



CITY OF MORGAN HILL
APPLICATION FOR APPOINTMENT TO
COMMISSION OR COMMITTEE

(In order to be considered for appointment, this application form must be fully executed and all questions answered by applicant, including those who are Incumbents. If you prefer to type your answers on the form, an electronic version will be e-mailed to you upon request.)

Name: TROY STERLING KNAPP

*E-mail Address: [REDACTED]

*Home address: [REDACTED]

*City: MORGAN HILL, CA

*Telephone: (Work) [REDACTED]

Cell [REDACTED]

Occupation: CLIENT ACCOUNT MANAGER

Employer: ADP

Number of Years lived within City Limits: 4

Are you a registered voter? Yes ☒ No ☐

If not a MH resident, years worked in City Limits: N/A

-or-

Years lived within the MH School District boundary: 4

Do you have any relatives currently employed by the City of Morgan Hill? Yes ☐ No ☒

Properties owned in Morgan Hill/Address(es):

[REDACTED] MORGAN HILL, CA 95037

*I consent to the release to the public of the above contact information marked with an *: Yes ☒ No ☐

QUESTIONNAIRE

(Please attach additional sheets, as necessary, to provide complete answers)

1. Please attach a resumé, or briefly describe your background, listing the qualifications and skills, which you can contribute to the Commission.

PLEASE SEE ATTACHED SHEETS

2. Have you served on any other citizen advisory commissions or committees? If so, please list and briefly explain the purpose of each committee.

3. What do you believe to be the role of the Commission, and why you would like to serve on this Commission?

4. What skills and experience do you believe would be important to your role as a Commissioner?

5. How would you know if the Commission is successful in supporting the City Council's Goals?

6. What would you like to accomplish as a member of the Commission?

7. What are the greatest opportunities facing the community in regards to this Commission?

8. If you are an incumbent seeking reappointment:

- | | | |
|--|------------------------------|--|
| • Are you currently serving on a Committee? | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| • Are you next in line to serve as Chair or Vice-Chair? | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| • Are you assigned to a special project? | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| • If assigned to a special project, please identify the project: | | |

Name of commission

9. I am interested in serving on the following Commission or Committee? Please indicate:

PLANNING COMMISSION

☐ LIBRARY, CULTURAL AND ARTS COMMISSION

The Library, Culture and Arts Commission provides the City Council with advice and recommendations regarding the adequacy of library facilities; seeks opportunities for city sponsored artistic and performance opportunities; encourages community involvement in the arts; and reviews and recommends works of art to be acquired by the City or installed on public property. This seven member Committee meets on the second Tuesday of odd numbered months at 7:00 p.m. at the Morgan Hill Library.

☐ PARKS & RECREATION COMMISSION

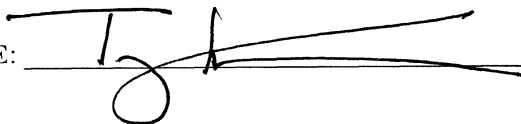
The Parks and Recreation Commission provides the City Council with advice and recommendations on recreation programs, activities and resources. The Commission also plans for the future growth and development of parks facilities and recreation programming. This seven member Commission meets on the third Tuesday of odd numbered months at 7:00 p.m.

☒ PLANNING COMMISSION

The Planning Commission performs duties and exercises power and authority with regard to planning, subdivisions, zoning, zoning administration, residential development control, and other land use regulatory controls as prescribed by ordinance and state law. The Commission serves as an advisory body to the City Council on Zoning and General Plan related matters. The Commission is a seven member body, and each commissioner serves a term of four years and meets on the second and fourth Tuesday each month.

By my signature below, I consent to comply with all government regulations, should I be appointed to serve on a City of Morgan Hill Commission or Committee, and confirm that I have read the attached Ethics Policy; that I do subscribe to this Policy; that I will apply it to the specific responsibilities which I may be assigned; and that I will practice the core values set forth in this Policy in my public service for the City of Morgan Hill. Additionally, I commit to attend and participate in all Commission and Committee meetings to which I am appointed, unless excused by the Chair.

SIGNATURE: _____



Date: _____

1/12/17

1. Please attach a resumé, or briefly describe your background, listing the qualifications and skills, which you can contribute to the Commission.

Many of my professional experiences, trainings and competencies can complement and assist the work the Planning Commission. As a career professional, I have 20+ years of personnel and process management, process improvement and implementation, organizational development/design, training, coaching and mentoring, client management, change management, vendor management and compliance adherence. Additionally, I have significant leadership development and practical experience during eight years of honorable and decorated service in the United States Marine Corps.

I would be a good candidate for appointment as I have a strong professional background in taking over large initiatives and being able to quickly come up to speed on critical issues. Living and working in this community I have had ample opportunities to volunteer and serve. My base desire is to continue to serve this community and seek common ground and sensible solutions for our pressing issues. My professional corporate career, volunteerism, and service in the United States Marine Corps position me well for this challenge.

Please find my resume with a more detailed synopsis of my background, skill and competencies attached.

2. Have you served on any other citizen advisory commissions or committees? If so, please list and briefly explain the purpose of each committee.

Yes, I have served on citizen advisory commissions and committees.

I served as an appointed ombudsman between the United States Marine Corps 1st Armored Assault Battalion and Prefecture Mayor of Naha, Japan. This role was providing strategic and tactical leadership of a bi-cultural community committee focused on finding common interest and ground between the local populace and military stationed personnel. The primary purpose was to reduce strife and tension by building on and enforcing mutual and common understanding.

Additionally, I was recognized by the Denver Police Department for leading the creation and actively managing a neighborhood watch program in the high-risk Steele Neighborhood area.

3. What do you believe to be the role of the Commission, and why you would like to serve on this Commission?

The role of this commission is to provide sound, reasonable and measured advice and options to the City Council on issues relating to community development and growth in keeping with state law and local ordinance. I believe said advice and options must be measured and considered in such a way as to provide benefit to the entire civic, business, and developmental community.

I wish to serve on this commission to provide service to our community. I would add that I have had a long personal interest in zoning philosophy and how it can grow vibrant communities.

4. What skills and experience do you believe would be important to your role as a Commissioner?

In addition to the longstanding career in corporate leadership and decorated service in the United States Marine Corps I have some additional experiences that could provide value to the commission.

As a homeowner with a wife the three children I am invested in the local community and have a desire to see appropriate use of land for local citizenry.

I have been a small business creator and corporate officer of a custom industrial screen printing business focused on biomedical applications. I have an understanding of small business and their needs in the community.

I have involvement in agricultural use of land within our family's holdings of approximately 300 acres of dry farm land. I have and awareness of the concerns of farmers and ranchers.

Through family business and holdings I have been involved in both subdivision creations, residential and light commercial development. I have some understanding of developmental concerns.

5. How would you know if the Commission is successful in supporting the City Council's Goals?

You would know if the Commission is successful in supporting the City Council through active listening and continuously open dialogue. I am clear that in open debate common consensus is not always readily achieved. What can be achieved is providing options and opinion in an open, transparent, thoughtful and ethical manner. We may agree or we may agree to disagree. We are successful when all participants in the dialogue are sure that that thought and concern has been openly considered and weighed in the final opinion.

6. What would you like to accomplish as a member of the Commission?

I would hope to accomplish providing advice, option and counsel to both the Planning Commission and City Council that is in the best long-term interests of the entire community. I would endeavor to ensure that advice is provided in keeping with approved doctrine and procedure.

7. What are the greatest opportunities facing the community in regards to this Commission?

The greatest opportunity is to keep the small town local community atmosphere of Morgan Hill in-place while creating an environment conducive to a robust and broad tax base consisting of a balanced mix of residential, commercial, mixed-use, agricultural and

recreational land use. This opportunity is afforded the Commission via their open and continued support of City Council.

Troy Knapp

[REDACTED], Morgan Hill, CA 95037 | p: [REDACTED] | e: [REDACTED]

PROFILE

Versatile account manager adept at sourcing, screening, presenting, and closing candidates from C-level executives to the individual contributor | A creative and experienced talent acquisition professional that efficiently develops, implements, and manages scalable and repeatable recruiting and staffing programs | Wide spectrum of experience across numerous industries including; Biotechnology, Research, Medical, Information Technology, Financial Services, Consulting, and Government | Well versed in numerous staffing/interviewing methodologies and applicant tracking systems | United States Marine Corps trained recruiter and decorated combat veteran.

EMPLOYMENT HIGHLIGHTS

Client Account Manager, ADP (Clients: Amgen & Onyx Pharmaceuticals) 10/10 – Present

- Lead a large talent acquisition team in seven states and Puerto Rico.
- Consult with hiring managers, staffing partners, and recruiters ensuring flawless staffing execution.
- Manage recruiter audits and compliance (position attributes, AAP/EEO, dispositions, job descriptions, etc).
- Develop and implement leading edge staffing methodologies anticipating talent needs to best attract and recruit candidates of the highest quality.
- Committed promoter of Amgen as an employer of choice. Ownership of Veterans Advocacy program to drive hiring to comply with VEVRAA regulations.

Staffing Consultant, Sterling Associates 03/06 – 10/10

- Senior recruiter for clients including; Alcon, ACS, Medicare y Mucho Mas, Xerox, University of Colorado, Hewitt Associates, Halliburton, BP, IAP-WS, L3 Communications, Union Bank, etc.

Senior Staffing Manager, Hewitt Associates, LLC 02/03 - 03/06

- Staffing Manager responsible for the hiring, training and leadership of a team of 25 responsible for 3,000 annual hires for McKesson and 15 geographically dispersed recruiters responsible for 1,200 national and international hires for Sun Microsystems.
- Account Manager with responsibilities for Sun's Technical Services, Global Sales Organization, Marketing, Services, Government and University Relations. Provide market knowledge, closing strategies and compensation guidance to Hiring Managers, Recruiters and Business Partners.
- Developed and implemented University Relations Recruitment Program for early identification of candidates involved in graduate/post-graduate research aligned with Sun's strategic hiring plan. Trained staff on these sourcing methods; including, literature review, white papers, lectures, etc.

Staffing Consultant for Countrywide, Transamerica and Sterling Associates 08/99 - 02/03

- Full life cycle recruiting for the TSA, rStar Networks, AskDrTech, and Bank of America.
- Lead recruiter for Transamerica's National Internal Sales Desk. This \$3 million project comprised the complete staffing of sales centers in the home offices and three regional marketing centers.

United States Marine Corps 01/89 - 01/97

- Operations Officer during the first Gulf War. Developed the specialized equipment and techniques to coordinate division level intelligence and operations from an array of Assault Amphibian Vehicles.
- Interpreted space and aviation imagery to provide intelligence analysis and operational recommendations at the top-secret level for the Commanding General of the 4th Marine Division.

EDUCATION

B.A. in Psychology at the University of Colorado at Boulder (GPA: 3.351)

Graduate work in Organizational Development at John F. Kennedy University (GPA: 4.0)

Troy Knapp

[REDACTED], Morgan Hill, Ca 95037 | p: [REDACTED] | e: [REDACTED]

ARTICLES AND PUBLICATIONS

- Compiled, evaluated, and implemented the requests of three editors and 32 independent reviewers for the textbook, "Neuroscience, a Psychological Approach, by Dr. T. Smock. Completed technical research as directed by the author. Wrote all figure captions for the text and portions of 3 chapters.
- Researched, wrote, and presented scientific literature reviews on stress related pathway in the brain. Developed protocol procedures to test effectiveness of 5 separate anesthetics on research subjects. Performed several neurosurgical procedures. Collected and statistically analyzed data for significance. Participated heavily in authorship of the final research publication, "Corticotrophin Releasing Factors in Stress Mediated Pathways between the Central Amygdaloidal Nucleus and the Bed Nucleus of the Stria Terminalis"
- Authored and presented numerous pre-deployment seminars encompassing the customs and legal regulations of overseas deployment for a 650+ man military battalion. Composed and submitted over 200 press releases to champion the work and success of servicemen in local media outlets.

PRESENTATIONS

- Guest Lecturer at John F. Kennedy University; "The Role of the Standard Pattern of Affective Dynamics in Organizational Transformation."
- Presented abstract on the role of mental illness in the authorship of Virginia Wolfe to the American Psychological Association – division of Abnormal Psychology.
- Presenter for the University of Colorado Graduate Neuroscience program, "Success & Failures in the Methodologies of Single Unit Neuroelectrode Recording Protocols in Anesthetized Subjects."

AWARDS

Professional:

- Management Recruiters International Top Producing Account Executive Award.
- Countrywide Home Loans; Branch Expansion Award.
- Citation from the United States Marine Corps for exceptional work in the field of Recruiting.
- Received four meritorious military promotions.
- Military Awards include:
Two Navy Achievement Medals (one for garrison operations and one for combat operations); Combat Action Ribbon; Navy Unit Citation; Good Conduct Medal; National Defense Service Medal; Southwest Asia Service Medal with two bronze stars; Two Sea Service Deployment Ribbons; Kuwait Liberation Medal, awarded by the Kingdom of Saudi Arabia; Kuwait Liberation Medal, awarded by the Emirate of Kuwait; Commanding Generals Certificate of Commendation for excellence in Military Recruiting; Commanding Generals Certificate of Commendation for leadership in the U.S. Military Professional Literature Development Program; Commanding Officers Meritorious Mast for service above and beyond the call of duty; Recognized as Non-Commissioned Officer of the quarter for two quarters; Rifle Expert, second award. Pistol Expert.

Civic:

- Appointed as ombudsman for the 1st Armored Assault Battalion and Mayor of Naha, Japan.
- Recognized by the Denver Police Department for creating and managing a neighborhood watch program in the high-risk area Steele Neighborhood.
- Labor Relations liaison for the Denver mayoral campaign of George Knapp.

Scholastic:

- Member of the Gold Key National Honor Society & Dean's list for 6 semesters; Graduation with Honors.