of a chemical manufacturing plant. Responsibilities included identifying applicable state and federal requirements; determining emission profiles, managing worst-case emission scenarios in the context of the applicable requirements, strategizing emission and operations with respect to applicable requirement (including avoiding applicability, when possible), negotiating permit terms and developing recordkeeping systems for documenting compliance on an on-going basis.

The Woodworks, Londonderry, NH - Mr. Murphy assisted in developing a compliance strategy for an applicable MACT standard for a wood products manufacturing facility. The compliance process required a review of all paints, varnishes, primers, etc. used in the spray booths to determine compliance option that best fit the needs of the facility. Once the compliance strategy was identified, Mr. Murphy developed a database system to enable the facility to manage the recordkeeping obligations in accordance with the rule. This effort included a 12-month rolling emission calculation, as well as the 12-month rolling compliance determination.

Confidential Client, Cambridge, MA - Mr. Murphy developed a Title V Implementation Program for the large inventory of combustion units (both internal and external combustion) for a large university in Cambridge. The program served as the basis for which the responsible official could certify compliance in accordance with the Title V Operating Permit issued to the facility. The Implementation Program involved establishing inventory databases with update procedures, identifying key personnel and critical information exchanged to verify compliance and prepare environmental reports for a highly decentralize institution. A report summarizing the compliance status was prepared for the responsible official to endorse and submit to DEP. The summary included a listing of the specific applicable requirements, the means by which compliance was demonstrated and the key persons associated with the activity. This process provided a high level of confidence for the responsible official to certify compliance.

Massachusetts Bay Transit Authority – Mr. Murphy is currently conducting an audit of the Title V compliance systems for the two 396 MMBtu/Hr turbines at the Boston facility. The purpose of the audit is to develop compliance strategies to ensure compliance with the applicable New Source Performance Standards, NO_x Budget Program, Title V and other air quality requirements. Mr. Murphy is the agent for the MBTA's NO_x Budget Allowance Trading Program and the state's CO₂ Budget Trading Program, allowing him to submit quarterly reports through EPA's ECMPS electronic submittal system.

Texas Instruments, Attleboro, MA - Mr. Murphy assisted in the development of TI's Title V Operating Permit application. Efforts involved in the application included conducting an emission inventory of several types of plating and etching operations. Developed a unique emissions calculation methodology that allowed TI to calculate emissions in the future

based on process parameters. Specific aspects of the emission calculation methodology were selected for confirmation through air emissions testing using EPA Reference Methods. Test results agreed very well with predicted emissions. Other Title V permit application activities included review of permit requirements and applicable state and federal rules.

Avery Dennison, Framingham, MA – Developed permit applications for every active permit issued to Avery Dennison. Mr. Murphy recognized the impact of new MACT standards (40 CFR 63, subpart KK) that would affect Avery's operations and successfully guided Avery through the process of achieving compliance with the new rule. Mr. Murphy provides compliance assurance activities that ensure that compliance is maintained on a continuous basis and provided training to key Avery personnel to ensure that compliance concerns are avoided. He developed the Title V Operating Permit application and guided the application through to permit issuance.

Engineered Materials Solutions, Inc., Attleboro, MA – Advised facility environmental manager in preparation for a facility inspection to minimize exposure to environmental liability. Managing and coordinating the development of Title V compliance systems to ensure compliance with recordkeeping, monitoring and reporting requirements.

United States Postal Service, New England Area – Mr. Murphy provided air quality training to several regional districts with respect to air quality issues affecting the United State Postal Service (USPS). Training includes an overview of the Clean Air Act and state air rules with emphasis on the issues that are most important to USPS. The goal of the training is to provide USPS personnel with the tools necessary for managing compliance at the facility level.

UMASS Biologics Laboratory, Mattapan, MA – Mr. Murphy developed and implemented a permit strategy for the construction of a new 155,000 square foot biologics manufacturing facility, which develops and manufactures human vaccines, plasma products, and monoclonal antibodies. Mr. Murphy negotiated with vendors and regulators to develop the maximum process capability with a minimum of environmental impact.

Majilite Manufacturing, Lowell, MA – Mr. Murphy coordinated regulatory aspects of a 60,000-sq. Ft. build-out of manufacturing processes at the facility's headquarters site. Responsibilities included identifying environmental permitting needs, coordinating state and federal regulatory requirement with regulators, selecting vendors of environmental control equipment and preparing appropriate permit applications. Mr. Murphy negotiated final permit terms and successfully argued non-applicability of certain air quality rules (avoiding costly compliance issues). Mr. Murphy developed and implemented a variety of environmental programs for the operations of the facility.

Koch Membrane Systems, Wilmington, MA – Conducted a compliance review of membrane filtration processes and developed permitting strategies for ensuring compliance goals were achieved.

Osmonics, Westborough, MA – Developed emission report to assist new environmental manager in meeting regulatory timelines. Provided training to establish systems for compliance.

State Street Bank – Mr. Murphy prepared a non-major Comprehensive Plan Approval application for six emergency generators, each rated at 1 MW output. The project required modeling emissions to ensure compliance with ambient air quality standards. Mr. Murphy negotiated with the MassDEP issues relating to receptor identification and stack height parameters to successfully demonstrate an approvable application.