

CITY OF HIGH POINT

AGENDA ITEM



Title: Appointment – Planning & Zoning Commission

From: City Clerk's Office

Meeting Date: June 17, 2019

Public Hearing: N/A

Advertising Date /

Advertised By: N/A

Attachments: Application

PURPOSE:

To appoint Thaddeus Juszczak to the Planning & Zoning Commission.

BACKGROUND:

Mayor Pro Tem Jason Ewing is recommending the appointment of Thaddeus Juszczak to the Planning & Zoning Commission as his Ward 6 appointee. Appointment will be effective 7/1/2019 and will expire on 7/1/2022.

BUDGET IMPACT:

N/A

RECOMMENDATION / ACTION REQUESTED:

Council is requested to confirm the appointment of Thaddeus Juszczak to the Planning & Zoning Commission.

Profile

Thaddeus

First Name

Juszczak

Last Name

thadjusz@hotmail.com

Email Address

664 Stags Leap Court

Street Address

Suite or Apt

High Point

City

NC

State

27265

Postal Code

What district do you live in? *☒ Within High Point Corporate Limits

Home: (336) 885-8883

Primary Phone

Mobile: (703) 732-1912

Alternate Phone

semi-retired/American University
(DC)

Employer

Which Boards would you like to apply for?

Planning & Zoning Commission: Submitted

6

Ward you reside in?

Interests & Experiences

Please list any work, volunteer, and/or educational experience that you would like us to consider in the review of your application.

Spent my entire professional and volunteer life in government and non-profit management. Have a Masters degree in Public Administration and have been teaching the next generation of public administrators since 2012. Graduated from the Town of Wake Forest Planning Board Academy. Selected in July 2015 to complete (18 months) the term of a resigned Planning Board member and subsequently selected in December 2016 for my own three-year term on the Board. Member of the Wake Forest Area Chamber of Commerce and served two years on its Government Affairs Committee.

[Juszczak_resume_Jan_2019.docx](#)

Upload a Resume

Have you participated in Leadership High Point?☐ Yes ☒ No

Thaddeus L. (Thad) Juszczak, Jr.

Thadjusz@hotmail.com

LinkedIn: <http://www.linkedin.com/in/thadj>

336.885.8883 / 703.732.1910

Thad is an accomplished professional who provides outstanding technical and managerial/executive leadership in organizational budgeting, administration, and financial and performance management. His experience includes analyst, supervisor, manager, and executive positions in government and not-for-profit (NFP) business operations, as well as consulting. He is an expert in budget and performance integration, helping organizations clarify their goals and objectives and then obtain, match, and execute the resources needed to accomplish desired results.

Thad has always been a teacher, beginning with teaching religion to high school students at his church. As a government supervisor, he taught his staff to accomplish their various tasks. He also taught organizational development for the Army and ethics for the Internal Revenue Service. He regularly made presentations at conferences, and he published articles in professional journals. He taught budgeting courses at The Performance Institute, and he was an adjunct lecturer at American University, teaching a graduate course in budgeting and financial management. Currently he teaches online graduate courses in public policy and administration for American University.

Thad enjoys helping others with business operations. He wants to be in the trenches, dealing with issues, solving problems, and enjoying the satisfaction of personally contributing to successful results. He knows how to be either a hands-on manager, a strategic executive, or a trusted advisor, as the circumstances warrant. He is an excellent manager and developer of people, setting high standards for himself and his staff and then helping them achieve those standards. Four of his former employees, including three women, have been Chief Financial Officers of federal agencies.

Thad is active in his community, often in leadership positions. He twice served as President of his homeowners' association, and he completed eight terms as a high school PTA President. He served on county government committees to advise the School Board and to recommend changes in land use policy. He was a member of church Finance Committees, and he coached over 20 seasons of youth athletics. He was a member of the Wake Forest, NC Planning Board.

Experience

- After completing college, Thad began work as a GS-5 for the Army in Los Angeles. He later moved to an Army major command in Atlanta, where he also earned a master's degree at night.
- After ten years with the Army, he relocated to Washington, DC, where he progressed from supervisor to manager to senior executive while working for the Environmental Protection Agency (EPA), the Internal Revenue Service (IRS), the Treasury Inspector General for Tax Administration (TIGTA), and the Department of Health and Human Services (HHS).
- During his government service, he also served as Treasurer for five NFP organizations (and subsequently President of three of them).
- He retired from federal service after 34 years and began consulting with Grant Thornton. His clients included agencies in the Departments of Agriculture, Commerce, Energy, and Homeland Security; NASA; and Yale University. He also taught classes at American University in DC.
- After ten years with Grant Thornton, he started his own consulting firm. His clients included North Carolina state government and SAS. He teaches online for American University and volunteered with his church, the Town of Wake Forest, the Wake Forest Chamber of Commerce, and the Executive Service Corps of the Triangle.

2016-2019 American University. Adjunct Professorial Lecturer. Teaching graduate level courses via online platform.

- 2014-2019 Budget & Performance Consulting. Principal. Assist clients with budgeting and performance management issues.
- 2016-2018 Executive Service Corps of the Triangle. Consultant. Provided pro bono consulting for local nonprofit organizations on planning, governance, and financial issues.
- 2015-2018 Town of Wake Forest. Member, Planning Board. Reviews and advises Town Commissioners on zoning and similar issues.
- 2012-2014 American University. Adjunct Professorial Lecturer. Developed and taught graduate budget course.
- 2004-2014 Grant Thornton LLP. Director. Assisted clients with budgeting and performance management issues. Managed marketing survey efforts.
- 2003-2004 US Department of Health and Human Services. Division director. Oversaw formulation, justification, and execution of single largest Departmental budget.
- 2002-2003 Treasury Inspector General for Tax Administration. Division director. Managed transfer of administrative functions from the IRS to another provider.
- 1990-2002 Internal Revenue Service. Branch chief and division director. Provided complete range of budgeting and performance management services for agency of 100,000+ people.
- 1980-1990 Environmental Protection Agency. Branch chief and division director. Provided complete range of administrative services for national hazardous waste program.
- 1970-1980 US Army. Analyst. Assisted in development and execution of budgets at installation and major command levels.

Skills and Abilities: Budgeting, Performance Mgt, Strategic Planning, Financial Mgt

Specific Accomplishments

- Effectively recruited, trained, managed, and led teams at different organizations in professionally formulating and executing budgets ranging from \$300 million to \$550 billion annually. (all)
- Successfully managed the IRS Strategic Planning and Budgeting Division in the aftermath of 9-11 to identify, cost, and justify changes to protect the nation's tax administration infrastructure. (IRS)
- Developed innovative techniques to recoup \$65 million from expired funds. (IRS)
- Proficiently led the transition of the hazardous waste administrative office through the fallout from the President's firing of the political leadership and subsequent FBI investigation. (EPA)
- Thoroughly established the full range of administrative functions for new, politically-visible hazardous waste office, and effectively served the first six political appointees. (EPA)
- Served as the primary researcher/author for the first command regulation on Army Reserve budgeting and financial management. (Army)

Education and Professional Affiliations

- Master of Public Administration: Georgia State University, Andrew Young School of Policy Studies
- Bachelor of Arts, Philosophy: University of California, Irvine
- Public Financial Publications, Inc, publisher of *Public Budgeting & Finance* (Treasurer, President)
- Association of Government Accountants (AGA) (National Treasurer)
- Association for Budgeting and Financial Management (Treasurer, President)
- American Association for Budget and Program Analysis (Treasurer, President)
- American Society for Public Administration (ASPA) (Chair, Finance Committee)

Awards

- Elmer B. Staats Lifetime Achievement for Distinguished Public Service, March 2011, ASPA
- President's Award, July 2011 and July 2009, AGA

Publications

Juszczak, Thad, "Interrupted Journey: The Road to Better Budgeting," November 2013, Survey of federal budget professionals published by Grant Thornton and the American Association for Budget and Program Analysis (AABPA).

Juszczak, Thad, "After the Shutdown,," Spring 2014; "Living with Continuing Resolutions," Winter 2011; "Strategic Budget Cutting in Federal Agencies," Winter 2010; "Primer on Budgeting Federal Labor Costs," Summer 2010; "*Quattro Punt*i: Four Steps to Budgeting and Performance Management," Summer 2009 (Part I), Fall 2009 (Part II), *The Public Manager*.

Juszczak, Thad, "The Road Forward: The Federal Budget and Budgeting Profession," November 2011, Survey of federal budget professionals published by Grant Thornton and the American Association for Budget and Program Analysis (AABPA).

Webinars/Presentations/Courses

"Budgeting and Financial Management," American University, Three credit-hour graduate course; Spring and Fall 2012, Spring and Summer 2013, and Spring 2014 semesters. Three credit-hour graduate online course; Summer 2016, Spring and Summer 2017, Spring, Summer, and Fall 2018.

"American Government Today" SAS, Two-day training for SAS personnel assigned to sell to federal, state, and local government, September 2015, August 2014.

"The President's Budget for FY 2015," March 2014, Public Webinar

"The President's Budget for FY 2014," April 2013, Public Webinar

"Surviving the Sequester" March 2013, Public Webinar

"The Federal Budget and Appropriations Process" November 2011; "Performance Linked Budgeting" September 2011; "Navigate the Budget Process" April 2012, December 2010, August 2010, and August 2006, The Performance Institute.

"Government Budgeting Demystified: How Government Funds Projects" September 2013; "What's in Your Wallet? Federal Financial Crises Du Jour" February 2013; "The Federal Budget Process" February 2011; "The President's FY 2011 Budget" February 2010; "Budget Basics: How I Learned to Stop Worrying and Love the Budget" October 2007, Grant Thornton Global Public Sector Learning Series

"Stimulus Spending: Using the Recovery Act to Respond to the Economic Crisis," April 2009, 6th Annual IBM Cognos Government Forum.

"What Do Budget Officers Need to Survive (and Thrive) in an Era of Resource and Performance Management?" October 2005, Better Management.

"The Budget's New Clothes, Part II: Getting to Green" February 2005; "The Budget's New Clothes, Part 1: Performance Budgeting," January 2005, Better Management.

Profile

Thaddeus

First Name

Juszczak

Last Name

thadjusz@hotmail.com

Email Address

664 Stags Leap Court

Street Address

Suite or Apt

High Point

City

NC

State

27265

Postal Code

What district do you live in? *☒ Within High Point Corporate Limits

Home: (336) 885-8883

Primary Phone

Mobile: (703) 732-1912

Alternate Phone

semi-retired/American University
(DC)

Employer

Which Boards would you like to apply for?

Planning & Zoning Commission: Submitted

6

Ward you reside in?

Interests & Experiences

Please list any work, volunteer, and/or educational experience that you would like us to consider in the review of your application.

Spent my entire professional and volunteer life in government and non-profit management. Have a Masters degree in Public Administration and have been teaching the next generation of public administrators since 2012. Graduated from the Town of Wake Forest Planning Board Academy. Selected in July 2015 to complete (18 months) the term of a resigned Planning Board member and subsequently selected in December 2016 for my own three-year term on the Board. Member of the Wake Forest Area Chamber of Commerce and served two years on its Government Affairs Committee.

[Juszczak_resume_Jan_2019.docx](#)

Upload a Resume

Have you participated in Leadership High Point?☐ Yes ☒ No

If yes, please list the year in which you participated in
Leadership High Point:

Gender

☒ Male

Thaddeus L. (Thad) Juszczak, Jr.

Thadjusz@hotmail.com

LinkedIn: <http://www.linkedin.com/in/thadj>

336.885.8883 / 703.732.1910

Thad is an accomplished professional who provides outstanding technical and managerial/executive leadership in organizational budgeting, administration, and financial and performance management. His experience includes analyst, supervisor, manager, and executive positions in government and not-for-profit (NFP) business operations, as well as consulting. He is an expert in budget and performance integration, helping organizations clarify their goals and objectives and then obtain, match, and execute the resources needed to accomplish desired results.

Thad has always been a teacher, beginning with teaching religion to high school students at his church. As a government supervisor, he taught his staff to accomplish their various tasks. He also taught organizational development for the Army and ethics for the Internal Revenue Service. He regularly made presentations at conferences, and he published articles in professional journals. He taught budgeting courses at The Performance Institute, and he was an adjunct lecturer at American University, teaching a graduate course in budgeting and financial management. Currently he teaches online graduate courses in public policy and administration for American University.

Thad enjoys helping others with business operations. He wants to be in the trenches, dealing with issues, solving problems, and enjoying the satisfaction of personally contributing to successful results. He knows how to be either a hands-on manager, a strategic executive, or a trusted advisor, as the circumstances warrant. He is an excellent manager and developer of people, setting high standards for himself and his staff and then helping them achieve those standards. Four of his former employees, including three women, have been Chief Financial Officers of federal agencies.

Thad is active in his community, often in leadership positions. He twice served as President of his homeowners' association, and he completed eight terms as a high school PTA President. He served on county government committees to advise the School Board and to recommend changes in land use policy. He was a member of church Finance Committees, and he coached over 20 seasons of youth athletics. He was a member of the Wake Forest, NC Planning Board.

Experience

- After completing college, Thad began work as a GS-5 for the Army in Los Angeles. He later moved to an Army major command in Atlanta, where he also earned a master's degree at night.
- After ten years with the Army, he relocated to Washington, DC, where he progressed from supervisor to manager to senior executive while working for the Environmental Protection Agency (EPA), the Internal Revenue Service (IRS), the Treasury Inspector General for Tax Administration (TIGTA), and the Department of Health and Human Services (HHS).
- During his government service, he also served as Treasurer for five NFP organizations (and subsequently President of three of them).
- He retired from federal service after 34 years and began consulting with Grant Thornton. His clients included agencies in the Departments of Agriculture, Commerce, Energy, and Homeland Security; NASA; and Yale University. He also taught classes at American University in DC.
- After ten years with Grant Thornton, he started his own consulting firm. His clients included North Carolina state government and SAS. He teaches online for American University and volunteered with his church, the Town of Wake Forest, the Wake Forest Chamber of Commerce, and the Executive Service Corps of the Triangle.

2016-2019 American University. Adjunct Professorial Lecturer. Teaching graduate level courses via online platform.

- 2014-2019 Budget & Performance Consulting. Principal. Assist clients with budgeting and performance management issues.
- 2016-2018 Executive Service Corps of the Triangle. Consultant. Provided pro bono consulting for local nonprofit organizations on planning, governance, and financial issues.
- 2015-2018 Town of Wake Forest. Member, Planning Board. Reviews and advises Town Commissioners on zoning and similar issues.
- 2012-2014 American University. Adjunct Professorial Lecturer. Developed and taught graduate budget course.
- 2004-2014 Grant Thornton LLP. Director. Assisted clients with budgeting and performance management issues. Managed marketing survey efforts.
- 2003-2004 US Department of Health and Human Services. Division director. Oversaw formulation, justification, and execution of single largest Departmental budget.
- 2002-2003 Treasury Inspector General for Tax Administration. Division director. Managed transfer of administrative functions from the IRS to another provider.
- 1990-2002 Internal Revenue Service. Branch chief and division director. Provided complete range of budgeting and performance management services for agency of 100,000+ people.
- 1980-1990 Environmental Protection Agency. Branch chief and division director. Provided complete range of administrative services for national hazardous waste program.
- 1970-1980 US Army. Analyst. Assisted in development and execution of budgets at installation and major command levels.

Skills and Abilities: Budgeting, Performance Mgt, Strategic Planning, Financial Mgt

Specific Accomplishments

- Effectively recruited, trained, managed, and led teams at different organizations in professionally formulating and executing budgets ranging from \$300 million to \$550 billion annually. (all)
- Successfully managed the IRS Strategic Planning and Budgeting Division in the aftermath of 9-11 to identify, cost, and justify changes to protect the nation's tax administration infrastructure. (IRS)
- Developed innovative techniques to recoup \$65 million from expired funds. (IRS)
- Proficiently led the transition of the hazardous waste administrative office through the fallout from the President's firing of the political leadership and subsequent FBI investigation. (EPA)
- Thoroughly established the full range of administrative functions for new, politically-visible hazardous waste office, and effectively served the first six political appointees. (EPA)
- Served as the primary researcher/author for the first command regulation on Army Reserve budgeting and financial management. (Army)

Education and Professional Affiliations

- Master of Public Administration: Georgia State University, Andrew Young School of Policy Studies
- Bachelor of Arts, Philosophy: University of California, Irvine
- Public Financial Publications, Inc, publisher of *Public Budgeting & Finance* (Treasurer, President)
- Association of Government Accountants (AGA) (National Treasurer)
- Association for Budgeting and Financial Management (Treasurer, President)
- American Association for Budget and Program Analysis (Treasurer, President)
- American Society for Public Administration (ASPA) (Chair, Finance Committee)

Awards

- Elmer B. Staats Lifetime Achievement for Distinguished Public Service, March 2011, ASPA
- President's Award, July 2011 and July 2009, AGA

Publications

Juszczak, Thad, "Interrupted Journey: The Road to Better Budgeting," November 2013, Survey of federal budget professionals published by Grant Thornton and the American Association for Budget and Program Analysis (AABPA).

Juszczak, Thad, "After the Shutdown,," Spring 2014; "Living with Continuing Resolutions," Winter 2011; "Strategic Budget Cutting in Federal Agencies," Winter 2010; "Primer on Budgeting Federal Labor Costs," Summer 2010; "*Quattro Punt*i: Four Steps to Budgeting and Performance Management," Summer 2009 (Part I), Fall 2009 (Part II), *The Public Manager*.

Juszczak, Thad, "The Road Forward: The Federal Budget and Budgeting Profession," November 2011, Survey of federal budget professionals published by Grant Thornton and the American Association for Budget and Program Analysis (AABPA).

Webinars/Presentations/Courses

"Budgeting and Financial Management," American University, Three credit-hour graduate course; Spring and Fall 2012, Spring and Summer 2013, and Spring 2014 semesters. Three credit-hour graduate online course; Summer 2016, Spring and Summer 2017, Spring, Summer, and Fall 2018.

"American Government Today" SAS, Two-day training for SAS personnel assigned to sell to federal, state, and local government, September 2015, August 2014.

"The President's Budget for FY 2015," March 2014, Public Webinar

"The President's Budget for FY 2014," April 2013, Public Webinar

"Surviving the Sequester" March 2013, Public Webinar

"The Federal Budget and Appropriations Process" November 2011; "Performance Linked Budgeting" September 2011; "Navigate the Budget Process" April 2012, December 2010, August 2010, and August 2006, The Performance Institute.

"Government Budgeting Demystified: How Government Funds Projects" September 2013; "What's in Your Wallet? Federal Financial Crises Du Jour" February 2013; "The Federal Budget Process" February 2011; "The President's FY 2011 Budget" February 2010; "Budget Basics: How I Learned to Stop Worrying and Love the Budget" October 2007, Grant Thornton Global Public Sector Learning Series

"Stimulus Spending: Using the Recovery Act to Respond to the Economic Crisis," April 2009, 6th Annual IBM Cognos Government Forum.

"What Do Budget Officers Need to Survive (and Thrive) in an Era of Resource and Performance Management?" October 2005, Better Management.

"The Budget's New Clothes, Part II: Getting to Green" February 2005; "The Budget's New Clothes, Part 1: Performance Budgeting," January 2005, Better Management.