

PROVEN EXPERIENCE

- 19 Endorsements:
- ✓ 10 Executive Endorsements
 - ✓ 7 Peer and Direct Report Endorsements
 - ✓ 2 Community Partner Endorsements



Brian Bennion, MPA
Executive Director

Weber-Morgan Health Department

You will find his qualifications

to be exemplary and his ability to work with staff, the public, and other professionals to be outstanding.



Sonya Gillespie
Chief of Administration
Denver Sheriff Department

Jacob is highly intelligent and has a vast knowledge base.

He accepts every challenge and finds easier ways to achieve goals. He is innovative and creative.

Results of Leadership and Innovation

- ✓ Created and managed a **\$3.1M Budget** for FY24 that supported 2 major infrastructure projects, while modernizing operations, creating a healthy financial future, and focusing on restoring public trust.
- ✓ Developed a **\$4.7M Budget** for FY25 to support 2 major infrastructure projects and identified a pathway for the city to save \$4M
- ✓ Led the Executive Leadership Team in the development of a **5-Year Strategic Plan** for a county agency responsible for 250,000 residents. The plan's 6 goals, 23 strategies, and 84 measurable objectives targeted improving financial and budgeting performance, eliminating information silos, strengthening partnerships, increasing public input, and enhancing efficacy and efficiency.
- ✓ Developed a **3-Year Workforce Development Plan** to attract, retain, and train a highly qualified workforce for a county agency responsible for 1 million residents. The plan also addressed management and HR policy deficiencies, reduced staff turnover, and increased employee satisfaction and development opportunities.
- ✓ Created an **Early Warning System** to identify and resolve staff performance issues before they escalate to termination within a city agency with 1,000+ employees. The finished system was critical to maintaining accreditation and was featured in a publication for the National Institute of Corrections.
- ✓ Increased employee satisfaction by 27% through the development and execution of a **Performance Improvement Plan** for a Division Director of a county agency responsible for 250K residents.
- ✓ Created a **Policy & Training Manual** that reduced training length by 2 days

Organizational Skills

- ✓ Strategic Planning
- ✓ Management
- ✓ Performance Management
- ✓ Workforce Development
- ✓ Policy
- ✓ Program Management
- ✓ Quality Improvement
- ✓ Administration

Technical Skills

- ✓ Predictive Analytics
- ✓ Budgeting/Financial Analysis
- ✓ Interactive Data Visualization
- ✓ Training
- ✓ Planning and Zoning
- ✓ Compliance/Accreditation
- ✓ Grant Writing
- ✓ Public Health

People Skills

- ✓ Public Speaking
- ✓ Conflict Resolution
- ✓ Public Relations
- ✓ Crisis Management
- ✓ Community Outreach
- ✓ Mentoring
- ✓ External and Internal Liaison
- ✓ Negotiating

CLIENTS & EMPLOYERS

10+ Years of Delivering Result with: ✓ 5 Government Organizations

City of Lake City

2023-Present

City Administrator

Direct Report of the Mayor and City Council

City of Fairbury

2022

City Administrator

Direct Report of the Mayor and City Council

City of Denver

2016-2022

Management Analyst

Direct Report of the Chief of Administration

Weber County

2014-2016

Strategic Consultant

Direct Report of the Executive Director

Salt Lake County

2014

Strategic Consultant

Direct Report of the Director of Administration

EDUCATION

- ✓ 2 Degrees
- ✓ 1 Certificate
- ✓ Continuous Learning and Application



Master of Public Administration
2013 - Focus on Fiscal and Public Health Policy



Post-Graduate Coursework
2018 - Focus on Organizational Strategy



Bachelor of Science in Business
2008 - Focus on Financial Planning

Black Belt Certificate
2017 - Process & Quality Improvement